



Tri County Canary

A supplement of the:
• Leader-Record • McIntosh Times • Grygla Eagle
• Red Lake County Herald (Oklee, Plummer - Brooks - Red Lake Falls)



The flags of each military branches and the United States and Minnesota State Flag are on display in the gathering area of the Veterans Home in Bemidji.

Group tour given at the Veterans Home in Bemidji

Bemidji Chamber of Commerce members were invited to the Bemidji Veterans Home that is being completed. Ground breaking ceremony was held in 2021 near the Sanford Health buildings located at 920 Anne St. NW.

Home Administrator Kevin Gish took the almost 100 people around who were there for the viewing the new facility. The 72-bed skilled nursing home includes private units and baths in four areas of 18 residents each. There are several features for the veterans that include a theater, meeting rooms, family dining room, chapel, club room and meditation room.

Adolfson and Peterson Construction Company sent a certificate of occupancy recently so they can begin the process of filling the home.

They have moved staff that has been hired from temporary office space to begin new employee orientation.

They are waiting for the inspections from the State Department of Health Engineer-

ing and Licensing teams.

The cost of the home is 52 million dollars with 1/3 coming from the state and local and 2/3 from the Veterans Administration.

They will be starting with 24 residents after they have completed the federal VA survey. They are still interviewing for staff.

Kevin Gish has been selected as the Administrator for the Minnesota Veterans Home. Kevin has more than 30 years' administrative and operational experience in healthcare including at United Healthcare Corporation, North Memorial Medical Center, North Country Regional Hospital, Essentia Health and Health Dimensions Group. He most recently provided executive leadership of critical access hospital campuses including nursing homes, assisted living facilities and clinics. Kevin has been a Minnesota Licensed Nursing Home Administrator since 2011.

Kevin is a graduate of Bemidji State University (Bachelor's) and the University of

Minnesota's Carlson School of Management (Master's in Healthcare Administration). He has lived in Bemidji since 1995 and is a native of Mahan.

The Director of Nursing position has been filled by Danni Churness of Clearbrook. Danni has been an RN for more than 12 years and has served as a Director of Nursing for 10 years. She is an experienced, compassionate and skilled leader, she has strong ties to this area of the state and is eager to build her clinical team from the ground up.

Assistant Director of Nursing Billy Benson said in a release, "They are an extended family to me, and I am looking forward to being part of a team to deliver excellent care to those individuals who have put their lives on the line in support of our great nation."

All Residents must require skilled nursing care. Eligible Residents come from two categories:

- Veterans who were discharged under honorable conditions from any branch of the U.S. armed forces and are a current resident of Minnesota.
- Spouses of eligible Veterans. Spouses must be at least 55 years old and meet residency requirements.
- Veterans or Veteran spouses must meet Minn. Stat. 197.447.

Residents contribute to the cost of their care according to their means. Additional information is available from our Veterans Benefits Coordinator. Applications are available from the Admissions Office.

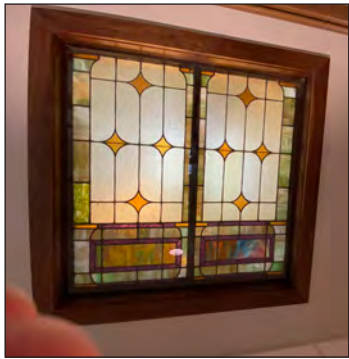
County Veterans Service Officers are available to assist future residents with the admission application process.



Kevin Gish has been selected as the Administrator for the Minnesota Veterans and the Director of Nursing position has been filled by Danni Churness.



Each of the veterans rooms had a large window and furniture was being brought in to fill the area.



The stained glass window came from the old veterans building in Saint Paul. It is featured in one of the halls with light in the background.



Some of the people who were invited to see the new Veterans Home that is being completed. Abby Randall, Executive Director of the Bemidji Chamber of Commerce spoke with the group on Tuesday, January 16. They are in the serving and dining area of the home.

Clover Rocha is RiverView's First Baby of the Year

Good things come to those who wait. For Jade Luckow and Andrew Rocha, both of Crookston, that "good thing" was the birth of their baby, Clover Cole Rocha, born Jan. 17. Clover was also that "good thing" for the RiverView Health community, as Clover was the long-awaited first baby born in Crookston in 2024.

Clover made her way into the world with a full head of dark hair at 2:24 pm on Wednesday, two days beyond her due date. She weighed 8 pounds 15.5 ounces and was 20 3/4 inches long. Dr. Kari Wessman delivered Clover.

The newborn's grandparents are Christina Cameron, Red Lake Falls; Melissa and Cory Schuler; Greg Luckow; and Andrew Rocha, Sr. and Alesha Sirek; all of Crookston.

From No Babies to Two in a Matter of Hours
Jade said she hadn't consid-



Clover Cole Rocha.

ered the possibility that she'd have the first baby in 2024 until Dr. Wessman decided induction was necessary because she suspected the baby was growing too big to wait.

Then, after weeks without the cry of a newborn in the OB Unit, Jade and another woman were in labor at the same time, both vying for the delivery of the first baby of 2024. Clover was born just a few hours before the second baby born at RiverView in 2024.

"That's pretty much how it goes," Annie Waldal, director of RiverView's Inpatient Unit and Emergency Department, said with a smile, referring to the stretches between births and then the arrival of several babies in a short time.

As for Clover's delivery, Jade reported everything went well. "Praise the person who created the epidural," she smiled.

Andrew said the only thing he hadn't anticipated about the experience was how big his little girl would be upon arrival, as Dr. Wessman had predicted.



Jade and Andrew were both born at RiverView. They are shown with Clover.

A RiverView Family

Jade and Andrew were both born at RiverView. Dr. Erik Kantan, who continues his Family Medicine with Obstetrics practice at RiverView, delivered Andrew. Altru provider Dr. Aliya Shamsi delivered Jade.

"Having our baby at RiverView meant I was able to connect with my doctor on a more

personal level, rather than being in a bigger hospital and being just one of so many patients," Jade shared.

"Everyone here (RiverView) was really helpful. A couple of the nurses were my mom's high school friends, so it was like a Red Lake Falls reunion in here," she laughed.

The couple appreciated be-

ing in the same room from start to finish and were enjoying their special celebratory meal in that room early Thursday afternoon before going home, just 24 hours after Clover's arrival.

"This is a very nice hospital room," Jade said, while looking around the delivery suite opened in 2020, "but it will be good to go home."

All civic minded citizens: save the date!

This year's political party precinct caucuses are scheduled for Tuesday, February 27th at 6:30 P.M. and are held at various locations around the state of Minnesota. Both parties select the locations which can be found in your local newspapers or on the Secretary of State website. There should not be conflicting publicly funded activities or meetings that Tuesday evening as that is prohibited by law. Caucuses are free of charge, and you have a legal right to time off from work to attend caucuses.

Management of elections is granted to the 50 states and the territories by the U. S. Constitution. State Legislatures develop the rules allowing eligible citizens to select candidates for elective offices locally, statewide, and, every four years, president of the United States. The process culminates on election day when voters decide who they want to work for them.

While some states select candidates solely through Primary elections, Minnesota provides additional opportunities for voter participation in candidate selection and the content of the party platform. The Platform is a document of party values, and how members would like to see those issues addressed. You select the party that supports your values and ideas about governmental action and join

those efforts. Caucuses are the official beginning of Minnesota's election process and offer citizens the opportunity to join in "self-governance", the method by which "we the people" govern ourselves in a democracy.

Caucuses are open to all eligible voters, including young adults who will be 18 years of age by election day. The local party organization has secured a neighborhood location, and all are invited and encouraged to attend to discuss declared candidates and issues of importance to them with their neighbors. Through the Resolution process attendees can offer suggestions to address community concerns.

Get to know your neighbors better, learn about the election process, and learn how to participate further. Upon arrival

you will:

1. Register as a participant
2. Join in discussions of candidates for office and issues of concern to your community,
3. Identify and suggest actions legislators may take to address those concerns,
4. Elect delegates to the County Convention.

Check your local newspapers and other media to find your caucus location or contact your County Auditor. You may also go to <http://www.sos.state.mn.us>, then find "Elections and Voting" on the green main menu and click on the arrow by the caucusfinder window which will appear on the website starting February 7th.

This is a y'all come situation. Democracy is NOT a spectator sport!

Sons of Norway Granlund Lodge meeting February 8

The Sons of Norway, Granlund Lodge #240, will hold its monthly meeting on Thursday, February 8, at 2:00 in the afternoon at the Embassy Center in Fosston. After the business meeting, a snack will be served and a movie will be shown, The Journey Falun. This is the story of a grueling 850 kilometer winter road expedition traveled by horse and sleigh from the mining town

Falun, Sweden to Røros, Norway to get supplies. As always, the meeting and program are open to the public and visitors are welcome.

That's Thursday, February 8th at 2:00 in the afternoon at the Embassy Center in Fosston for the Sons of Norway Granlund Lodge February meeting and program. For questions, contact Wes Roland at 218-435-1230.

Grace & Grit: Health & Healing thru Horse-Human Partnerships Hearts & Hooves Giving Hearts Day



GRACE AND GRIT: Health and Healing Thru Horse-Human Partnerships, a newly established 501(C)3 Non-Profit Organization located near Erskine, Minnesota will be having their First Annual Hearts and Hooves OPEN HOUSE on February 8th from 12 noon till 10 pm. Admission is FREE! There will be horse and pony rides for kids and adults, as well as opportunities to meet, greet and groom horses, program and training information, refreshments, door prizes, and swag!

As a newly established non-profit, the board of directors is working on implementing its mission of "using science and evidence based hands-on experiential tools and techniques to provide a thriving, flourishing life for horses and the people in their lives".

Grace and Grit provides educational opportunities for horses and people who can most benefit from these experiences.

Hands-on interaction with the horse provides immediate feedback for people as they practice skill development including but not limited to: self-regulation, decision-making, body language, conflict resolution, de-escalation, honesty, trust, healthy relationships and more.

For more information please contact: Grace and Grit: Health and Healing Thru Horse-Human Partnerships at (218) 686-3838





Inga Otelia Johnson
June 22, 1913 - January 13, 1998
"Forever in our Hearts"

Floyd Elmer Johnson
July 7, 1918 - February 10, 1981
Lovingly remembered, Cecelia, Merlin, Marlene and families.

Did you know?

Dental issues are a cause of concern for pet owners. The Cornell Richard P. Riney Canine Health Center says periodontal disease is one of the most common health issues in veterinary medicine. Studies show that 80 to 90 percent of dogs over the age of three have some type of periodontal disease, even if the pet's teeth look clean. The Veterinary Oral Health Council says there are certain commercial pet foods and water additives that are designed to minimize the formation of plaque on pets' teeth that can lead to periodontal disease. However, once plaque is present, only a professional cleaning can remove it, as brushing and food/treats alone will not address the condition.



JAKE BASTYR BAND
Every Thursday
4:00 p.m.-8:00 p.m.
A variety of music for everyone!
At: Old Trails End Bar Trail MN
Featuring their Pork Chop Dinner Special

Trails End Bar & Grill



108 Main St, Trail, MN (218) 268-4481

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Have you been to the Mill City Museum?

By Eric Mickelson
As a college student getting ready to become a teacher one of my favorite subjects was math. But years ago I was able to take part in what was called the Teaching American History Grant. Fifty-four teachers from NW Minnesota participated and were given opportunities to travel around the United States and study history first hand. We were able to go to Boston, Massachusetts, Montana (following the Lewis and Clark Trail), from Gettysburg to Atlanta (studying the Civil War), and finally Washington DC and New York City. After these great experiences my love for history grew and I would tell you now that history became my favorite class to teach as well as to learn about.

Besides these great trips across our nation twice per year we would also meet twice per year and study different aspects of the history of our great state, Minnesota. On one of our in-state trips we got to tour the Mill City Museum. I had also toured the museum as a chaperone on one of my son's 6th grade class trip. It is a great museum.

Mill City Museum opened in 2003 on the banks of the Mississippi River. It was built on the ruins of the Washburn A Mill. In 1983, the mill was named a National Historic Landmark. A fire engulfed the then-vacant building in 1991, leaving only the interior concrete and limestone walls. Shortly after this, the Minnesota Historical Society began plans to develop a museum within the remaining structure. So it is a very unique museum! Part of what you see is almost rubble left



over from the fire. Other parts of structure have been remodeled to show some of the great history of the mill and Minneapolis (Mill City). If you visit the museum, you can learn about some of this great history through interactive exhibits and hands-on activities. Other highlights include scenic views atop the Koch Rooftop Observation Deck, works from local artists, and award winning architecture.

How did Minneapolis become known as Mill City? Minneapolis was founded on the Mississippi's west bank. Soon after the city's flour milling industry skyrocketed. Getting it's power from the mighty river and fed by boxcars of grain rolling in from the Dakotas and the great plains, the industry gave Minneapolis bragging rights as the "Flour Milling Capital of the World."

The Mill City Museum

would like your help! The museum is nominated for the USA TODAY 10 BEST READERS' CHOICE travel award for the category of the Nation's Best History Museum. You can help by voting online. In 2023, The Mill City Museum was awarded 4th place in the contest. This year they are out for number 1! You are allowed to vote once per day and the contest ends February 12th.

Go to <https://10best.usatoday.com/awards/travel/best-history-museum-2024/> and cast your vote for the Mill City Museum!



DINING & entertainment

WHAT'S HAPPENING AT LITTLE BOBBY'S
295 Cleveland Ave, McIntosh, MN • 218-563-3008

WALLEYE DINNER
Friday, February 2nd • 11:30 a.m. to 8:00 pm.
Saturday, February 3rd • 11:30 a.m. to 8:00 p.m.
Includes Red Lake Walleye, Baked Potato & Side Salad. Soft drinks and coffee available.

BINGO Starting at 55¢ Progressive
Blackout 6pm,
Saturday, Feb. 3rd, 2024

WING NIGHT WEDNESDAY
Fri. & Sat., Feb. 2nd & 3rd, 2024 - Prime Rib

SHORTY'S PLACE, 268-4199

BAR BINGO! AND PADDLE WHEEL
TUESDAY, FEBRUARY 6TH, 2024 - 6:30 PM
50¢'S AT \$1,000 UP TO \$1,000 MAXIMUM

SPONSORED BY:
The Mentor Firefighters Relief Association
Lawful gambling license #05817-003

CAROL'S COZY BAR & GRILL
Brooks, MN • 218-698-4608

CAROL'S COZY BAR & GRILL
Brooks, MN • 218-698-4608

Friday, Saturday & Sunday Feb. 2nd, 3rd & 4th, 2024
Steak & Shrimp, BBQ Ribs, Braasted Chicken, Ribs & Chicken, Ribeye
Comes with Salad Bar, Potato & Garlic Toast.
Friday ONLY - Walleye

New selection of hoodies for sale!

COMING EVENTS
★Wednesday, Feb. 14th★
Steak & Lobster and Steak & Shrimp
★Saturday, Feb. 17th★
Live Music by Troubadours 6:00 to 10:00 p.m.
★Sunday, Feb. 25th★
Old Time Music with Jake Bastyr Band 3:00 to 7:00 p.m.

Kitchen Hours 8am-9pm Mon.-Sat. & 11am-9pm SUN.

POLK COUNTY LEGAL NOTICES

POLK COUNTY EQUIPMENT RENTAL
BIDS CLOSE February 23, 2024
Polk County, Crookston, Minnesota

NOTICE TO CONTRACTORS
Sealed proposals will be RECEIVED until 11:00 am, February 23, 2024 by Sam Melbye, Polk County Director of Property Records, at 612 North Broadway, Suite 207, Crookston, Minnesota 56716 on behalf of the Board of Commissioners of Polk County for establishing equipment rental rates. Proposals will be OPENED and READ publicly at 11:00 am by the Board of County Commissioners or their representative at the Polk County Government Center. Proposals received after 11:00 am will not be considered.

Proposals may be examined and obtained at the office of the County Highway Engineer in the Polk County Highway Department, 820 Old Highway 75 South, Crookston, Minnesota 56716.

The right is reserved to reject any or all bids and to waive any irregularities or defects therein.

Richard Sanders
Polk County Engineer
Polk County, Minnesota M45,46,47C

County Highway Project
BIDS CLOSE: February 23, 2024 at 11:00 AM CST
Polk County, Minnesota

NOTICE TO CONTRACTORS
Sealed proposals will be received until 11:00 AM on Friday, February 23, 2024, by Sam Melbye, Polk County Director of Property Records at 612 North Broadway, Suite 207, Crookston, MN 56716 on behalf of the Board of County Commissioners of Polk County for the construction of the County Project listed below. Proposals will be OPENED and READ publicly at 11:00 AM, by the Board of County Commissioners at the County Government Center in Crookston, MN. Proposals received after 11:00AM will not be considered.

C.P. 124-35-1423 and C.P. 124-235-1428
LOCATION: CSAH 35 and CR 235

TYPE OF WORK: Stabilized Aggregate Base
LENGTH: 12.2 miles and 2.0 miles
Major Items:

STABILIZED AGGREGATE BASE CLASS 1 40,000 TON
Proposal, plans, and specifications are available at: Polk County Highway Department, 820 Old Highway 75 S,

Crookston, MN 56716.
Cost - \$50.00 (non-refundable incl. tax)

Bids must be sealed, identified on the envelope and accompanied by a Bidder's Bond or Certified Check in an amount equal to at least 5% of the total bid made payable to the Treasurer of Polk County.

The County reserves the right to reject any or all bids and to waive any irregularities thereof.

Richard C. Sanders
Polk County
County Engineer M45,46,47C

County Highway Project
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Polk County, Minnesota

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C.P. 124-03-1429, C.P. 124-36-1430, C.P. 124-41-1431, C.P. 124-42-1432, and C.P. 124-206-1433
LOCATION: CSAH 3, CSAH 36, CSAH 41, CSAH 42, and CR 206
TYPE OF WORK: Bituminous Rout and Seal
LENGTH: 12.3 miles, 3.4 miles, 5.1 miles, 3.0 miles, and 1.4 miles
Major Items:

ROUT & SEAL BITUMINOUS PAVEMENT CRACKS 85,000 LB
Proposals, plans, and specifications are available at: Polk County Highway Department, 820 Old Highway 75 S, Crookston, MN 56716.

Cost - \$50.00 (non-refundable incl. tax)

Bids must be sealed, identified on the envelope and accompanied by a Bidder's Bond or Certified Check in an amount equal to at least 5% of the total bid made payable to the Treasurer of Polk County.

The County reserves the right to reject any or all bids and to waive any irregularities thereof.

Richard C. Sanders
Polk County
County Engineer M45,46,47C

County Highway Project
BIDS CLOSE: February 23, 2024 at 10:00 AM CST
Polk County, Minnesota

ADVERTISEMENT FOR BIDS
NOTICE is hereby given that SEALED ELECTRONIC BIDS will be received at until 10:00 AM on Friday, February 23, 2024, by Sam Melbye, Polk County Director of Property Records at Crookston, MN, on behalf of the Board of County Commissioners of Polk County for the construction of the County Project listed below. Sealed electronic bids will be OPENED and READ publicly at 10:00 AM, at the Polk County Highway Department in Crookston, MN. Bids received after 10:00 AM will not be considered. Bids must be submitted electronically through BidVAULT.

STATE AID PROJECT NO.
SAP 060-614-023
SAP 060-645-025

LOCATION:
On CSAH 14 from CSAH 45 to TH 75, 1.0 mile South of Crookston, MN

On CSAH 45 from TH 220 to TH 75 at Eldred, MN

TYPE OF WORK:
Milling, Bituminous Overlay and Aggregate Shouldering

Major Items: Type SP 9.5 Wearing Course Mix 23,600 TON
Mill Bituminous Surfacing 55,500 SQUARE YARD
Aggregate Base / Surfacing 9,000 TON

To obtain plans and proposal and to submit an electronic bid (including electronic bid form) go to the Polk County egram website: <https://egram.co.polk.mn.us>

All bidders will be required to submit an electronic bid and provide payment of \$100.00 to the Polk County Highway Department.

Proposals, plans, and specifications are also available at: Polk County Highway Department, 820 Old Highway 75 S, Crookston, MN 56716.

Cost - \$100.00 (non-refundable incl. tax)

Electronic bids must be accompanied by a certified check or corporate surety bond in favor of the Treasurer of Polk County for at least 5% of the total amount bid.

The right is reserved to reject any or all bids and to waive any informalities or technicalities therein.

Richard C. Sanders
Polk County
County Engineer M45,46,47C

County Highway Project
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STATE AID PROJECT NO.
SAP 060-608-014
SAP 060-705-003

LOCATION:
On CSAH 8 from TH2 in McIntosh, MN to CSAH 30

On CSAH 105 in Erskine, MN

TYPE OF WORK: Milling, Pedestrian Curb Ramps, and Bituminous Overlay

Major Items: Type SP 9.5 Wear Course Mix 2450 TON
Mill Bituminous Surfacing 7900 SQ YD
6" Concrete Walk 269 SQ FT

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Richard C. Sanders
Polk County
County Engineer M45,46,47C

CLASSIFIED ADS



CURRENT JOB OPENINGS

Anticipated Director of Indian Education position open immediately. Applicants must have a four-year Bachelor of Science Degree as well as a valid driver's license. Experience in Indian Education is preferred but not required.

High School Social Studies Teacher position opening fall of 2024. Proper Minnesota licensure is required.

*Interested applicants should send a resume, letter of interest, three letters of recommendation and a copy of college transcripts to Nichole M. Ekre at 202 Bagley Ave. NW, Bagley, MN 56621 or nekre@bagley.k12.mn.us. Successful candidates must pass a criminal background check. Positions will remain open until filled. *

Substitute Teacher opportunities are available. Applicants should submit their teaching license (or substitute licensure with a 4-year degree) and resume.

Successful candidates must pass a criminal background check.

Native American Home School Liaison position openings. Candidates must be highly qualified, which includes either two or more years of college, an AA Degree, or the ability to pass the ParaPro Exam.

Paraeducator position openings. Candidates must be highly qualified, which includes either 2 or more years of college, an AA Degree, or the ability to pass the ParaPro Exam.

Substitute Para opportunities are available. Applicants must have a high school diploma or equivalent.

*Application forms may be downloaded from the District Website bagley.k12.mn.us, picked up in the District Office or you may email nekre@bagley.k12.mn.us. For more information, please call Nichole Ekre at 218-694-6184. Successful candidates must pass a criminal background check. Positions will remain open until filled. *

Food Service Support Staff - a high school diploma or GED is preferred but not required. This is a 3-hour position.

Substitute Food Service Support Staff - a high school diploma or GED is preferred but not required.

*Application forms may be downloaded from the District Website bagley.k12.mn.us, picked up in the District Office or you may email nekre@bagley.k12.mn.us. For more information, please call Jennifer Hecht at 218-694-6184. Successful candidates must pass a criminal background check. Positions will remain open until filled. *

Full-Time Route Bus Driver and Substitute Bus Driver positions. Applicants must have or be able to obtain a school bus driver's license endorsement. The District is willing to help applicants obtain their school bus endorsement. New drivers will receive a \$200 stipend after six months of driving to help defray the cost of certification. For more information, please call Stuart Dukek at 218-694-6122. Successful candidates must pass a criminal background check. Positions will remain open until filled.

Maintenance Personnel positions. Bagley Independent School District #162 is accepting applications for a full time Maintenance Personnel position. Pay range is from \$22.43 to \$28.94 per hour depending on experience and qualifications. For questions about the position call Ron and (218)368-8314

*Application forms and a job description may be downloaded from the District Website bagley.k12.mn.us, picked up in the District Office or you may email nekre@bagley.k12.mn.us. Successful candidates must pass a criminal background check. Positions will remain open until filled. *



HIRING FRONT DESK HELP

Richards Publishing is looking for someone to handle our front desk position in our office. Must have computer skills, be familiar with navigating Windows 10 and the internet. Needs to be friendly, outgoing and dependable.

Duties include, but not limited to:

- Answering phones
- Helping customers
- Entering data
- Accounts receivable
- Subscription updates & postal reports
- Proofreading

To apply, please contact Richards Publishing in Gonvick. 218-487-5225.



For more information on MCAN ads call: 218-487-5225
Minnesota Classified Advertising Network

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Make an impact with your advertising dollar with classified advertising that reaches over 1 million readers!



MISCELLANEOUS

FREE HIGH-SPEED INTERNET
for those that qualify. Government program for recipients of select programs include Medicaid, SNAP, Housing Assistance, WIC, Veterans Pension, Survivor Benefits, Lifeline, Tribal. 15 GB internet service. Bonus offer: Android tablet FREE with one-time \$20 copy. Free shipping & handling. Call Maxisp Telecom today! 866/433-5324

TIMESHARE CANCELLATION EXPERTS
Wesley Financial Group, LLC. Over \$50,000,000 in timeshare debt and fees cancelled in 2019. Get free informational package and learn how to get rid of your timeshare! Free consultations. Over 450 positive reviews. Call 855/534-9138

MISCELLANEOUS

SAFE STEP
North America's #1 Walk-In Tub. Comprehensive lifetime warranty. Top-of-the-line installation and service. Now featuring our FREE shower package and \$1600 Off for a limited time! Call today! Financing available. Call Safe Step 833/966-3882

DONATE YOUR CAR
truck, or SUV to assist the blind and visually impaired. Arrange a swift, no-cost vehicle pickup and secure a generous year-end tax credit. Call Heritage for the Blind Today at 844/220-9501

IS 2024 YOUR YEAR?
We're here for it and here for you. Reach your goals this year with Weight Watchers. Get started with THREE months FREE, visit www.weightwatchersoffer.com/48

Wanted: Part-time Cabin Cleaner for the 2024 Season

I am looking for someone to clean 2 cabins on and off throughout the 2024 season. Rentals are used for Airbnb stays, workers and fall hunting seasons. Main months for cleaning are May through November and a few times over the winter months.

Job Duties: Dust, sweep, mop, general cleaning, organizing and laundry from cabins.

Must have reliable transportation, attention to detail, be able to work without supervision and to be reliable. Cabins are located a couple miles from Clearbrook. For more details and pay rate, call Chad at 218-533-1180.



R46-50P

JUNIOR HIGH BASEBALL COACH

The Clearbrook-Gonvick School District is seeking a junior high boys baseball coach for the 2023-2024 season. Experience coaching and/or playing is preferred. Duties will include but are not limited to: Building a thriving baseball and softball program, teaching young players the fundamentals of baseball and softball, being present at all games and practices, and being a positive role model to young student athletes. Must be able to pass a background check.

Applicants should submit a letter of interest and resume to:

Melissa Weems, HR
16770 Clearwater Lk Rd.
Clearbrook, MN 56634
218-776-3112 Ext. 105
Email: mweems@clearbrook-gonvick.k12.mn.us



R46-49C

TELLER/CUSTOMER SERVICE

Ideal candidate must be team oriented and dedicated to providing exceptional customer service in an accurate and timely manner.

Must be highly efficient, computer proficient, and able to multi-task. Cash handling experience preferred. Full-time position at Bagley branch, the hours are daily including up to two Saturday mornings/mo. Please pick-up application at Bagley location or send a letter and resume to First National Bank, Attn: Sue VanMill, PO Box N, Bagley, MN 56621.

First National Bank, Bagley, MN is an Equal Opportunity Employer of women, minorities, protected veterans, and individuals with disabilities.

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mweems@clearbrook-gonvick.k12.mn.us



R45-49C

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For an application, full job description and general job opening information go to www.co.polk.mn.us and click on "Careers" or call 218-281-5408 Polk County Administrator's Office. EOE

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Things to consider when shopping health insurance plans

No one wants to get sick or hurt, but common illnesses like colds and stomach bugs are inevitable, and rare is the individual who goes a lifetime without a notable injury. Furthermore, most people desire medical care that involves routine examinations and health screenings. Health plans help to defray the costs of such care.

HealthCare.gov says health insurance provides free preventive care, such as vaccines and some wellness visits, even before having to meet a deductible. Without health insurance, individuals may delay much-needed medical care because of the cost until conditions become intolerable. At that point, extensive intervention may be needed or treatment may no longer be possible.

Depending on a person's age or where they live, health care may be provided by the government. But many individuals have to secure their own health insurance or enroll in plans through their employer. The following tips can help people choose health plans that work for their needs.

Premium costs
The premium is the amount of money that comes out of the policy-holder's pocket each month or pay period. When

health insurance is offered through an employer, a portion of that cost is paid by the employer with the balance being covered by the employee. The premium will differ depending on whether a single individual will be insured, or if coverage will be extended to a spouse and/or children.

Individuals with no employer-sponsored health plan can shop their state's online marketplace for U.S. residents if available or the federal marketplace to find a plan; otherwise, one also can purchase a health plan directly from an insurer, but that is likely to be the most expensive route.

Alphabet soup
Health plans are all about the acronyms. There are HMOs, PPOs, EPOs, and POS plans. Each of these offerings is unique in regard to coverage and requirements. Generally speaking, an HMO is the least expensive initially but may be the most restrictive in choosing providers. A PPO has more provider options but higher out-of-pocket costs. EPO and POS plans fall in between. Therefore, shoppers need to determine their priorities before choosing plans, such as whether they can stay in-network.

Considerations for retirees thinking of working part-time

Retirement is an opportunity to wave goodbye to the daily grind. Retirees may focus on rest and relaxation, and many make travel a major component of their lifestyle.

According to a 2022 Gallup poll, Americans expect to retire at an average age of 66, up from 62 in 2022. However, most do not hold out that long; the average actual retirement age is 61. Canada used to have a mandatory retirement age of 65, but that mandate was overturned in 2009. Today, the average retirement age for Canadians is 64.4 for men and 63.8 for women, according to Statistics Canada.

Upon retiring, many retirees discover that they sorely miss getting out of the house and being productive through some sort of employment. Others may find it necessary to supplement their retirement incomes. There are a few things to know about working during retirement, particularly if a person is collecting government benefits.

• According to the Social Security Administration, those falling under full retirement age for the entire year (which was raised to age 67 for those born in 1960 or later) will be subjected to an SSA deduction of

\$1 from your benefit payments for every \$2 you earn above the annual limit. For 2022, that limit is \$19,560. In the year you reach full retirement age, SSA deducts \$1 in benefits for every \$3 you earn above a different limit, but they only count earnings before the month you reach your full retirement age. For full retirement age reached in 2022 your limit on earnings for the months before full retirement age is \$51,960. After full retirement age, there is no limit on earnings.

• The Financial Consumer Agency of Canada reports that individuals between the ages of 60 and 65 who continue to work while receiving a Canadian Pension Plan (CPP) retirement benefit must still contribute to the CPP. Your CPP contributions will go toward post-retirement benefits. These benefits increase your

Deductibles, co-payments and co-insurance

Additional considerations when comparing health plans include deductibles, co-payments and co-insurance costs. Nearly all plans will feature some sort of combination of these costs, which are in addition to the deductible. For example, there may be a \$20 co-payment required for standard visits and a higher amount for specialists. Deductibles are the amount of money that has to be spent before the plan starts paying for specific health care costs, like lab work or imaging. Co-insurance is a percentage owed on certain procedures. For example, a patient may be responsible for 20 percent of surgery costs and the other 80 percent is covered by the plan. Plans typically will list the maximum out-of-pocket expense for the calendar year.

Shoppers also should consider if the providers within each plan operate near their homes. Coverage for prescription medications is another point to consider.

Shopping health plans can be confusing. Learning the lingo and doing your homework is necessary to ensure you find the best plan.

retirement income when you stop working. However, if you continue to work while getting a CPP retirement pension and are between the ages of 65 and 70 years old, you can choose not to make any more CPP contributions.

• Keep in mind that if you are on Medicare, extra income could potentially trigger surcharges for parts B and D. It's beneficial to speak with a financial consultant to weigh the pros and cons of part-time work during retirement.

• Part-time work does not need to be daily work. Many retirees work according to how they feel. Some options include seasonal jobs, such as driving shuttles in national parks or working during the holidays in retail stores. Or you may use your expertise to consult or start a business.

• A number of people work part-time during retirement simply to get out of the house. Jobs that help you interact with a number of people can be beneficial, as socialization has been shown to benefit the mental health of seniors.

Working during retirement can supplement savings and provide structure that some retirees may be missing.

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4 TRI-COUNTY CANARY

Wednesday, January 31, 2024

Itasca State Park Nature Program Update for February 2024

Listed are programs for the month of February 2024.

- We are excited to have staff from the Raptor Center from the University of Minnesota coming to the park for a presentation on February 3. Live birds will be a part of the presentation.

- Storyteller Steve Maanum will be presenting on the night of Itasca State Park's Lantern Lit Snow event on February 10.

- As with much of Minnesota, our snow levels are low. For current snow and trail conditions updates, go to the Minnesota DNR Website and look for the Snow Depth and Groomed Trail Conditions page at: https://www.dnr.state.mn.us/snow_depth/index.html

Itasca's Presenters Under the Pines: Raptor Encounters

Saturday, February 3, 2024, from 11-11:45 a.m.

Meet at the Jacob V. Brower Visitor Center

Join the University of Minnesota Raptor Center for an awe-inspiring presentation, featuring live raptors! Discover the fascinating world of these birds of prey as knowledgeable staff share insights into their behavior, adaptations, conservation, and the crucial role they play in our ecosystems. During this presentation, you will have the chance to witness these incredible birds up close and gain a deeper appreciation for the beauty and importance of raptors in our natural environment.

Itasca's Presenters Under the Pines: An Evening with a Storyteller, Part 3: Why Does it Always Happen to Me?

Saturday, February 10, 2024, from 5-5:30 p.m.

Meet at the Jacob V. Brower Visitor Center

Come join Steve Maanum as he performs more stories from his collection of embarrassing moments.

"We have all experienced situations that did not go as planned, but most of us have enough dignity and common sense to keep them to ourselves. I, on the other hand, do not appear to have any dignity or common sense. I turned my situations and embarrassing moments into a monthly column for Midwest Boomers (2010-2014) and for Sr. Perspective (2019-2022)."

"Some of my stories are told from the mind of a boy growing to manhood, while others are told through the eyes of a confused, senior citizen, who is still struggling to find maturity or . . . rebelling against it. I am a Baby Boomer, born halfway

through the last century, and at my age I am living proof that growing old is not necessarily synonymous with growing up."

Steve has always been a storyteller. As a school teacher, he made it a regular part of his classroom day and following retirement, he has continued to weave stories into his family-style nature photography and writing presentations "When I tell a story, I want it to jog the memories of the listeners so they might recall similar situations from their past. I believe our life is our story and each of us has one worth telling."

Meet up with Steve and see if he can brighten your day. Then go out and make your own stories when you join us for the lantern lit ski and snowshoe beginning at 5:30 p.m.

Itasca's Evening Lantern Lit Snowshoe and Ski

Saturday, February 10, 2024, from 5:30-8 p.m., come -and-go at your leisure.

Start at the Jacob V. Brower Visitor Center. Trail illuminated along the South Entrance Road approximately 3.5 miles round-trip.

Come out and ski or snowshoe by the light of the stars and kerosene lanterns along the trail. Snowshoe, walk, or ski at your own pace along the lantern lit route during this drop-in program.

NOTES: Program is held outdoors. Dress warmly for outdoor winter conditions. Snowshoe walk/ski is self-guided at your leisure.

Remember a headlamp or flashlight as some portions of the trail can be dark.

Bring your snowshoes or skis. Some portions of trail may be walkable in just snow boots. A limited number of snowshoes will be available for check-out at the Jacob V. Brower Visitor Center on a first come-first served basis.

Bring your own hotdogs, thermos of hot chocolate, marshmallows, and snacks for enjoying around the outdoor campfire before or after the walk (don't forget your roasting stick).

If snow conditions are poor, the event will become a snow boot walk.

Itasca's Music Under the Pines: Jim and Molly Bauer

Saturday, February 10, 2024, from 6:30-8 p.m.

Meet at the Jacob V. Brower Visitor Center Lobby

Enjoy music from Jim and Molly Bauer as they perform the night of the Lantern Lit Snowshoe and Ski event. Sit by the fireplace with Jim and Molly as they share stories along with familiar folk and folk rock songs.

Circle Time Under the Pines: O is for Owls

Thursday, February 15, 2024, from 11-11:30 a.m.

Meet at the Jacob V. Brower Visitor Center (look for the big building under the big pine trees.)

Children 2-5 years old, come explore Itasca as we learn about nature through stories, songs, crafts, and outdoor discovery. Bring your outdoor clothes as we will be outside exploring nature if weather allows.

Registration: Registration for this program is required. For more information or to register, email Naturalist Sandra at Sandra.d.lichter@state.mn.us or call 218-699-7252.

NOTES: Adults must accompany children. Consider bringing a picnic lunch and enjoying your noon meal around the fireplace in the visitor center lobby after the program.

Kid's Science Discovery: The Mystery Hike on Snowshoes

Friday, February 23, 2024, from 1:30-2:15 p.m.

Meet at the Jacob V. Brower Visitor Center

Kids, put on snowshoes and search the trail for clues to figure out the "mystery animal." Science Discovery programs are geared for students looking to take the classroom outside. Itasca is a wonderful outdoor learning space to explore the natural world.

Registration for this program is required. For more information or to register, email Naturalist Sandra at Sandra.d.lichter@state.mn.us or call 218-699-7252.

What to Bring: This program will include going outdoors if weather allows, so plan for the weather. Dress in layers and wear snow boots.

Snowshoeing: Wildlife Watch

Saturday, February 24, 2024, from 11-Noon

Meet at the Jacob V. Brower Visitor Center

Grab some snowshoes and head down the trail with a park naturalist searching for signs of wildlife in winter. Route will be selected depending on snow conditions. All experience levels are welcome!

Notes: A limited number of snowshoes are available to use during this program. Contact naturalist Sandra if you need to reserve a pair at Sandra.d.lichter@state.mn.us or 218-699-7252. This snowshoe walk is dependent on snow depth. Dress in layers and wear snow boots.

Facing southwest, nightfall February 15



Minnesota Starwatch for February 2024

By Deane Morrison

During February the bright winter constellations reach their prime position for evening viewing. They come out east of brilliant Jupiter and follow the planet across the night sky. Bringing up the rear is low and glorious Sirius, the brightest of stars, and its dim constellation, Canis Major, the big dog.

These stars start to exit the sky next month, so if you haven't enjoyed them yet, grab a star chart and go out at nightfall. Try Thursday, the 15th, when a waxing moon will be just west of the Pleiades star cluster and the V-shaped Hyades cluster, which forms

the face of Taurus, the bull. The bull's orange eye is Aldebaran, which is separate from the Hyades.

In the morning sky, Venus is sailing into the sun's foreglow. About 40 minutes before sunrise on the 7th, sharp-eyed viewers may catch a very low, scrawny moon to the lower right of the planet.

The moon becomes new on the 9th and reaches perigee, its closest point to Earth in this lunar cycle, on the 10th. If you like delicate crescent moons, look close to the setting sun on the 11th and 12th, when the crescent will be big—and maybe pink.

The farthest and smallest

full moon of 2024 arrives on the 24th at 6:30 a.m. It sets close to an hour later, so you may want to watch it rise the evening before. It will cross the night sky with Regulus, the brightest star in the spring constellation Leo, the lion.

On Groundhog Day we celebrate the ancient Celtic holiday Imbolc, or lamb's milk. It was one of four "cross-quarter" days falling midway between a solstice and an equinox. The groundhog's origins are unclear, but apparently it was believed that a cloudy day foretold rains that would soften the earth for planting, but a clear sky meant more wintry cold.

Matracks Debuts New Narrow Tracks for Row Crop Farming

Proven to Significantly Reduce Compaction and Increase Yields

Karlstad, MN – January 25, 2024 – Matracks, the company that started it all thirty years ago with the conception, design and production of the first rubber track conversion system, has engineered yet another one-of-a-kind product. Today, Matracks announced availability of the narrowest tracks in the industry – starting at only 9.6-inches (243mm) and ranging up to 12 inches wide. Specifically designed for row crops, the newly released narrow tracks can reduce compaction by up to 40 percent, as compared to tires, contributing to higher yields and profits.

"For row crop farmers, soil compaction is the number one concern," commented Dan Laux, VP of Operations for Matracks. "Tires compact the soil in between rows which can significantly reduce the effectiveness of fertilizers and chemicals. Our new narrow track models have significantly higher ground contact area as compared to tires of the same width, thus minimizing

compaction, and ultimately producing higher yields."

Matracks' innovative narrow row crop track options include the 9.6" Track-tor-Assist (TA) 9000-LM-1010 as well as 12" narrow track options - all available exclusively from Matracks. The company recently fulfilled custom orders of its TA 3500 and TA 5000 tracks – replacing the standard 16-inch track with the new 12-inch option. Matracks' non-driven Trail-R-Mate (TM) tracks have also been built with 12-inch narrow tracks.

"On top of the obvious ability to traverse through terrain that tires cannot, row crop tracks are extremely valuable in reducing soil compaction," commented a 6,000 acre farmer in the upper Midwest. "By minimizing fertilizer runoff and chemical waste, we anticipate an increased yield. There's no doubt in my mind that these tracks will pay for themselves within the next 12 months."

Matracks' track conver-

sion systems feature an exclusive rubber torsion anti-torque system and internal rubber torsion rocker suspension. Also unique to Matracks, is a concentric pivot frame designed to reduce track slack variation during suspension travel. Built with steel frames and an all-terrain, self-cleaning tread style – Matracks has earned a reputation for exceptional product quality, durability and safety. For more information including all technical specifications, go to <https://www.matracks.com/r/narrow-row-crop>

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Theology in the Trenches

By Kathleen Kjolhaug

The Essence of Holiness

The lovely lady made her way up the aisle. Tepid her steps were—yet straight the path before her appeared. Stability at its finest hour was upon her and the one who closely followed took care that she was in good hands.

Not so sure footed she was and he knew. When she swayed, he swayed and his arms reached to redirect. When she took a misstep, he made sure his took its place as he led from behind. Tenderly he stood in the gap when the moments were uncertain.

Arriving at their destination, his hands reached under hers as the small portion of bread was placed within her palms. Gently she lifted it to her lips as communion with her Lord was served. It was His body, given for her—done in remembrance of Him and the lovely lady received.

As He entered in—in the form of bread and wine, she responded to the call sent forth from John 6:53. “Amen, amen, I say to you, unless you eat

of the flesh of the Son of Man and drink his blood, you do not have life within you.”

Sounds believable alright but not all believed as John 6:60-69 tells us. “Many of the disciples of Jesus who were listening said, ‘This saying is hard; who can accept it?’ Since Jesus knew that his disciples were murmuring about this, he said to them, ‘Does this shock you? ... The words I have spoken to you are Spirit and life. But there are some of you who do not believe.’ Jesus knew from the beginning the ones who would not believe and the one who would betray him. As a result, many of his disciples returned to their former way of life and no longer walked with him. Jesus then said to the Twelve, ‘Do you also want to leave?’ Simon Peter answered him, ‘Master, to whom shall we go? You have the words of eternal life.’”

And His followers followed, and the lovely lady received and those who followed after also received and so it went and so it goes.

“It’s all about a personal

relationship,” is how some describe faith. And yet it doesn’t get much more personal than eating and drinking the Supper of the Lamb. Sometimes we forget when we take things into our own hands and use words to explain what our finite minds are trying to grasp. Best to use His Word—His glorious, infinite Word.

And how does one take that which was broken for you? According to 1 Cor. 11:27 one must take it worthily. And how is one worthy? Simply follow the lead of the one serving the Supper of the Lamb and take it in. With a contrite heart of confession one may receive. What about the next time? What if we stumble and fall? We begin anew with what the Almighty can do.

And when you “knock, the door will be opened” (Matt:7:7-8). His hand will not only be upon you but under you—and He will lead gently from behind—supporting—standing in the gap—offering stability when needed after a misstep. Follow His lead. Amen.



Ask a Trooper

by Sgt. Jesse Grabow Minnesota State Patrol

Question: I was recently the victim of identity theft. My driver’s license was among the items stolen. I am concerned that this person will use my identification to drive, among other things. What can I do in regards to my license?

Answer: I am sorry to hear about your situation. This is not my area of expertise but the Minnesota State Patrol is part of the Minnesota Department of Public Safety (DPS), which includes the Driver and Vehicle Services (DVS) division.

I reached out to someone there, and they provided the following information:

If you believe you were the victim of identity theft, contact DVS for a “Law Enforcement Alert for Victims of Identity Theft” Form, found here:

<https://dps.mn.gov/divisions/dvs/forms-documents/Documents/VictimofIdentityTheft.pdf>.

You can submit the form:

• By mail to Driver and Vehicle Services, 445 Minnesota St. Suite 175, St. Paul, MN 55101.

• In-person at any driver exam station or driver license office that accepts driver license applications.

DPS recognizes that the misuse of your identity by someone else is a serious problem. Upon receipt of this completed form, an entry will be made on your driving record. This entry will alert law enforcement officers that someone else may be using your identity. This entry should prevent someone from using your name when involved with law enforcement.

It is important for you to know that this entry may cause you inconvenience if you have

contact with law enforcement personnel as they will specifically request your identification. For your own protection, it is recommended that you have your Minnesota driver’s license or identification card with you at all times.

This form will not prevent the use of your name in financial matters, such as establishing credit or other accounts. You should reach out to each of those directly.

A portion of state statutes were used with permission from the Office of the Revisor of Statutes. If you have any questions concerning traffic related laws or issues in Minnesota, send your questions to Trp. Jesse Grabow – Minnesota State Patrol at 1000 Highway 10 West, Detroit Lakes, MN 56501-2205. (You can follow him on Twitter @MSPIO_NW or reach him at, jesse.grabow@state.mn.us).

Strategic Farming: Let’s talk crops! focused on big data and corn genomics

St. Paul, Minn. (01/25/2024)— What does the use of big data in corn genomics mean for today’s producers? “If we can understand what makes a particular hybrid perform the way it does in a particular environment, different hybrids could be placed strategically where they would perform the best,” states Dr. Candice Hirsch, a corn geneticist and genomics professor at the University of Minnesota.

Hirsch’s Maize Translational Genomics lab generates big data to study these relationships between corn genetics, the environment and phenotypic variation under different growing conditions. Getting that data, however, is labor intensive. Plants are sampled from the field, then DNA is isolated and sequenced. The result is terabytes worth of data to try and make sense of. Each plant has 2.3 billion genomic bases and these are compared against all other plant samples.

There is a surprising amount of genetic diversity among corn hybrids, according to Hirsch. To illustrate, 26 corn plants were analyzed and each had about 40,000 genes. However, they found 100,000 unique genes across all varieties. That translates into 60,000 extra genes that are sometimes present within each genotype.

As corn genomic data expands, it will allow plant breeders to predict performance for a large number of progeny

without having to grow every individual in every field environment. Big data can help us understand how different genotypes interact with the environment.

Recent studies have shown that different genes control a plant’s performance potential versus its ability to react to its environment – or plasticity. Other studies suggest that corn breeding may have reduced this genomic plasticity.

To study plasticity, Dr. Hirsch’s group measured the height of every plant in 500 different varieties in several environments at several times during the growing season using drones. The resulting plant growth curves could be compared.

Their results showed significant diversity in the growth curves, even when varieties ended the season at the same height. Data like this helps quantify the genetic elements that contribute to stable growth patterns across environments and improved corn crops.

Hirsch’s group wondered if they could also use drones to study how plants interact with different management practices. Unfortunately, a massive wind event occurred, and their plans shifted into studying lodging and recovery.

A repeated study the following year also had a lodging event, so they took a closer look at the underlying variation affecting lodging and recovery

instead. They identified high plant densities and corn stage as important factors affecting lodging and recovery.

What about climate change? Tom Hoverstad, research at the Southern Research and Outreach Center, observes that as the climate gets warmer and wetter, corn genetics also change. “Since corn is bred, selected and tested where they’re going to be grown,” he states, “new hybrids are adapted to that changing environment.” However, if the climate starts to change more rapidly, it may be a challenge for corn genetics to keep up.

Will the warming climate translate into growing longer relative maturity hybrids? Not necessarily, according to Hoverstad. “Even if we gained a few growing degree days during the spring, soils still need to dry out before planting. More importantly, the risk of frost hasn’t changed,” he states. Since first fall frost dates haven’t shifted dramatically, maturity ratings haven’t moved.

Hirsch’s lab has documented an incredible amount of genetic diversity in corn plants. “The use of big data allows us to maximize yield increases under increasingly stressful conditions,” concludes Hirsch.

For more information from University of Minnesota Extension, visit extension.umn.edu/crop-production.

What anyone should know about disability rights



Life is full of challenges, and obstacles are often easier to overcome when people have some trusted allies in their corner. Certain situations are more easily managed with a little help from a trustworthy support system, and that system can include a reliable legal representative.

The American Civil Liberties Union notes that individuals with disabilities face widespread discrimination, segregation and exclusion. That’s why it pays for such individuals to have a trustworthy legal advocate in their corner to advise them on their rights and recommend action to take if those rights are being compromised.

What rights do people with disabilities have at work?

The ACLU notes that federal laws protect people with disabilities from being discriminated against in the workplace. Such individuals do not have to inform an employer of a disability when they apply for a job or even after they’re hired. That’s the case even if their disability requires a reasonable accommodation in the future. Individuals with disabilities who can perform the job cannot be denied promotions, fired or demoted, harassed, or paid less as a result of their disability. It’s also illegal to refuse to hire someone capable of doing the job simply because of their disability. People with disabilities also are protected under the law from unnecessary medical

inquiries at work.

What are some examples of work-related disability discrimination?

The ACLU notes that the following are some examples of disability discrimination in the workplace:

• A refusal on the part of an employer to hire, promote or equally pay a person because of a disability when that person is capable of doing the job

• An employer refuses to make reasonable accommodations to ensure a person with a disability has an equal chance to succeed at work

• An employer demands that a disability be disclosed or discussed when you have not requested an accommodation

• A person is the target of derogatory comments, jokes or gestures related to a disability from a boss, coworkers or customers

What should I do if I believe my rights have been

violated?

The ACLU recommends individuals with disabilities who believe their rights have been violated take various steps in response to such violations. In addition to contacting a lawyer, the ACLU recommends filing a charge of discrimination with the U.S. Equal Employment Opportunity Commission or a state fair employment practices agency. The ACLU notes that deadlines to submit such filings may be as short as 180 days, so it’s vital that individuals move quickly in response to any violations. The ACLU urges federal employees to contact their EEO counselor within 45 days.

Disability rights are in place to prevent discrimination against people with disabilities in the workplace. Lawyers who specialize in this area of the law can advocate for people with disabilities and ensure they are treated fairly and equitably.



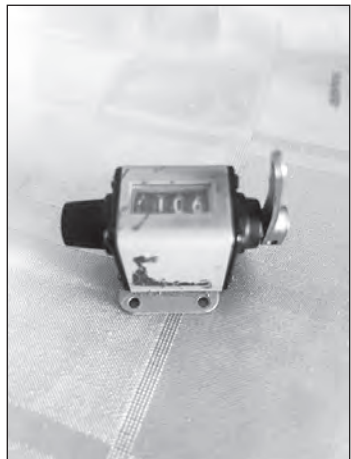
Playing Clicker

By Auctioneer Eric W. Mickelson



A few years ago I was cleaning in the basement and I found a “clicker.” “Clicker, “you ask! That is a bale counter from an old square hay baler. We used to play a game when I was a kid we called “clicker”. Sometimes when we had company mom and dad would whip out the clicker and between cups of coffee or cookies our company would get to play a little clicker! We would hold the bale counter and someone would time you and you would see how many “clicks” you could make in a minute. By the end of that minute your arm would be sore from trying so hard to click faster and faster. Then if you played a long time your fingertips, or wherever you chose to hold on to the “clicker” would be on the verge of a blister. I guess that was my equivalent of playing some modern day video game and getting sore fingers or thumbs from working the controller!! Well the old clicker game got me thinking about something I love....making hay! And it also made me think of the old Super 77 New Holland baler we had when I was just a kid. I know one of the “clickers” came off that old 77 baler.

Well last weekend was my wife, Patty’s, birthday. I invited my sister and her family as well as two of our sons and wives over and we had a little birthday party. My wife received a new game for her birthday so we got a chance to play it. Then I looked over and saw the “clicker” on the shelf. I said I’ve got a game we should play. My niece and nephews had never had the chance to play clicker before. So we had a little test round where every-



Here is a picture of the infamous “clicker!”

one had 30 seconds to do their best. I would say I definitely had the most experience at the game, clicker, but in the 30 second round my son Heath defeated by clicking a 212 while I managed a 200. Then we got brave and went to a one minute round! Don’t laugh but like I said earlier a minute is a long time to keep up a fast pace and maybe you get a little cramp in your forearm or fingers. In the one minute round my son Heath and I again battled it out and believe it or not after a one minute timing we tied 372 to 372!

I happened to substitute teach this past week on Friday and guess what I brought with me....yes, my clicker! Being it was Friday one of the directions left to me by the teacher was at the end of the day to have a little “free” time. So you know what I did, I pulled out the clicker and we had a little tournament. We did a 45 second round and then the kids said they wanted to go for a

minute, so we did. I believe the winner clicked a score of 218!

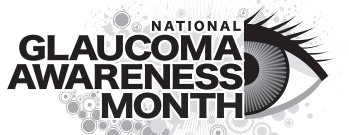
I don’t know if it will catch on but I had brought some prizes for the winners and we had a little fun. If you ever stop by we may have a cup of coffee and who knows, maybe we could play a round of clicker!

How about a little tractor trivia!

(We pulled our Super 77 Baler with an R John Deere, hence the following questions about the R John Deere!)

1. What was the number of the baler that preceded the 77? (it is not that tricky!)
2. In what state was New Holland equipment manufactured?
3. After over 10 years of research the R John Deere was actually introduced in what year?
4. When introduced the R sold for _____ dollars? \$2500 B) \$3000 C) \$3395 D) \$3750
5. Did the model R John Deere ever come with a factory cab?

Answers: 1. The 76 2. New Holland, Pennsylvania which is in Lancaster County. 3. 1949 4. D. \$3750 5. Yes, they are rare today!



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ORGANIZING WORD SEARCH

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B P E O E B Y A T T P D R F I H E C O U
G M G K T T N E M E S A B R B D D N E B
Z R G A D M H E Z I N A G R O H A C G H
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L L K T C G L I P A F A F C F T N C H Y
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D R Y F H K I K C L L F K I T F R A G T
Y S A D R A Z A H O E T C B F D D P M Z
D F S I T S T Y I M D S N E P K P U G U

ORGANIZING WORD SEARCH

Answers on page 7

ATTIC
BASEMENT
BELONGINGS
CATEGORY
CHORES
CLEAN

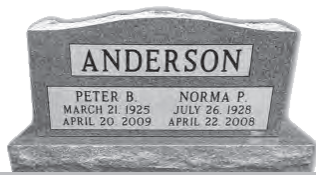
CLOSETS
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OBITUARIES



Obituary for
Robert Gulbranson

Robert J. Gulbranson passed away November 2, 2023. He was born on April 1, 1951, one of 14 children. He grew up in Leonard, MN on their family farm. He attended Clearbrook High School and graduated in 1969 where he enjoyed competing in wrestling and playing football. After graduating he moved to Minneapolis where he started working at Standard Machine Mold.

He met his one and only Brenda and they married November 11, 1972. In 1973 they had their first child Jenni while living in Minneapolis and moved to Brooklyn Center in 1976. Shortly after in 1979 they had their second child Brent. They later picked up and moved to Apple Valley, MN, then to New Mexico as empty nesters. Robert started his own machine shop, then later decided to work at Walmart with his wife. He opened a hat shop and then moved back to Minnesota where he started working for the St. Michael/Albertville school district. Robert was later diagnosed with cancer April 17, 2022. Robert continued working until he couldn't

work anymore. He enjoyed his coworkers and family. He enjoyed talking with his siblings on the phone and going up north for family events. He loved the farm he grew up on and also had a love for his time in New Mexico. He enjoyed mowing the lawn, computers, watching videos with his grandchildren, walks, ICE CREAM and eating fruits and veggies out of the garden.

Mourn not for me, for frailty is left behind. I face the next step in life's pilgrimage with the great calm with which God has so richly blessed me, knowing we are His children whether we live or die, and that our deep love which endureth all things is everlasting. ~Elsie Bush Woolsey

Robert is preceded in death by his wife Brenda Darlene Gulbranson, parents Gilmer Bennett Gulbranson, Helen Marie George Gulbranson, Parent-in-laws Henry Anenson, Christian Lerol Anenson. Siblings Laurie Hanson, Steve Gulbranson, Gilmer Gulbranson, Irene Storm, Wayne and infant brother. Great grandparents, grandparents, aunts, uncles, in-law and friends.

He is survived by his children Jennifer (Jeffrey) Blake, Brent Gulbranson, grandchildren Justine (Tyler) Lannon, Jordan (Adrienne) Christopherson, Deiondre Gulbranson, Joscyl N (Oliver) Christopherson, Sommer Blake, Soloman Gulbranson, Brenda Blake, Franklin Blake, Chance Gulbranson, Starlit Gulbranson. Great grandchildren Ayla Gulbranson, Brielle Lannon (In the oven), uncles, aunts, nieces, in-laws and friends.

A Celebration of Life was held Saturday, November 11, 2023 at Westbridge Church in St. Michael, MN officiated by Pastor Marty Bownik.



Obituary for
LeRoy Johnson

LeRoy Dwight Johnson was born July 14, 1950, in Fosston, MN, the son of Lloyd and Josephine (Harvey) Johnson. He grew up on the family farm near Winger, where his love of farming began. He graduated from McIntosh-Winger High School in 1968.

After graduation, he moved to Fridley, MN to work as a sanitation worker. He returned to Winger in the early seventies and married Nancy Fischer on October 25, 1975, in Gonvick. As Roy worked the family farm, they raised their children on the same piece of land where he grew up. LeRoy worked as the manager of Winger Livestock for nearly two decades before becoming a custodian at the Win-E-Mac School. He was elevated to Building and Grounds Supervisor until his retirement in 2012. He loved his daily interactions with students and teachers and took great pride in making the school look its best. Throughout his working years and retirement, he enjoyed his time driving tractors for numerous farmers in the area, but especially the time spent working for the Gunufsons.

The greatest joy of LeRoy's life was the pride of watching his kids and grandchildren succeed. He spent countless hours visiting gyms, football fields, and

baseball diamonds all across northern Minnesota, but nothing made him happier than spending time with his grandkids. He enjoyed his yearly trip to Medora, tapping his toe to polka music every Saturday night, watching (and rewatching) every western known to man, and tending his yard and garden. He was an active member of his community and a faithful member of Grace Lutheran Church. LeRoy was a man who was always there to lend a helping hand and never shied away from a challenge. He fought his entire life to make the world a better place for his loved ones. LeRoy passed away on January 25, 2024, after a year-long battle with brain cancer.

LeRoy is survived by his sons, Russ Johnson of Winger and his children, Josie and Logan, and Nathan (Erin) Johnson and their sons: Hayden, Jorgen, and Kai, all of Winger; daughters, LeAnn (Andy) Sattler and their children, Brynn and McKenna, of Bemidji, and Nia Brenteston (CJ Moore) of Bloomington; honorary son, Brandon Omang of Warroad; siblings Truman (Darlene) Johnson of Dilworth, Sharon Johnson of Spring Lake Park, Bette (Eddie) Martin of New Brighton, Dean Johnson of Winger, and Kelly Johnson of Winger, and many other extended family members.

Blessed be the memory of LeRoy Johnson.

Funeral Services were held at 1:00 pm on Tuesday, January 30, 2024, at Grace Lutheran Church, Erskine, MN. Visitation was held Monday, January 29th from 5:00 – 7:00 pm with a Prayer Service at 6:30 pm at the Anderson Family Funeral Home in Mahanomen, MN, and continued one hour prior to the funeral at the church. Burial took place at Elim Cemetery, Winger, MN.

Arrangements entrusted to Anderson Family

Funeral Home of Mahanomen. www.andersonfamilyfh.com



Obituary for
Norris Syverson

Norris Syverson, age 90, of rural McIntosh, Minnesota, passed away on Friday, January 26th, at his sister's home, at the age of 90 years 33 days.

A memorial service will be held at 11:00 a.m. on Wednesday, January 31st, at Vernes Lutheran Church, rural McIntosh, with the Rev. Lee Laaveg officiating. Interment will be in Vernes Lutheran Cemetery. Family will greet friends for one hour prior to the service on Wednesday at the church. Military honors will be provided by the U.S. Navy Honors Team. Arrangements are with Carlin Family Funeral Service of McIntosh and messages of condolence may be shared at www.carlinfuneral.com.

Norris Roger Syverson was born December 24, 1933, on the home farm in Hill River Township, rural McIntosh, MN. to parents Rudolph and Clara (Martinson) Syverson. He was the 11th of 15 children.

Norris attended the rural Lindsay school, through the 8th grade. He worked on the home farm until he

was drafted into the United States Navy. He was stationed on a ship and served our country for 2 years. He was honorably discharged on August 31, 1957. He returned home and started farming & milking cows. He milked cows until 1968. He then started farming grain, and raising beef cattle, he also had a few Texas longhorns, and goats which he enjoyed, until he retired.

Norris was baptized, confirmed and a lifelong member of Vernes Lutheran Church. He was truly a devoted Christian and an active member of the church. Norris was also the sexton of the cemetery, for many years. He took pride in this and was able to continue up until his death.

Norris has enjoyed good health for most of his life, has been very active. He loved to hunt, has shot a bear and many deer, rabbits, fox, and wolves. His favorite Sunday afternoon pastime was taking rides to look at the countryside. He has had many beloved collies, but Foxy was his co-pilot for many years. Many times, their travels ended at the Dairy Queen, where they both enjoyed an ice cream treat.

Norris is survived by one sister, Faith Hanson of Fosston, MN. Two sisters-in-law, Eleanor Syverson, and Mavis Syverson 37 nieces and nephews and many great nieces and nephews. He was preceded in death by his parents Rudolph and Clara Syverson. Six brothers Alan, Edwin, Francis, Rupert, Gordon, and infant Walter. Seven sisters Alvira, Clara, Ardith, Anola, Mary and infant sisters Elaine and Doris.

Blessed be his memory



Obituary for
James "Jim" Choc

James "Jim" Choc, age 66, of Lengby, MN, passed away on Wednesday, January 24th, at Sanford on Broadway under care of hospice after a battle with cancer. A visitation will be held from 5:00 p.m. to 7:00 p.m. with a 7:00 p.m. prayer service on Thursday, February 1st, at the Carlin Funeral Home in Fosston with the Rev. Gene Lilienthal officiating. Interment will be held at a later date. Arrangements are with Carlin Family Funeral Service of Fosston and messages of condolence may be shared at www.carlinfuneral.com. In lieu of flowers, memorials are preferred.

James Patrick Choc was born on March 17, 1957, in Fosston, Minnesota to parents Archie and LaVella (Ihrke) Choc of Lengby, Minnesota. He graduated from Mahanomen High School in 1975.

Jim was united in marriage to Cindy Riggs on March 18, 1978, in Shevlin, Minnesota. They made their home on their farm in the Lengby area.

Jim was a logger at heart, keeping busy with firewood.

Over the years he worked for Donny Maruska in the woods as a teenager; worked with his uncle, Charles Ihrke, on the farm with pigs, beef cows and a few sheep. Jim and his brothers-in-law, Dennis and Larry, started C & R Logging and they logged together for many years. Then, while the kids were in high school, he milked cows. He had also worked at Team Industries as a machinist, then MDV in Fosston, American Crystal Sugar, Balstad Farms, and then Keller Farms.

Jim loved the outdoors, hunting, fishing trapping, and spearing (and all types of fishing). It was important that he pass on his knowledge of fishing to his grandchildren. He also enjoyed playing cards, making sausage and also making jerky in his dryer. He loved sharing the never-ending cup of coffee and his love of food with family and friends.

Jim passed away peacefully, with his wife at his side, on Wednesday, January 24, 2024, at Sanford on Broadway under care of Hospice after a battle with cancer at the age of 66 years.

Survivors include his wife, Cindy, of Lengby; son, Keith (Marissa) of Bagley, MN; daughters, Lora Thielke (Michael Johnson) of Lengby and Jessica (Ben) Fauchald of Lengby; one sister, LaVonne (Bob) Ritter of Largo, FL; his dog, Ruby Girl; grandchildren, Thor, Shelby, Ella, Preston and Grace; and extended grandchildren, Gabe, Allie, Tori, James, and Neil.

He was preceded in death by his parents, Archie and LaVella; infant oldest brother and youngest sister; and numerous aunts and uncles; and his favorite cattle dog, Zip.

Obituaries also online
www.tricocanary.com

Word Search Answers for this week

H P L F E G A R A G H C L O S E T S M H
Y A N D I B E L O N G I N G S G O E U D
B P E O E B Y A T T P D R F I H E C O U
G M G K T T N E M E S A B R B D D N E B
Z R G A D M H E Z I N A G R O H A C G H
H K Y I E Y G I A D P O A M Y T K T A L
G G K T K F P B N B I A F U I T M C B R I
E Y S F T R T L D E G U S T O R A M G E R I
Y Y A P D E L A E K S L N T Y R K S A D
S R T H B Y T T N R S K Z R E G Z R G E
H E A S Z C R H M O M E N N K R Y E H T
I A A Y K H F O Z U I T R L P K N T B T R
M A U O F E C L K G H S T O N I O U T P O
C S N A O E L C L K E H S S O U H K O C S
H G N I D R A O H B T M M E U C A L A D
L L K T C G L I P A F A F C F T N C H Y
E G O B U E U T B L I P C O T O Y G A N
D R Y F H K I A K C L F K I T F R A G T
Y S A D R A Z A C H O E T C B F D P M Z
D F S I T S T Y I M D S N E P K P U G U



Obituary for
Paul Mahlen

Paul Mahlen, age 72, of Erskine, MN, passed away on Monday, January 22nd, at his home with his family by his side. A Celebration of Life will be held at 11:00 a.m. on Saturday, February 3rd, at the Win-E-Mac High School gymnasium in Erskine, Minnesota with the Rev. Pam Thorson officiating. Family will greet friends from 9:00 a.m. until the time of the service on Saturday (February 3rd) at the school. Interment and military honors will be held in the spring with honors provided by the Bailey-Throne American Legion Post #596 of Erskine. Arrangements are with Carlin Family Funeral Service of Erskine and messages of condolence may be shared at www.carlinfuneral.com.

Paul Richard Mahlen was born on October 8, 1951, in Crookston, Minnesota to parents Levi and Ila (Bradley) Mahlen. He grew up in Erskine and graduated from Erskine High School in 1969. After high school, he attended Mayville State University where he received his Bachelor's Degree in Business Education in 1974.

He was united in marriage to Kimberley Johnson on July 12, 1975, at his grandparent's farm. The farm, known as the Bernt Mahlen farm, was established in 1904. It is here, on Little Lake Sarah, that Paul and Kim would live and raise their three sons, Nathan, Jeremy, and Matthew.

Paul worked at the Mentor Hartz Store as a young man for three years. After his college years, he worked in the Polk County Assessor's Office for 12 years and retired from Minnkota Power Cooperative after 23 years of service. Though he formally retired, Paul liked to keep busy. After retirement, he worked as a rural mail carrier for U.S. Postal Service in the Erskine and McIntosh area, R & L Ride Service and, for six years, with Carlin Family Funeral Service.

In addition to his employment, Paul was a servant in his community and for his

country. He was in the Army National Guard from 1971-1979 (Staff Sergeant), Erskine Fire Department for 20 years (Chief for 15 years), Director of the Minnesota State Fire Department Association for 15 years (and Life Member), Member of the Minnesota State Fire Chief's Association for 10 years, Erskine City Council, Senior Member of the International Right of Way Association, Win-E-Mac School Board, Life Member of Grace Lutheran Church (Church Council and Choir), and member of the Bailey-Throne American Legion Post #596 of Erskine for 35 years (Past Commander). While he was Post Commander, Paul meticulously cared for the U.S. Flags at the Legion Park in Erskine.

If you were looking for Paul in the summer, you might find him on his lawn mower at the farm. He had a large yard and it seemed to always get bigger. He enjoyed mowing. He also is known in the area for his large Christmas lighting display at his house which brought enjoyment for many people and families throughout the years.

Paul's faith was evident throughout his life. Though it was a quiet faith, it was a strong faith. If you knew Paul, you will remember him for his great outlook on life. He was a wonderful example of positive thinking. He will also be remembered for the way that he cared for his family and the love that he had for his grandchildren. Spending time with family was of utmost importance. He loved attending his children's and grandchildren's events through the years and was very proud of them and their achievements.

Even in the face of a difficult cancer outlook, Paul maintained the positive attitude and faith that carried him for his life. Paul passed away peacefully with his family by his side on Monday morning, January 22, 2024, at the age of 72 years.

Survivors include his wife, Kim, of Erskine; three sons, Nathan (Rochelle) of Fosston, Jay (Leah) of Erskine, and Matthew (Ashlie) of Princeton, MN; seven grandchildren, Noah, Brynlea, Lexi, Anberlin, Tyus, Elias, and Trey; one brother, Mike (Sallie) of Wadena, MN; two aunts, Aimee Ness of McIntosh and Marilyn Bradley of Rhinelander, WI; one uncle, Don Hamre of Erskine; brother-in-law, Randy (Michelle) Johnson of Erskine; and sister-in-law, Denise (Al) St. Michel of Nampa, ID. Nieces, nephews and cousins also survive.

He was preceded in death by his parents; father-in-law, Roger Johnson; brother-in-law, Scot Johnson; and several aunts and uncles.

What seniors should
know about prediabetes

Most seniors recognize that routine visits to their physicians are an important component of preventive health care. Annual physicals are important for everyone, but they're especially important for individuals 65 and older who may be more vulnerable to disease and various other health conditions than younger adults.

The National Institute on Aging reports that millions of individuals 65 and older have visited their physicians and learned they have a condition known as prediabetes.

What is prediabetes? The Centers for Disease Control and Prevention notes that prediabetes is a serious health condition characterized by higher than normal blood sugar levels. When a person has prediabetes, his or her blood sugar levels are not yet high enough to indicate type 2 diabetes, but that could change if prediabetes patients do not make changes to prevent such a progression.

How common is prediabetes? A 2023 study published in the journal Diabetes Care indicates that 464 million individuals across the globe had impaired glucose tolerance (IGT) and 298 million had impaired fasting glucose (IFG) in 2021. Each of those conditions are hallmarks of prediabetes, cases of which the study indicates are expected to rise significantly by 2045.

What causes prediabetes? The CDC notes that when a person has prediabetes, the cells in his or her body do not respond normally to insulin, which is a hormone produced

by the pancreas that enables blood sugar to enter cells, which then use it for energy. The pancreas then makes more insulin to get cells to respond, but eventually the pancreas cannot keep up, resulting in a rise in blood sugar.

Does prediabetes produce symptoms? Many people have prediabetes for years and do not know it. In fact, the CDC reports that more than 80 percent of the 98 million American adults who have prediabetes are unaware that they do.

How can I determine if I have prediabetes? The sheer volume of people who have prediabetes but are unaware that they do begs the question of what individuals can do to learn if they have the condition before they develop type 2 diabetes. Recognition of the risk factors for prediabetes is a good start. The CDC urges anyone who has any of the following risk factors to speak with their doctor about having their blood sugar tested:

- Being overweight
- Being 45 or older
- Having a parent, brother or sister with type 2 diabetes
- Being physically active less than three times per week
- A history of diabetes during pregnancy (gestational diabetes) or giving birth to a baby who weighed more than nine pounds
- Having polycystic ovary syndrome
- Being African American, Hispanic/Latino American, American Indian, or Pacific Islander. Some Asian Americans also are at greater risk for prediabetes.

Income tax filing season starts today

ST. PAUL, Minn. – Minnesota taxpayers can begin filing their state income tax returns to-day, Monday, January 29, 2024. This is the same date the Internal Revenue Service will begin accepting federal income tax returns. Taxpayers have until Monday, April 15, 2024, to file and pay their state and federal income taxes.

The Minnesota Department of Revenue offers tips to income tax filers as they prepare

to file their tax returns:

- **File a return to claim the new Child Tax Credit.** Beginning with tax year 2023, you may qualify for a Child Tax Credit of \$1,750 per qualifying child, with no limit on the number of children claimed. This is a refundable credit, meaning you can receive a refund even if you do not owe tax. You must file a 2023 individual income tax return to claim the credit. Learn more about in-

come requirements and qualifications on the Child Tax Credit webpage.

- **File electronically and choose direct deposit.** Electronically filing your return and choosing direct deposit for your refund is the most secure and convenient way to file your taxes and get your refund. Learn more about your electronic filing options and the benefits of choosing direct deposit.

- **See if you qualify for free tax preparation.** If your Adjusted Gross Income (AGI) is \$79,000 or less, you may qualify to file electronically for free. Use the links on our website to see if you qualify for free state and federal income tax filing. You may also qualify for free tax preparation for your returns. Beginning at the end of January, free tax preparation sites will be available across Minnesota through the Volunteer Income Tax Assistance (VITA) and AARP Tax-Aide programs. Some sites offer in-person options while others offer virtual services. You can visit our website to find free tax preparation sites near you.

- **Save your receipts and other tax-related documents.** If you claim certain deductions or credits, be sure to include all required documentation when filing and save copies in case you need to reference them in the future.

- **Check for accuracy.** Enter your name, and any dependent's names, exactly as they appear on Social Security cards, Individual Taxpayer Identification Number (ITIN) cards or letters. Double-check bank routing and account numbers used on tax forms for direct deposit. Incorrect information on tax forms can result in refund delays.

- **File your return by the April 15 due date, even if you owe more than you can pay.** Pay as much as you

can by the due date. You can include your banking information on your electronically filed return to make the payment or pay electronically with our e-Services Payment System. You can specify when the payment will be taken from your checking or savings account in advance or on the due date. If you do not pay the full amount, we will send you a bill for the remaining balance with options to pay.

After you file:

- **Track Your Refund.** You can track where your refund is in the process by using our Where's My Refund? You will be able to track which of the four stages your refund is in and whether you need to take any action to allow us to complete the processing of your refund.

- **Respond to correspondence if requested.** The department may mail you a letter asking you to confirm your identity or provide documentation for various tax benefits you may have taken. Respond to these requests as soon as you can so we can use the information to complete our review and process your return.

- **Contact us if you move after filing your return.** That way, anything sent to you will reach you, such as refund checks or requests for more information. You should do this even when requesting a direct deposit. Call us at 651-296-3781 or 1-800-652-9094 (toll-free) to change your address.

Property Tax Refunds

- **Wait to track your Property Tax Refund.** Many taxpayers file their property tax returns at the same time as their income tax returns. By law, we cannot begin processing Property Tax Refunds before July 1. Check back later this year for updates on current year Property Tax Refunds.

Get the latest news and updates from the Minnesota Department of Revenue by following the department on Facebook and on X (formerly Twitter) or by signing up for our email subscription list.

Distractions that can affect efficiency at work

Busy workdays are the norm for many professionals. Though most workers undoubtedly would prefer to feel busy rather than bored, it's easy for professionals to succumb to burnout if they don't get periodic breaks from the demands of their careers.

Burnout is a significant issue for working professionals. A recent survey of 1,500 working professionals from various sectors and backgrounds by the job aggregator site Indeed found that 52 percent of respondents were experiencing burnout in 2021. That marks a nearly 10 percent increase from a similar survey Indeed conducted prior to the onset of the COVID-19 pandemic.

Various factors, some of which are beyond individuals' control, can contribute to burnout. Professionals who want to avoid burnout without taking a step back from their careers can look for ways to be more efficient during the day. Overcoming these common distractions can improve efficiency, which should help professionals free up time and reduce their risk for burnout.

- **Smartphones:** A 2015 CareerBuilder survey of hiring and human resources managers found that employers cited smartphones and texting as the biggest productivity killers in the workplace. Professionals no doubt recognize how distracting their phones can be during the workday, and they may feel powerless to avoid them. But they're not. Alter notification settings so the phone only delivers the most important notifications (i.e., children's schools, meeting reminders, etc.) during the day. Turn off notifications from news, sports and entertainment apps.

- **The internet:** The CareerBuilder survey found that employers believed the internet is the second biggest productivity killer. Professionals with a lot on their plates should do everything they can to avoid surfing the internet during the workday. The internet can be a rabbit hole, and even individuals



Ben Goudge shooting from the three point line for the Clearbrook-Gonvick Bears against the Mahnomen-Waubun Thunderbirds.



Hassani Bruton, #2, for the Clearbrook-Gonvick Bears being guarded by two of the Mahnomen-Waubun Thunderbirds.

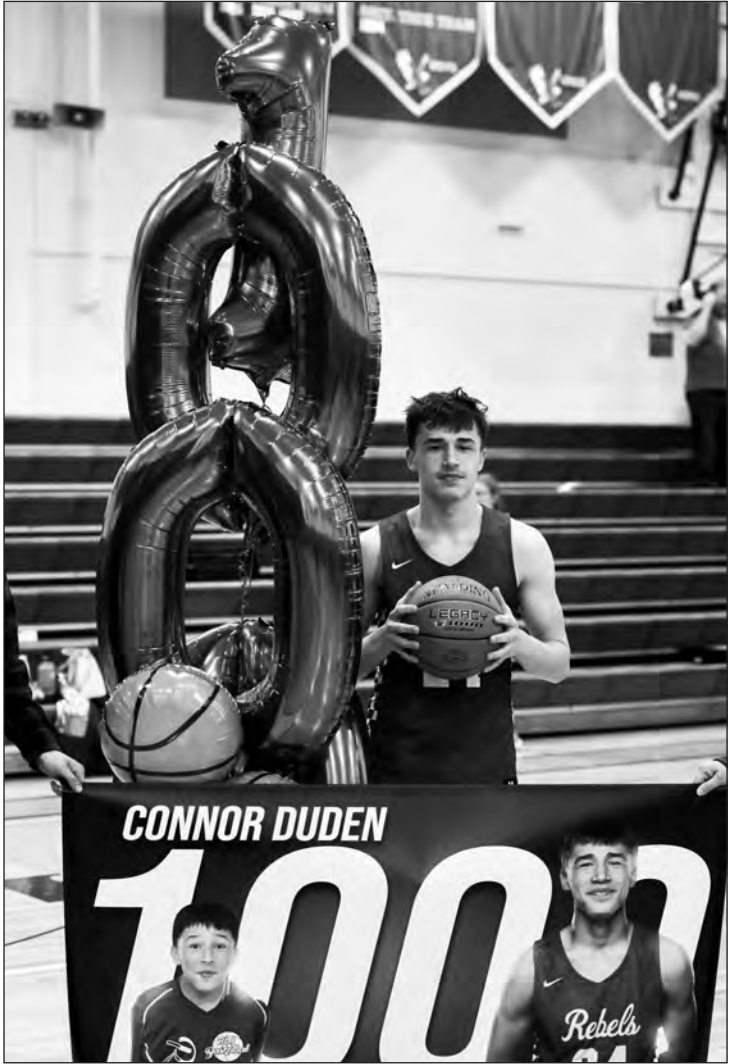
who only intend to take a brief break from work to check the news or clear their head may soon find themselves moving from website to website while their work piles up. If it's a mental break you need, get up and take a brief walk around the office instead of surfing the internet.

- **Emails:** Emails are another significant distraction during a typical workday. To overcome the seemingly endless flood of emails coming from coworkers, friends and family during the day, professionals can work in offline mode for a predetermined period of time each day. This affords the opportunity to work on specific tasks or projects without being interrupted by emails. Emails will still accumulate while the computer is in offline mode, but professionals won't be notified as each message is delivered and will be able to work distraction-free until they turn offline mode off.

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- **Meetings:** Meetings may be well-intentioned, but they often compromise productivity and distract professionals from their jobs. A recent study titled "Meetings in America" commissioned by Verizon Conferencing found that 90 percent of professionals admitted to daydreaming during meetings, while 39 percent admitted they had fallen asleep during meetings in the past. Managers can help employees get more done and limit distractions by scheduling fewer meetings or reconsidering just who needs to attend meetings more carefully.

A distraction-free workday might seem unlikely, but professionals can take various steps to overcome the most common distractions in an effort to be more efficient.



Connor Duden, son of Jody and Rodney Duden, Rebel Sophomore, made his 1000th point on January 25th at the Robert Matzke Gym in Red Lake Falls. The Rebels won against the Roseau Rams, 85-54. Photo Credit: Gavin Ward.



Connor's 1000th Point!



Coach Randy Huie, Connor Duden and Coach Steve Phillion.