

# Camp CHIPS



**S**low and steady wins the race. A line from one of Aesop's fables where the slow tortoise ends up winning a footrace over the speedy hare. Some people identify with the quick rabbit but the moral of the story is more aligned with *haste makes waste*. Or, if you work diligently, you will be more successful than if you worked quickly and carelessly.

At Chippewa, we seem to identify more closely with the tortoise. How long does it take to grow a towering majestic white pine? How many years does it take to master class IV rapids on a Canadian canoe trip? How many targets does it take to achieve Expert ranking? How many arrows must one pull to advance to 50 meters? It is the increments, steps, ranks, and skills that all play a part in the formula that leads to mastery, independence, self-confidence and character.

Along with welcoming legacy campers to Chippewa, one of our highlights is watching a boy come to camp for 8, 9 or even 10 years. It is remarkable to witness not just physical growth, but growth in accepting new challenges, growth in appreciation of wilderness and growth in

thinking more deeply. Camp is more than just becoming a skipper, or climbing the wall the fastest. Camp is learning, trusting, risking and tolerating.

Many researchers point out that there are fewer and fewer opportunities today for youth to experience a rite of passage. Gone are milestones or watershed moments in the development and growth in today's young people. Camp Chippewa provides important character developmental steps that include passing ranks, meeting challenges (of the non-digital type) like a tough portage and earning a tam. These exemplify positive, healthy steps in a boy's life.

In our society of wanting or needing something now, we may have lost sight of effort, work and patience. They say the best time to plant a tree was 40 years ago. The next best time is now. For most, the best time to send your son to camp was when they were 8 years old. The next best time is now. All things considered, slow and steady wins the race. 🦔

Mike Endres, Director







## Who's Who 2019

Levi K. Greenwood Village, CO  
 Jack D. Bronxville, NY  
 Avi R. Houston, TX  
 Guteraa A. Columbia Heights, MN  
 Pierson T. Mt. Pleasant, SC  
 Charlie B. Menlo Park, CA  
 Laszlo D. Palo Alto, CA  
 Evan H. Fort Collins, CO  
 Xander G. Menlo Park, CA  
 Jake S. New York, NY  
 Cooper S. Richmond, VA  
 Griffen K. Bellaire, TX  
 Jake M. Newbury Park, CA  
 Hayden M. South Pasadena, CA  
 Alec W. Lawrence, KS  
 Samuel O. Philadelphia, PA  
 Luke A. San Marino, CA  
 Reagan F. Rosemount, MN  
 Ryan A. Pasadena, CA  
 Nate H. Arcadia, CA  
 Simon H. Arcadia, CA  
 Ben S. Chicago, IL  
 Evan P. Bethesda, MD  
 Jason P. Bethesda, MD  
 Hudson G. Henderson, NV  
 George C. St. Louis, MO  
 Hudson R. Underwood, MN  
 Tommy H. San Francisco, CA  
 JP B. Pasadena, CA  
 Luke B. Pasadena, CA  
 Cullen K. Lenexa, KS  
 Andy Y. San Marino, CA  
 Anderson G. Richmond, VA  
 Harrison R. Austin, TX  
 Gavin D. Los Angeles, CA  
 Jack R. Glenview, IL  
 Nico L. Washington, DC  
 Jake F. Blue Ash, OH  
 Adam P. Oklahoma City, OK  
 Ben P. Oklahoma City, OK  
 Will G. Gulf Breeze, FL  
 Matt V-M. Queretaro, QT  
 Nico V-M. Queretaro, QT  
 Charlie M. Brussels  
 Eugenio K. Mexico DF  
 Wrenner A. Lawrence, KS  
 Winton A. Lawrence, KS  
 Collin P. Duluth, MN  
 Ian P. Duluth, MN  
 Dan M. Long Grove, IL  
 Bridger T. Brainerd, MN  
 Shaan B. Los Altos, CA  
 Alex M. Edmond, OK  
 Max M. Edmond, OK  
 Connor L. San Marino, CA  
 Julian W. Kansas City, MO  
 Harry B. Whitefish Bay, WI  
 Maxx B. Whitefish Bay, WI

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## 'Round the Mark

- Campers in the Chippewa Leadership Training (CLTs) program, explored a new river system originating in western Saskatchewan and ending in eastern Alberta, for the first time in Chippewa history. A first descent of the Clearwater River brought the unknown around every bend. Amazing views, incredible wildlife and superb fishing highlighted the voyageurs' adventures.
- Cass Lake Yacht Club looks amazing. All four power boats are now under canopies to keep them out of the rain and sun. Six X-boats are nestled on lifts ready for action. 3M dock keeps the Malibu (ski boat) ready to *hit it*. The Cass dock has a protected swim area and the venerable thrill and chill mats. The water front is looking good.
- Canadian menus got a helping hand. Through a generous gift, the trip house now has a machine that makes our Canadian menu planning a complete game-changer. The addition of a freeze drier allows food to be brought on trips that previously wasn't safe. Protein is a key nutrient to a healthy diet on the trail. Our voyageurs work hard and they need more than just carbs and calories. Freeze-drying meat is a fantastic way to get this food group to our voyageurs on extended trips. And boy, does it taste great.
- Closing in... The rifle staff is really excited for summer 2019. Never have we had so many campers shooting in offhand. That means there is the potential for one or more to achieve the coveted rank of Expert. Not an easy task especially when our older boys are out on the trail for long durations. Who will it be? Ready on the right...
- Canoes saw many miles this past summer. After all, it was the Year of the Canoe. Many lower campers hoisted a canoe onto their shoulders and walked as far as they could under the guidance of a counselor. Most were dreaming of the day they portage around falls on the English River or into Lake Windigo.

## Summer Highlights 2018

**Abe K:** Climbing the intermediate wall. **Bodie T:** Free swim. **Brody S:** Helping Badger cabin and seeing campers grow closer to their cabinmates and me. **Cash R:** Being in the sailing regatta. **AJT:** Getting my bowman in archery. **Alex J:** Seeing the stars at night. **Andrew H:** Going on the Quetico. **Connor L:** First time fencing another camper. **Anderson G:** When we saw two shooting stars. **Henry H:** Canoeing. **Evan P:** Sailing a bic for the first time. **Henry P:** Valley of the Gods. **Evan H:** Soloing a canoe on Cass Lake when the sun was going down and singing. **Jasper K:** Riflery. **Cooper S:** Sailing standing up. **Giuseppe D:** Winning the regatta. **Dominic P:** The English River. **Ethan T:** Hook Island. **Max P:** Vietnam Hill. **Ian P:** Going on the Bloodvein with the boys. **Isaiah A:** Kayaking on Cass Lake. **Leo S:** Trying all the activities. **Jack P:** Seeing the stars at the end of the Kopka trip. **Jake S:** Fishing on the Bloodvein. **Max G:** The Clearwater River trip. **Jondall N:** Seeing bears on the Bloodvein. **Max M:** Camping on English Falls. **Micah A:** When I redpointed both routes on the Royal Robbins wall. **Michael A:** Building a boat. **Piet G:** Our canoe trip. **Quinten M:** Stars at night and seeing the Milky Way. **Raph S:** Playing and laughing with my friends. **Ryan W:** Sitting on the cliff in Canada and watching the sunset. **Nico V-M:** Catching my first fish. **Sean C:** Watching the stars when I couldn't fall asleep. **Thanh S:** When we got our tams on the Bloodvein. **Tommy V:** The tennis tournament. **Xander G:** Catching fish on the trip. **Tom F:** World Cup. **Jake F:** Finding wild blueberries. **Sam O:** Valley of the Gods. **Mack Y:** Passing Level 3 in swimming. **Nate H:** Going to Star Island. **Ryan K:** The Clearwater River Trip. **Regan F:** Catching a largemouth bass. **Stephan V:** Winning Honor Cabin—twice. **Nico L:** Sailing. **Maxx B:** Day 8 on the English River trip. **Pierson T:** Shooting 40s in sitting. **Sam G:** Going on the Quetico. **Charlie B:** EVERYTHING!



## Camp Dates 2019

### Full Season

June 18th to August 11th

### First Session

June 18th to July 14th

### Second Session

July 16th to August 11th

### Badger Camp I

June 18th to July 1st

### Badger Camp II

July 16th to July 29th

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## Two Clicks

“Two clicks.” That phrase has been and will continue to be used, to describe not just distance but time on the Canadian trail. It seems to take a couple of days before the scale on maps equates to the scale on lakes. Reading a map, feeling comfortable with direction, and having a keen sense of where you want to go are all skills a Chippewa voyageur will learn. How far until the next portage? Two clicks. When is lunch? Two clicks. When can we take a break? Two clicks. A click refers to one kilometer. Whether something really is two kilometers away is not the point. Taking responsibility, learning how to read a map, and developing a sense of time and distance is a skill all Chippewa voyageurs will gain. 🍷



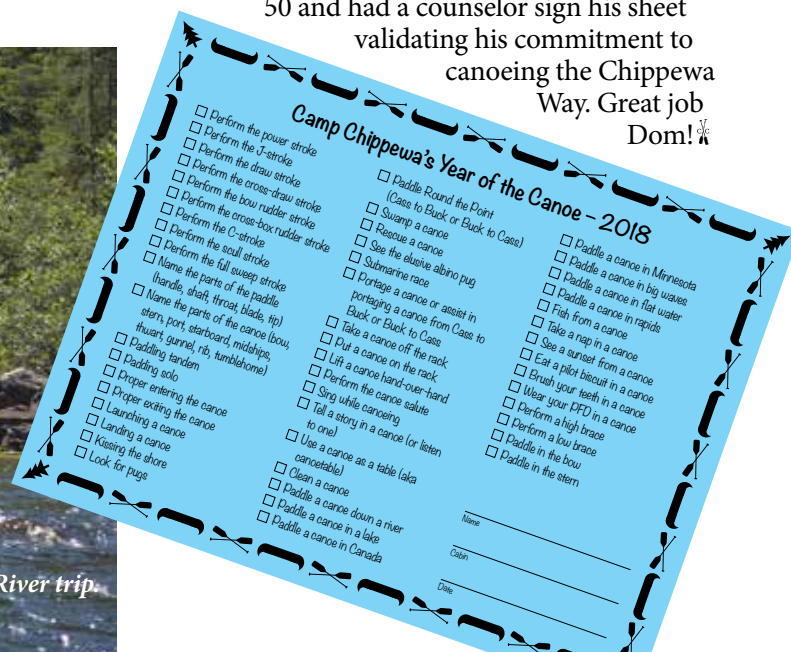
Howard Rensberry goes over maps of the Clearwater River with trip leaders, Sam and Jacob Endres, above.

## They Said It Couldn't Be Done...

A list was compiled to challenge our campers and to honor the Year of the Canoe. And they said it couldn't be done. Well, one camper did indeed complete all 50 items on the list. Canoeing is much more than

pulling your paddle through the water. To complete all 50 items is a sign of a great canoeist and outdoorsman.

Congratulations to Dominic Polly as he checked off all 50 and had a counselor sign his sheet validating his commitment to canoeing the Chippewa Way. Great job Dom! 🍷



Dominic Polly, in the bow, on the English River trip.

## The Ivy Bowl Grows

Campers and counselors spend more time down on the Ivy Bowl than just about anywhere else at camp. Soccer is an ever-growing sport in the USA. Although we were not represented in the World Cup this past summer, men's and women's soccer is becoming more popular than ever. From instructional soccer classes during the day, Take Me Out to the Ballgame as a special activity, to evening pick up soccer, softball or even ultimate frisbee, the Ivy Bowl takes a beating.

According to stories from long time Buck Lake neighbor, John Morris, this infield was the site for Native American gatherings. Cap Endres met John in the late 1930s. John Morris was already a very old man. He spoke no English and Cap spoke no Ojibwe. Through John's daughter, Gertrude, they were able to converse and John told Cap about the Ivy Bowl.

The infield was a natural opening in the woods and Cass Lake's location is unique. The Mississippi River makes its way through Cass on its way to the Gulf of Mexico. Hundreds of years ago, the mode of transportation was by canoe. The indigenous population would gather, from time to time, at this very spot on Cass Lake. It was a natural rendezvous—a key location—a cross roads. Canoes traveled from the west, down from the headwaters region; from the east, using the Mississippi and its network of tributaries and lakes; from the far north using connecting lakes which would get them to the Turtle River emptying into Cass; and finally, from the south, portaging a chain of lakes bringing them into Pike Bay and then Cass Lake.

As a young boy, John recalls hearing tom-toms beating long into the night. The pow-wow may have lasted several days. Birch bark and dugout canoes were lined along the shore. Artifacts have been found from time to time along the shore among the stones in the water. With a keen eye, you may see a triangular-shaped stone—an arrowhead. If you're patient, I'm sure some still may be found.

And so, with the help of many hands, a brush hook and even a bulldozer, this gathering place was expanded. Trees that line the outfield where planted in the 1960s by hand but also by machine. Fifty years later, they are stately trees. Through the years, a little black dirt was spread over



At left, top soil was spread after the sprinkler system was installed. Clearing the Ivy Bowl, circa 1940s, above. Wanaki Games, 1955, below.



what was mostly sugar sand. When it rained, grass became lush and green but if drier weather persists, the grass goes dormant and quickly turns brown.

In September, nearly 300 yards of top soil was spread over the Ivy Bowl and an irrigation system was installed ensuring the turf stays healthy and fun to play on all summer long. Lake water will be pumped and sprinkled over the 'pitch' to make it look as good as Augusta National. Or maybe even as good as Lambeau Field.

Soccer, football, frisbee, and softball? 2019, here we come. 🍷



# A Summer Hit

The old building had seen its last summer. Chalet cabin—Sooner, Eagles Nest and Olson, has seen many modifications and remodels since its initial construction circa 1940. The design came from Camp Lincoln but it never seemed to adequately become a summer home for Chippewa campers and counselors. Fall of 2017 brought change to middle camp.

As much fun as Eagles Nest may have seemed, it was cramped and hot. Vacuuming a carpet may have had its advantages, but climbing stairs repeatedly became a bit tiresome especially when headed out for morning or evening dips.

As with an Etch-o-sketch, instead of drawing new lines, a clean slate or fresh start became the obvious starting point. A company was hired to completely remove the old cabin. Instead of going straight into a landfill, this company engaged at-risk youth to take apart the venerable building board by board. Most of Chalet was recycled and young men were given a chance to earn a wage, work hard, develop self-worth and complete a project.

Next step was to identify trees that should be removed and those that need to be protected. After the decision was made to expand the footprint and make two double cabins, construction could begin. Even without squinting, Chalet East and West still have similar lines to the original Chalet. What's gone is the upper level. There is a shared porch between Sooner and Olson just like before. And an exact copy with 2 new cabins named Wanaki and Windigo was built just to the east.

Through many generous gifts, enough people from the Chippewa family helped get this project underway. Wanaki Cabin is named in honor of the camp where Cap Endres got his start. Cap was hired to be the waterfront director at Camp Wanaki in the 1920s. Cap brought his family out of hot Tulsa, Oklahoma to the cooler regions of northern Minnesota. Camp Wanaki was located on the south side of Cass Lake but is no longer in existence.

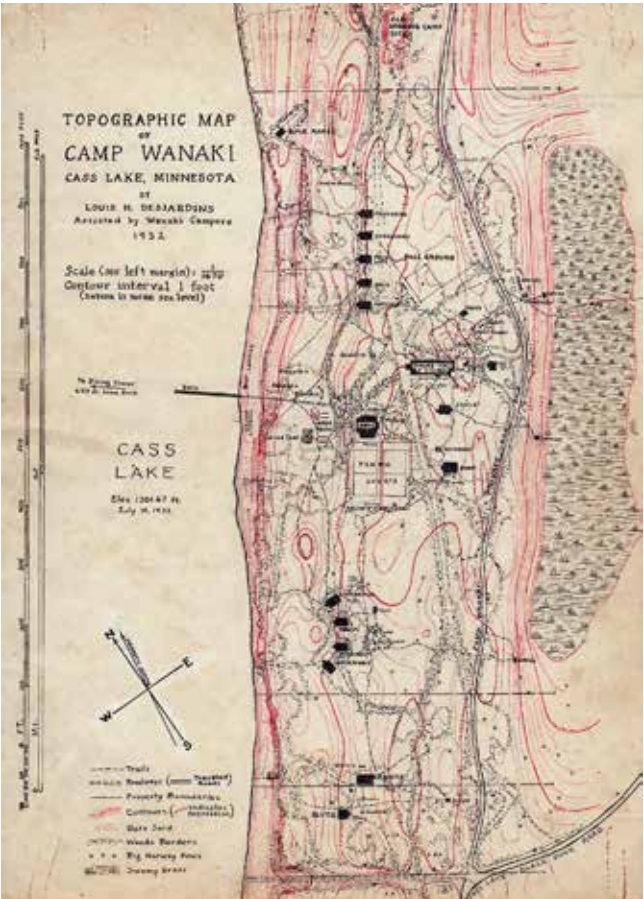
Cap and Mom Endres then took a risk. In the 1930s, in the middle of the dust bowl and Great Depression, they borrowed money, bought land on the north shore of Cass Lake and began a camp called Chippewa. The grandson of the man who hired Cap still makes an annual appearance at Chippewa. Craig Slutz volunteers his time and resources to make our archery program stronger and better equipped and because of his efforts, it's still one of our crown jewels.

On the other hand, Windigo Cabin is a bit spookier. In Algonquian folklore, the Windigo is a mythical evil spirit native to the northern forests and Great Lakes Region of both the USA and Canada. Smack in the middle of Star Island is a gem of a lake called Windigo. According to Ripley's Believe It Or Not, the lake was designated as being the only lake within a lake in the northern hemisphere. It is the only spring fed lake within a river fed lake in the northern hemisphere.



Chalet West (Sooner and Olson); Chalet East (Wanaki and Windigo).

Chalet West (Sooner and Olson), and Chalet East (Wanaki and Windigo) now create what we call Middle Camp (not to be confused with Middle Earth—but one could make an argument that Orcs may be found conspiring with the Windigo). Final landscaping still needs to be completed, but the new buildings have ample room, plenty of light, and air that moves through even on the warmest of days. A covered porch allows campers and counselors a spot to kick off their shoes before entering. New beds and mattresses look and feel great. No vacuum cleaners needed, but a welcome place for all who venture to Middle Camp and make it home.✂



# 3M

Most folks usually think of 3M as an American multinational conglomerate corporation operating in the fields of industry, health care and consumer goods. For 100 years (1902-2002) 3M stood for Minnesota Mining and Manufacturing Company. Now, it is simply known as 3M Company. For others, especially if you have any sort of history with Camp Chippewa, you know 3M as Manitou, Marshall and Muir. These three cabins are connected under one roof in a shape resembling a “T” and were built in the 1960s to house the growing number of boys headed into Canada. As much fun as it was to spend a summer in upper camp, the 50-year-old building was showing signs of age. Foundations were no longer solid, straight or fully intact. Thresholds were rotting. Windows didn't work and the roof was losing its integrity.

3M's issues needed attention. To the eye, the location, lines and feel are the same. What's different is mostly on the inside. No longer are campers or counselors able to sashay from one cabin to another. The cabins are separated by an open-air covered walkway from front to back. The wall in Muir is gone—creating one BIG room. Big enough for a table in back where eager voyageurs can spread out maps and pour over canoe routes. Manitou and Marshall boast a gable in the



3M, from left to right: Manitou, Muir and Marshall cabins, as viewed from Cass Lake. Below, the back of 3M. Muir retains its back door.

front, large enough for 2 counselor beds allowing both staff members to keep watch of their campers by night. All three cabins have covered decks. They are a welcome relief when rains come and provide a shelter for packs and gear ready to be portaged to the trip house.

We thank you all for helping us make this necessary and long overdue renovation. We also want to extend our gratitude to those who have helped make this possible. With your vision, skills and gifts, 3M will send off first time voyageurs and welcome them back donning their Dress Gordon tams in comfort and style. You earned it. ✂







## It's in Our Blood

The Year of the Canoe was fantastic. Campers, counselors, kitchen and medical staff all took to the canoe like a duck takes to water. Canoes have been the transportation vessel of choice for hundreds of years. It feels good to live simply, grip a paddle, use muscle as your engine and develop a real appetite because of physical exertion. Nothing virtual here, it's as real as it gets.

Summer 2019 is the Year of the Portage. As skills and strength grow, so do our canoeing adventures locally and in Canada. Boys learn the ways of the wilderness and go deeper into land with no roads. Camp-craft skills are honed. Canoeing experience pays off as rapids are scouted, route determined and then the thrill of execution. It all comes at a cost. To get to these untouched, pristine places, you must put effort into paddling miles and you must carry your gear across the portage.

Everything you need is right there with you. If you left something back at camp, there is nothing you can do about it. You truly live in the moment. Joy comes from hard work, physical effort and long days of paddling. No one likes to paddle into a head wind or the rain. Wet feet are uncomfortable and muddy portages are simply no fun. But the feeling of accomplishment and the joy of overcoming a hardship is second-to-none. It is visceral—you can feel it down to your very core. Food never tasted better than on the trail. Teamwork is not just a saying, it's how you live.

The payoff is an undeniable appreciation of solitude, the elements, wildlife, dark night skies with bright planets and stars. A campfire works its magic. These will become the best days of youth. Take the portage. Get to the other side. ❄️



*Far left: Lining canoes in shallow rapids of the English River.*

*Portaging through Skull Canyon on the Clearwater River trip, above.*

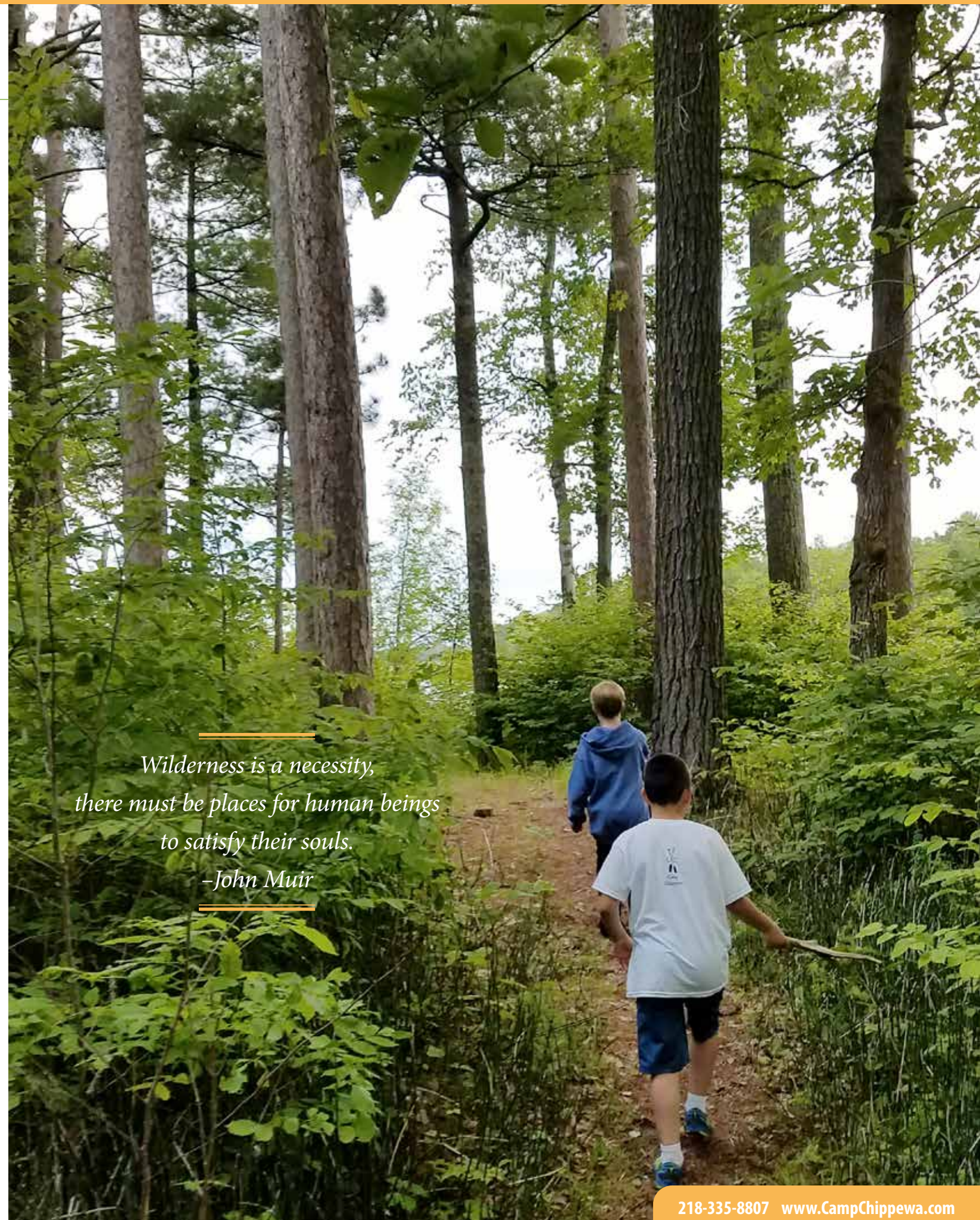
*Xander G. stands by as Charlie N. portages a canoe from Cass to Buck Lake, at left.*

*Max M. and Alec W. shoot rapids on the English River, below.*



*Wilderness is a necessity,  
there must be places for human beings  
to satisfy their souls.*

*—John Muir*

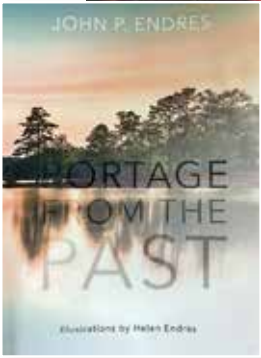




# As Good as it Gets

President Franklin D. Roosevelt delivered his first “Fireside Chat” 8 days after taking office—March 12, 1933. In a way, JP continues the tradition of addressing an audience next to a warm fire. Who remembers listening to JP read *The Most Dangerous Game*, *Leiningen Versus the Ants*, tales from Paul Bunyan or Jack London?

This summer JP read short stories from Camp Chippewa’s past, in his book, *Portage from the Past*. What began in 1935 thrives today. Hearing the stories of an amazing journey was met with spellbound fascination. Imagine, 83 years ago, the height of the Great Depression and the dust bowl, Cap and Mom Endres start a camp that still captures the imagination of boys today. Now that’s a fireside chat. 🍷



Portage from the Past was published in 2016 and can be purchased on Amazon. Or come to camp and ask JP.



Tom Church, at left, on a Canadian trip, 1965. “I planted a pine tree by the clay courts [Bear Paw] when they were first put in. I had a different tam than everyone else as the store ran out of what Chippewa normally got.”

Nick Graham, below, at the rifle range, circa 1955.



# Alumni Look Back

These are just a few of the photos that have been shared with us by alumni over the last year. More and more previous campers and staff are registering on our website to share highlights and photos of their time at Camp Chippewa and to stay in touch. We love it! Please go to [www.campchippewa.com/alumni](http://www.campchippewa.com/alumni) to register. We look forward to welcoming you back to Camp Chippewa.

# Thank You

Camp Chippewa Foundation wishes to thank all of those who have contributed so generously and thoughtfully to camp. Your contributions are vital to our success.  
*Thank you!*

Jim Asperger & Christine Adams  
Zelalam Ayana & Ebisse Guta  
Michael Barringer-Mills  
Charles & Jenny Beeler  
Neel & Manjari Bhatia  
Rick & Adra Bond  
Scott & Tina Bryson  
Thomas Carey  
Spencer & Jennifer Desai  
Chris & Christine DiBona  
Sean & Mindy Dwyer  
Brian & Joanne Endres  
John & Cammy Endres  
Sam Endres  
Cliff & Trista Galante  
Rick & Brooke Gates  
Glenview Methodist Preschool  
Paul & Patty Haislmaier  
The Hamill Family Foundation  
Jordan & Lynn Hayes  
Tony & Barb Hirsch  
Charlie & Maren Hoecker  
Wesley & Jennifer Horner  
Ben Howard  
Heather Humphrey  
Mary Keely  
Brent & Stephanie Kindle  
Darren & Stacy Knipp  
Peter & Mary Kornman

Roman & Nataliya Kovbasnyk  
William & Jennifer Kritzik  
Eugenio Kuri & Gabriela Muzquiz  
David Lee & Lisa Nguyen  
Chris & Jennifer Leonardo  
William Lewis (Bill’s Bees)  
Herluf & Cynthia Lund  
Chara & Liliana Mansur  
Vincent & Janet Martin  
Jay & Janet McDonald  
Dustin & Tamra McIntire  
Robert & Kerry Milligan  
Bill & Peggy Mills  
JP Motley & Matt Gloin  
Max & Janie Myers  
Marc & Donna Olsen  
Eric & Linnae Phillips  
Tony & Janet Ross  
Richard Rubenstein  
Adam & Sue Safer  
Richard Sattler  
Craig & Val Slutz  
Hemant & Jessica Taneja  
Phil & Hadas Teuscher  
Chris & Caitlin Tobin  
Don & Kristen Trigg  
Duncan Underwood  
Julio Cesar Vazquez Mellado  
Nancy C.H. Winter

We’d like to thank all those who chose Camp Chippewa Foundation on Amazon Smile, Thrivent Choice Dollars and GoFundMe on Facebook.

Listed are new and renewed donations received since the last issue of The CHIPS. Camp Chippewa Foundation is a 501(c)(3) charitable organization. All donations are tax-deductible as provided under the law.

# Paul Sez

Q: What kind of exercise do lazy people do?  
A: Diddly-squats.

Q: Why did the chicken go to the séance?  
A: To get to the other side.

Q: What did the schizophrenic bookkeeper say?  
A: I hear invoices!



**Please consider making a gift to Camp Chippewa**

Make checks payable to:  
Camp Chippewa Foundation  
7359 Niagara Lane North  
Maple Grove, MN 55311

Credit cards are accepted online at [www.campchippewa.com/support](http://www.campchippewa.com/support)

Gifts may be directed to the Chippewa Annual Fund or our Scholarship Fund.

**For more information, contact:**  
Mike Endres  
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For change of address,  
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## Who's Who 2019

*continued from page 2*

**Mario M.** San Antonio, TX  
**Matias M.** San Antonio, TX  
**Alec M.** Racine, WI  
**Cash R.** Chicago, IL  
**Charlie R.** Chicago, IL  
**Dillon H.** San Marino, CA  
**Alejandro L.** The Woodlands, TX  
**Mauricio L.** The Woodlands, TX  
**Andres L.** The Woodlands, TX  
**Shep M.** Lawrence, KS  
**Asa M.** Lawrence, KS  
**Kyle D.** Lawrence, KS  
**Henry P.** Dallas, TX  
**Jack P.** Evanston, IL  
**Thanh S.** Madison, WI  
**Tien S.** Madison, WI  
**Sam G.** Wynnewood, PA  
**Ethan T.** Stony Brook, NY  
**Bodie T.** Hinsdale, IL  
**Isaac B.** San Jose, CA  
**Stephen V.** Miami, FL  
**Miles R.** Tonganoxie, KS  
**Mason Z.** Innisfil, ON  
**Arya T.** Los Altos, CA  
**Isaiah B.** San Jose, CA  
**Hudson S.** Greenwood Village, CO

## CHANGE SERVICE REQUESTED

## Many Hands

**J**ohn Heywood, an English writer from long ago, is noted for the saying: "Many hands make light work."

Camp Chippewa is happy to announce the addition of two full-time employees to the Chippewa team. Our new head of maintenance is John Stauffer. And we'd like to re-introduce our office assistant, Marilyn Hurd. You may have seen Marilyn working in the camp office the past two summers. She now joins us on a more permanent basis.

For the past 7 years John has been working for T&K Landscaping in the Bemidji area. His knowledge of machines big and small is astounding. John is a magician with a chainsaw and if he sees something that needs to be done, he does it. John lives 10 minutes from camp and brings a wealth of skills and a passion for keeping camp looking great and running smooth.

Marilyn is a recent graduate of Bemidji State University with a degree in business administration and marketing, she is always ready to help and see a project through to completion. From overseeing the books and reconciling the bank accounts to working in CampMinder, she is super organized and efficient. Not only do we like having Marilyn around, but Ivy seems to like having her here as well. Congratulations to Marilyn as she recently got engaged.

Please join us in welcoming John and Marilyn to the Chippewa team. ❄️

