



OVERVIEW
2021

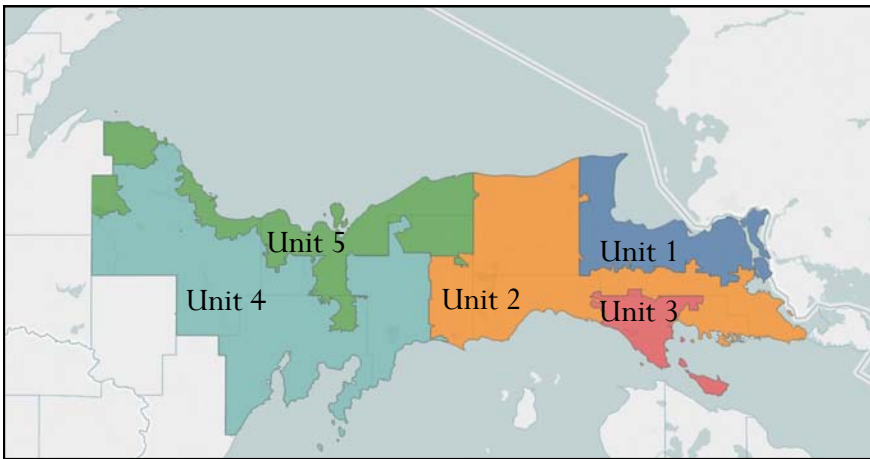


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Board of Directors

The Sault Ste. Marie Tribe of Chippewa Indians Board of Directors is the tribes governing body. There are 12 board members and one chairperson who are all elected into office. Board terms are four years, with elections held every two years. Half of the board seats are up for election during each cycle, with the chairperson seat up for election every four years. Regular meetings are held once a month. Following each election, the Board of Directors selects a vice chairperson, a treasurer and a secretary.



**Aaron Payment
Chairperson**



**DJ Hoffman, Unit 1
Vice-Chair**



**Keith Massaway,
Unit 3, Treasurer**



**Bridgett Sorenson
Unit 3, Secretary**



**Charles Matson Sr.
Unit 5**



**Denise Chase
Unit 4**



**Darcy Morrow
Unit 4**



**Betty Freiheit
Unit 1**



**Catherine Hollowell
Unit 2**



**Lana Causley
Unit 2**



**Kim Gravelle
Unit 1**



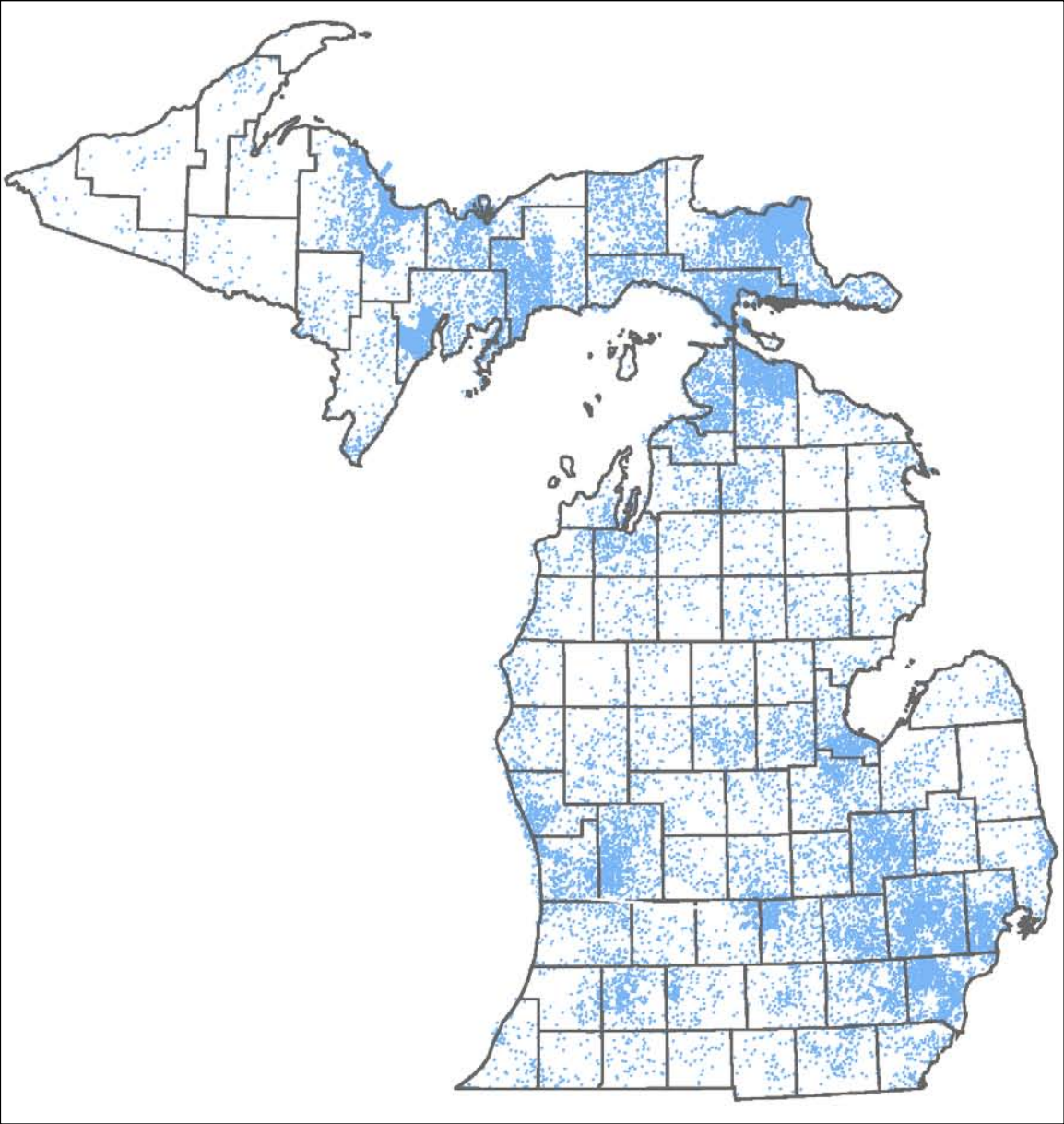
**Austin Lowes
Unit 1**



**Michael McKerchie
Unit 1**

Distribution of Membership in Michigan

The Sault Ste. Marie Tribe of Chippewa Indians (Sault Tribe) is the largest tribe in the State of Michigan. There are 12 Federally recognized tribes located within the State of Michigan. The tribal membership from the Sault Tribe represents over half of those individuals. In many areas across the state you will find a strong and historic Sault Tribe presence.

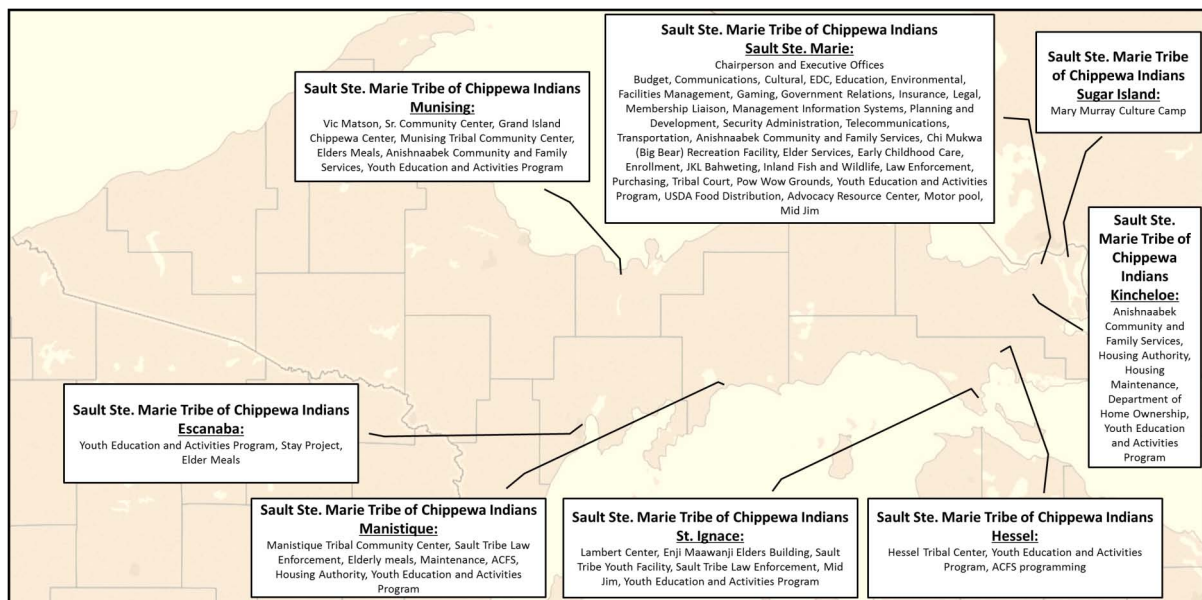


Introduction

The Sault Ste. Marie Tribe of Chippewa Indians is a sovereign, federally recognized, American Indian tribe servicing 8,500 square miles across the counties of Alger, Chippewa, Delta, Luce, Mackinac, Marquette and Schoolcraft within what is today known as the Upper Peninsula of Michigan. Our Tribe was federally recognized in 1972. As of this year (2020) our Tribal Members total 44,540. Our land consists of 2,492.71 acres held in trust, 225 acres of reservation lands, along with other fee simple holdings. In addition to our land we have 515 housing units. Our 2% community contributions from 1993-2020 has been \$46.6 million that has been distributed to local units of government, including schools and universities. However, our contributions to the community are extended through grant work, service agreements, and MOUs, and our collaborations with our federal, state, and local partners.

Government

- **Board of Directors**—The tribe's governing body is a 13-member elected board with a chairperson and 12 representatives from five voting units across the tribe's 7-county service area.
- **Administration**—The Executive Director and Chief Financial Officer oversee the tribal organization; in 2018 our administrative expenditures (excluding casino, enterprise, housing) was \$95.5 million. A large portion of those funds are wages that go back in to the local economy.
- **Tribal Court and Law Enforcement**—The court enforces tribal law as expressed by the Tribal Code. The Court also provides conflict resolution with a trial-level court and an appellate court while the Police Department provides law enforcement, conservation enforcement and emergency management.
- **Membership Services**—Divisions serving tribal members include: Anishinaabek Community & Family Services, Culture, Education, Elder Services, Enrollment, Health, Housing Authority, Natural Resources and Recreation and Transportation.
- **Internal Services**—Accounting, Budget, Communications, Facilities, Human Resources, Insurance, MIS, MIS Security, Planning & Development, Purchasing, Telecommunications make sure the tribe is able to serve the membership.



Sault Tribe Kewadin Casinos

The tribe opened its first casino in 1985. Sault Tribe currently operates five casinos including Kewadin Casinos Hotel & Convention Center in Sault Ste. Marie, St. Ignace Kewadin Shores, and Kewadin Casinos in Hessel, Manistique and Christmas. These gaming enterprises provide employment and generate \$17 million annually for membership services.



Economic Development

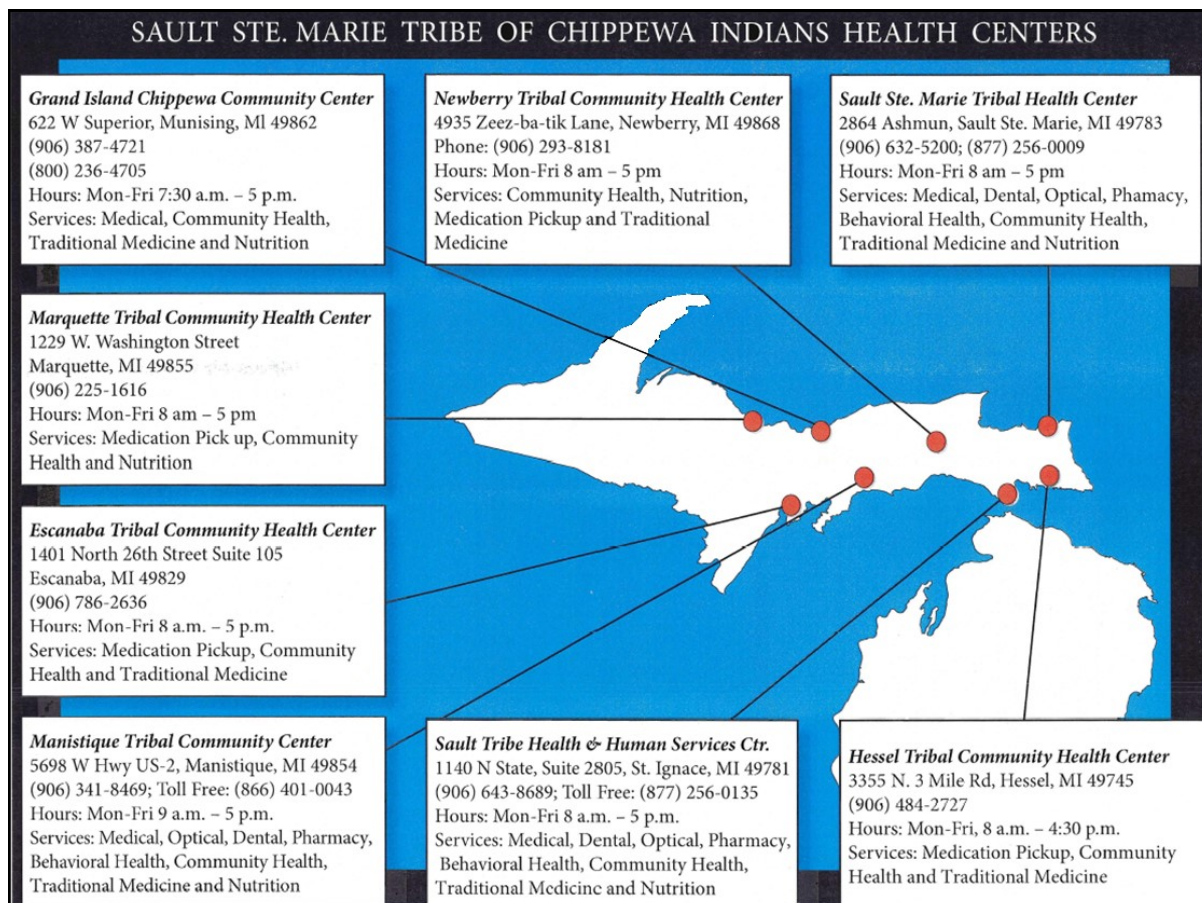
- Midjim Convenience stores in Sault Ste. Marie and St. Ignace
- DeMawating Development in Kincheloe
- Northern Hospitality furniture and flooring in Sault Ste. Marie
- Sawyer Village rental properties in Gwinn
- Githchi Auto in Sault Ste. Marie
- Sault Tribe Outdoor Storage in Chippewa County
- Tamarack Business Center in Sault Ste. Marie
- White Pine Lodge in Christmas
- Sault Tribe Advertising across the 7 County Service Area
- Sault Tribe Business Alliance: nation-wide



- **Sault Tribe Health**—The tribe operates 8 clinics across the service area, servicing a large portion of our service area members, with a budget of \$33,090,467. In 2016 there were 11,036 dental visits, 32,803 medical visits, and 3,673 optical visits. This totaled 47,512 visits throughout the year.

Sault Tribe Health Centers offer a range of services that include:

- Acupuncture
- Audiology
- Behavioral Health
- Clinical Nursing
- Community Health Nursing
- Dental Services
- Diabetes Program
- Fitness Center
- General Medicine
- Health Education
- Immunizations
- Laboratory
- Medical Case Management
- Nutrition Services
- Optical
- Pharmacy
- Physical Therapy
- Radiology
- Smoking Cessation
- Traditional Medicine
- Ultrasound
- Wellness Program

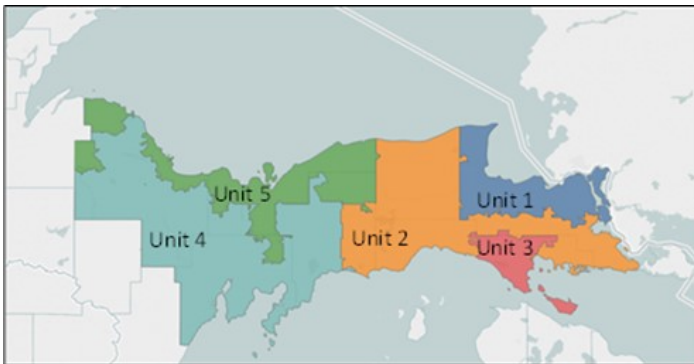
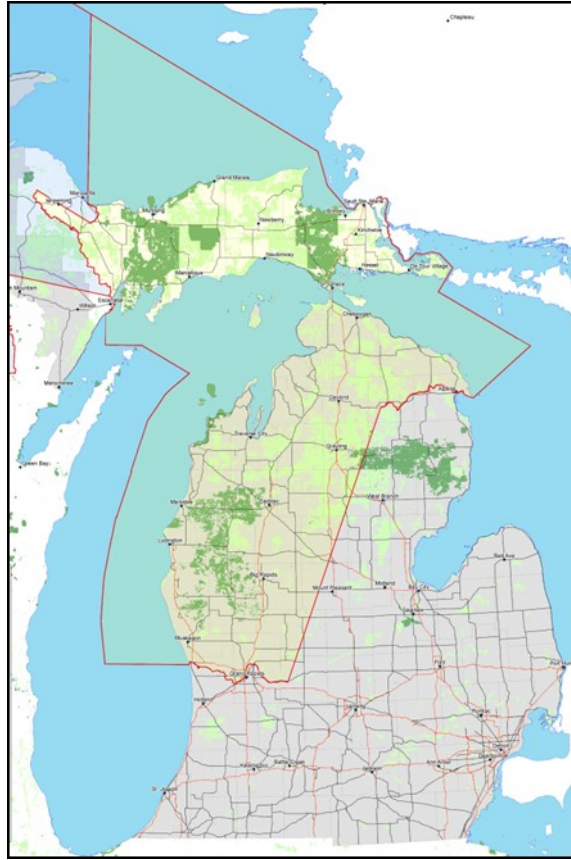


Governance Area and Land Holdings

Under the Authority of the 2000 and 2007 Consent Decrees and the 2006 United States Forest Service Memorandum of Understanding, Sault Tribe Law Enforcement and Natural Resources Departments, cooperatively with our State and Federal Partners, regulate, enforce and manage treaty-based harvest across the 13.5 million acre 1836 Treaty Ceded Territory.

The Sault Tribe's current and historic governance area spread across a rural seven-county service area in what is today referred to as Michigan's Upper Peninsula. The counties of Alger, Chippewa, Delta, Luce, Mackinac, Marquette, and Schoolcraft makes up the service area which extends into Lakes Michigan, Superior, and Huron. However, our governing areas are not defined by the counties.

Rather we have five units of governance that can be referenced on the map below.



Within these governing units the Tribe has lands that are defined by the Bureau of Indian Affairs (B.I.A.) as being Contiguous (on-reservation), Non-contiguous (off-reservation) or Reservation Proclamation. Historically Sault Tribe was not allotted any lands

during the allotment era but has had to purchase our historical land bases and request that these lands enter into trust lands with the federal government.

The federal government has recognized the limitations of Census Bureau Statistics for tribes with population off-reservation such as Sault Tribe. This is why they encourage agreements with states to utilize alternative techniques such as Certification of Population utilizing Tribal Enrollment data signed by the Tribal Chairperson.

Tribal Operations, Codes, and Ordinances

Tribal operations are required to be conducted by established tribal codes, tribal personnel policies, and procedures, all of which are approved and periodically updated by the Board. The Board meets monthly in regular session to conduct tribal business. Prior to meetings, workshops are held where the Board receive updates and reports for meeting agenda items.

The Board of Directors (Board) is responsible for the overall well-being of the tribe, approval of policies and procedures, and for oversight of the administration and laws. Sault Tribe has adopted the codes and ordinances listed below and are in the perpetual process of being updated to best reflect our organizational needs.

• Election Ordinance	• Gaming Ordinance	• Setting Aside Tribal Convictions
• Membership Ordinance	• Tribal Tax Code	• Sault Ste. Marie Chippewa Tribal Court
• Referendum Ordinance	• Waiver of Tribal Immunities	• Civil Jurisdiction and Procedure
• Affirmative Action Plan	• Worker’s Compensation Code	• Appeals
• Rules of Parliamentary Procedure Ordinance	• Worker’s Compensation Code For injuries occurring on and after 10/17/18	• Evictions and Foreclosures
• Tribal Freedom of Information Ordinance	• Wiidookaage (Helping One Another)	• Civil Remedial Forfeiture
• Removal from Office	• Fire Prevention Ordinance	• Tribal Tort Claims Ordinance
• Great Lakes and St. Mary’s River Treaty Fishing Regulations	• Animal Control	• Enforcement of Foreign Court Judgments
• CORA Code – Great Lakes Fishing Regulations	• Limited Care Residential Facilities	• Admissions to Practice
• Hunting and Inland Fishing	• Land Use Ordinance	• Garnishment after Judgement
• Great Lakes Conservation Committee	• Barring Individuals from Tribal Lands	• Housing Authority Ordinance
• National Forest Gathering Code	• Tribal Environmental Protection Authority	• Building Authority Charter
• Inland Conservation Committee (Repealed, per Resolution 2017-135)	• Permit for Drinking and Wastewater Systems	• Utility Authority Ordinance
• Child Welfare Code	• Criminal Procedure	• Compliance with Michigan Gaming Control and Revenue Act
• Marriage Ordinance	• Criminal Offenses	• Gaming Authority Charter
• Adult Protection Act	• Sex Offender Registration and Notification Code	• Arbitration Ordinance
• Guardianships	• Motor Vehicle License and Registration Ordinance	• Open Meetings Ordinance
• Personal Protection Orders and Injunctions	• Motor Vehicle Code	• Prevailing Wage Ordinance
• Release of Adoption Records	• Crime Victims’ Rights	• Abandoned Vehicle and Junk Code
• Juvenile Code	• Partial Waiver of Conviction for Gaming License Purposes (Gaween-Nji-Da)	• Application of the Uniform Commercial Code to Security Interests in Kewadin Casinos’ Gaming Authority Assets
• Liquor Control Ordinance		• Cemetery Ordinance

Sault Tribe History

In the Beginning

Anishinaabeg (which means 'Original People') have lived in the Great Lakes area for millennia. The Sault Ste. Marie Tribe of Chippewa Indians' Ancestors were Anishinaabeg fishing tribes who settled along the upper Great Lakes. They hunted, fished and preserved food for the winter. They were respectful to their elders and treasured their children. They conducted ceremonies for good health, thanksgiving, and funerals and continually strove for Mno Bimaadiziwin or “the good way of life.”

European Contact

Anishinaabeg lived this way for hundreds of years until the arrival of European settlers in the 1600s. The Anishinaabeg had dealings with first the French, then the English, then the United States. When French sovereignty ended in 1763, the English took over the wealthy fur trade. By 1820, the Americans had replaced the British.

In the 19th century, the 1836 Treaty of Washington ceded over 3.8 million acres of land, or about one-third of Michigan, to the United States in order for Michigan to gain statehood. One of the lasting areas codified by the treaty was that the Anishinaabeg retained their right to hunt and fish. In addition, through treaties the federal government has accepted a trust responsibility to provide education, health and welfare of Native Americans.

After the land was ceded the Anishinaabeg way of life began to deteriorate as the people were placed on reservations, sent to boarding schools, and faced acculturation by the dominant society. Colonization has had many deep rooted and lasting affects on our people going well beyond economic and social hardships. However, our people persist and fight day-to-day to survive and to ensure that the federal government upholds the treaties they signed.

The Fight for Recognition

The roots of today's Sault Tribe go back to the 1940s, when a group of Sugar Island residents gathered to talk about their common history. In 1953, the residents became the "Original Bands of Chippewa Indians and Their Heirs." The Sugar Island group pushed for federal recognition as a tribe. The impoverished community and the families in desperate need were strong motivators for fighting for federal recognition.

The descendants had no financial resources, no political support and little information on how to present their claims to the federal government. The process took more than 20 years to complete but the tribe was finally granted federal recognition in 1972.

When the tribe adopted its Constitution in 1975, it had fewer than 10 employees, almost no outside funding and no revenues of its own. It gradually opened member service programs such as health, housing and education that were funded by the federal and state governments. Member needs far outstripped those meager funding sources. In order to service more tribal members, tribal leaders created a business-based economy.

Community Impact

Today the Sault Tribe is 44,540 strong. The tribe is headquartered in Sault Ste. Marie, MI, but its economic impact extends for hundreds of miles. The tribe has spent the past 48 years building a tribal economy providing employment and revenues to its people while making a positive impact for both the tribal and the surrounding communities' economic welfare.

What is Sovereignty?

Sovereignty is the supreme and independent power or authority in government by a community, such as a nation or a state. Indian tribes possess sovereignty. Before European settlers came to America, Native American people governed themselves. After the European settlers arrived Native Americans continued to govern themselves. The tribes never gave up their sovereignty to the United States federal or state governments.

To this day every Indian tribe retains its sovereignty and through many changes in case law their status has evolved to that of a nation within a nation. Additionally, the federal government has a trust responsibility to each tribe originating with treaties. American Indian sovereignty status has changed in the eyes of federal law over the years.

In an era of termination beginning in the 1940s, the federal government terminated numerous tribal rights. As a result hundreds of Indian tribes have been eliminated as political entities in the United States. In more recent years, tribes sovereignty has been better protected in federal policy making.

“The Anishnaabe see governing as a responsibility to protect all people, all creatures, and all natural resources including land, air, and water.

It does not mean do not take, but rather honor the earth by only taking what you need.” ~unknown



Treaties

A treaty is a mechanism used by governments to give their word to another government. It is important to note that treaties are not effected by the passage of time.

The United States Constitution and its treaties are recognized as:

“The Supreme Law of the Land.”

POWERFUL POLICY

Public Law 93-638

Also known as the Indian Self-Determination and Education Act, this law authorized federal agencies to contract directly with federally recognized tribes.

1975

Fox Decision

Supreme Court case that reaffirmed treaty rights for the 1836 treaty tribes in Northern Michigan. The tribes regained the ability to regulate their own Great Lakes commercial fishery.

1979

Executive Order 13175

President Bill Clinton established “Consulation and Coordination with Indian Tribal Governments,” to give tribes a say in federal policies that include tribal implications.

2000

UN Declaration

The U.S. finally and lastly signed the 2007 UN Declaration on the Rights of Indigenous Peoples, an acknowledgement of the rights, property and culture of indigenous peoples worldwide.

2010

Sault Tribe Master Plan

VISION STATEMENT

We, the members of the Sault Ste. Marie Tribe of Chippewa Indians, shall provide for the perpetuation of our way of life and the welfare and prosperity of our people, and protect our property and resources for the next seven generations.



MISSION STATEMENT

The Sault Ste. Marie Tribe of Chippewa Indians is committed to communicating and working together to develop and implement programs and services to positively impact the lives of tribal members -strengthening our families and communities and sustaining the Anishnaabe Bimaadiziwin.



GUIDING PRINCIPLES

The guiding principles of our values statements are based on the teachings of our Seven Grandfathers. In our tribal community, we strive to know truth through the attainment of wisdom, love, respect, bravery, honesty, and humility.



STRATEGIC GOALS

- 1: To promote, and protect the Anishinaabe Bimaadiziwin (way of life), to honor the wisdom of ancestors and to ensure prosperity for future generations.**
- 2: To assert our tribal sovereignty, self-determination, and self-governance through ongoing advocacy and good governance practices**
- 3.a: Have accessible core services that are welcoming and responsive to membership issues and strengthens the well-being of tribal members**
- 3.b: Improve internal communications by creating, maintaining, and strengthening interactive networks between all programs and across divisions**
- 4: To ensure all inherent rights of the Tribe are protected and conserved for future generations**
- 5.a: Have sustainable resources that support and advocate prosperous, healthy and substance-free Anishinaabek youth, families, elders, and communities**
- 5.b: Improve and strengthen external communications for membership interests, issues, and services**
- 6: To have culturally sensitive, knowledgeable employees, that continually improve to serve our tribal membership**
- 7: To strengthen fiscal stability and accountability across all tribal operations**
- 8.a: Promote a strong economic environment that is conducive to creating and sustaining profitable tribal businesses**
- 8.b: Establish an EDC to foster a business development climate with inherent qualities that allow it to be stable and membership focused**
- 8.c: Promote development and investments**

Sault Tribe Administration Contacts

Sault Tribe Administration values connecting people with shared goals. If you have already established a connection with a staff member please use them to introduce you to new individuals that you are interested in working with. If you have not yet made a connection, please call Sault Tribe reception at 906.635.6050 for appropriate routing.

Below is a list of common contacts within Sault Tribe Administration.

• Executive Director	Christine McPherson
• Chief Financial Officer	Robert Schulte
• Assistant Executive Director	Tasha Caldwell
• Executive Assistant to Board of Directors	Joanne Carr
• Executive Assistant to Chairperson	Sheila Berger
• Executive Assistant to CFO	Heather Weber
• Executive Assistant to Asst. Executive Director	Jenna Killips
• Administrative Manager	Vacant
• Budget Office	Jennifer Clerc & Susan Soltys
• Anishnaabek Community and Family Services	Juanita Bye
• Communications	Jennifer Dale-Burton
• Cultural	Tasha Caldwell
• EDC	Joel Shultz
• Education	Tasha Caldwell
• Elder Services	Holly Kibble
• Enrollment	Julie Salo
• Environmental	Kathie Brosemer
• Facilities Management	Andrew Lane
• Fisheries	Brad Silet
• Gaming Commission	Bridget Kuusinen
• Government Relations	Mike McCoy
• Health	Leo Chugunov
• Housing Authority	Joni Talentino
• Human Resources	Mark Dumback
• Natural Resources	Eric Clark
• Insurance	Douglas Goudreau
• Law Enforcement	Bob Marchand
• Legal	Courtney Kachur
• Membership Liaisons	Sheila Berger, Clarence Hudak & Mary Jenerou
• Management Information Systems (MIS)	Jay Eggert
• Planning and Development	Larry Jacques
• Purchasing	Robert Schulte
• Recreation	Tammy Graham
• Security Administration	Dan Dumas
• Telecommunications	Nick Eitrem
• Transportation	Wendy Hoffman
• Tribal Court	Jocelyn Fabry



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