



Win Awenen Nisitotung

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Frozen Moon
Mshka'odin Giizis

Official newspaper of the Sault Ste. Marie Tribe of Chippewa Indians



New tribal program offers free help to sexual assault victims

BY BRENDA AUSTIN

The Sault Tribe Advocacy Resource Center (ARC), under the umbrella of Sault Tribe Anishinabek Community and Family Services, recently announced its new grant funded program – Sexual Violence Services (SVS).

SVS Grant Coordination Assistant Manager Jena McKerchie

said the ARC worked with Sandra Pilgrim Lewis, victim services liaison with the Victim Service Division of the Michigan Department of Health and Human Services, and Uniting

Three Fires Against Violence, Michigan's tribal coalition against domestic violence and sexual assault, to develop and implement the program.

McKerchie said, "The need for tribal specific sexual assault services that provide comprehensive and culturally appropriate services to all victims of sexual assault became very apparent. Through community focus groups it was determined that a sexual assault center was needed."

Services offered through the program are free to both tribal and non-tribal victims and survivors of sexual assault. McKerchie said the program will provide a safe haven for all victims to access services. "It is our

hope that not only will current victims utilize our new program, but those victims who have not received services for their traumas also."

The new SVS program offers a 24-hour crisis hotline/helpline, emergency response services, supportive individual and group counseling, advocacy and supportive services, public

awareness and systems change, and SANE/SAFESTAR medical forensic examinations.

In addition to McKerchie, Ashley Gravelle has been hired as the cultural healing educator, and is making public awareness a priority, along with providing traditional alternatives to healing from sexual assault trauma. Cecilia Atkinson, the program's new secretary, will be the first person victims and survivors will meet when accessing the program.

Plans are awaiting approval to house the new program in a 2,000-square-foot modular office building on the Sault Tribe reservation by March 2021.

To access the program's services or ask questions of staff, call 632-1808 or (877) 639-7820. For the 24-hour staffed emergency hotline/helpline, call (906) 632-1808 or 639-7820.

You can also reach McKerchie by emailing jmckerchie1@saulttribe.net.



Photo by Brenda Austin

Drive through flu shot clinics were held in October throughout the service area. Above, CHT Kelly Kopko (left) and CHN Tami Duncan, both from Hessel, administered shots Oct. 22 in the Sault's Big Bear parking lot.

Tribe lauds Line 5 easement decision

SAULT STE. MARIE, Mich. — Today, Sault Tribe leadership applauded the announcement by Michigan's Governor Whitmer that the state bottomlands easement for the Line 5 twin crude oil pipelines has been revoked, effective immediately.

"The Sault Tribe is enormously relieved that this ongoing threat to the health of the waters of Lake Michigan is ending," Sault Tribe Chairperson Aaron Payment said. "We have been asking the State of Michigan to take action on this matter for many years and today is a day to celebrate."

Sault Tribe first called on "any government" to take the necessary action to stop the flow of oil through Line 5 in a resolution

dated February 2015. Since then, the tribe has pursued this through all legal channels, in hearing rooms and meeting rooms as well as at information gatherings, demonstrations and peaceful protests. Often led by women, these protests have informed the public about the importance of tribal lifeways and culture and the tribe's values of respect for water, land and other beings.

"In our culture, women bear the responsibility for protecting the water, with men's assistance," Hessel area tribal board Representative Catherine Hollowell said. "Our tribal fishing grounds are under direct threat of an imminent catastrophe from these aging pipes."

Payment said, "Our tribal

ogitchidaakwe (warrior women) have been persistent voices for stopping the oil before a disaster strikes, especially those on our tribal board of directors – both those currently seated and those who previously served. They've led the way to shut down Line 5. Therefore, it is particularly satisfying that the women leading the State of Michigan have taken this responsibility seriously and taken this action today."

The Sault Tribe congratulates Governor Whitmer, Attorney General Nessel and the rest of the Michigan government for this historic and wise action, and looks forward to the day, 180 days from now, when we no longer have to worry about a breach in those pipes.

Chippewa County COVID-19 update

SAULT STE. MARIE, Mich. – As COVID-19 cases drastically increase in Chippewa County, the local hospital and health department ask residents to take precautions to slow community spread of the novel virus. "As we experience a surge in our area, we want everyone to take the necessary precautions. Wear a mask, social distance and practice proper hand hygiene" said David Jahn, CEO of War Memorial Hospital (WMH).

On Oct. 10, 2020, the case count for Chippewa County was 95. As of Nov. 10, 2020, the case count was 404. This is an average increase of 10 new cases per day. "With the significant increase in cases, it has become more difficult to rapidly contact everyone who has tested positive or who is considered a close contact of a positive case," said Karen Senkus, Health Officer for Chippewa County Health Department (CCHD).

On Nov. 12, the first two COVID-related deaths were reported for Chippewa County. WMH and CCHD are urging com-

munity members who test positive for COVID-19 to complete an isolation period of 10 days, regardless of if they are contacted by health officials. Positive individuals should remain in isolation until all of the following conditions are met:

- 10 days from onset of symptoms (or from positive test result)
- Fever-free for 24 hours, and
- Symptoms have improved

COVID-19 positive individuals are asked to contact their close contacts to alert them of the exposure. Due to the overwhelming number of cases, there may be a delay from CCHD staff in contacting a positive individual's close contacts.

If a person is identified as a close contact, they should quarantine for 14 days post-exposure. Close contacts are defined as:

- Those who were with the COVID-19-positive individual while contagious (while symptomatic or up to two days before symptoms began, or the individual received a positive test if asymptomatic) AND

– Those who spent 15 or more minutes over the course of 24 hours within 6 feet of the COVID-19-positive person. Isolation and quarantine mean staying home from work (and away from other household members as much as possible), school, social gatherings, extracurricular activities and any other public place except when seeking medical care. Avoiding crowds, limiting time with others not from the same household, wearing a mask in public, and following good hygiene practices may prevent local health facilities from becoming overwhelmed.

The State of Michigan has a COVID-19 hotline, available Monday-Friday, 8-5, by calling (888) 535-6136. If you believe your symptoms are life threatening, call 911.

For the latest information from CCHD and WMH on the COVID-19 pandemic, visit our Facebook pages at WarMemorialHospital or ChippewaCountyHealth or visit www.warmemorialhospital.org or www.chippewahd.com.

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BMCC offers new bachelor's degree program

BAY MILLS, Mich. — Bay Mills Community College (BMCC) continues to shape its educational programs to meet the needs of the job market and local students. With a shortage of teachers throughout the state of Michigan, the opportunity to earn a bachelor's degree in Early Childhood Education (ECE) is now offered fully online through BMCC.

Students can attend BMCC virtually to earn their Bachelor of Arts in early childhood education. ECE is for students who are interested in working with young children, newborn to 8 years of age, and their families. Students will acquire an understanding of developmental patterns in such areas as appropriate to learning, social and emotional development, language and literacy, cognition, perceptual, motor and physical development. They will also acquire knowledge in parent engagement and the necessary skills required to administer an early childhood program. Preparing teachers, family service personnel, education managers and administrators of Indian Head Start facilities nationwide is the primary focus of this program, but the program gives students the adequate preparation and credit requirements to work as substitute teachers in Michigan as well. A secondary focus is imparting an understanding of Native American culture as it applies to children in early childhood programs.

In August, the first cohort of five graduates took center stage and earned their degrees. In May, 2021, 15 students are on track to receive their degrees.

BMCC previously only offered an Associate of Arts and a certificate of completion in early childhood education completely online.

Faith Gaubault was a member of the inaugural class of graduates. She found the online platform a convenient and positive experience, especially as a working single mother.

"I feel that my education is helping me in my current work in the EUP as a quality improvement specialist with Great Start to Quality (UP Resource Center)," said Gaubault. "I learned current theories and best practice recommendations, which specifically apply to my scope of work supporting childcare providers and programs in extending high quality experiences for children."

Anyone interested in the program can find out more online at www.bmcc.edu. Registration for the spring semester is now open until Jan. 7.

The bachelor's program was developed after BMCC received a grant from the Administration for Native Americans to support development of the completely online program.

"Bay Mills Community College thanks the Administration for Native Americans for assisting in the development of the early childhood education online bachelor's degree to educate students who will embrace and look out for our young children's futures and the next seven generations to come," said Sheryl Hammock,

Early Childhood Education Department chair and faculty member.

BMCC is one of three tribally controlled colleges in the state of Michigan and the only community college in Michigan's eastern Upper Peninsula. As a 1994 land grant institution, BMCC works with land grant partners, such as Michigan State University, to provide service and expertise to the Bay Mills Indian Community and the surrounding region. BMCC is accredited by the Higher Learning Commission and is a member of the American Indian Higher Education Consortium.



Photo courtesy of BMCC

Members of the first graduating class of 2020 in the early childhood education bachelor's program, Diane McLeod-Maleport, Faith Gaubault and Brooke Spencer.

Tribal Citizens and Descendants Can Earn While They Learn!

College isn't for everyone — training programs can be expensive, lengthy and difficult to manage with a job, a family, or with life in general — but vocational training can be! The Nitaazhitoojik Industrial Training (NIT) program is designed to address these barriers for students enrolled in high demand STEM-related programs. What does this mean for our community members? The NIT Program provides students money to complete the short-term training necessary for high paying jobs located right here in Northern Michigan!

The NIT program has worked closely with area manufacturers and grant partners to identify key business sectors within Northern Michigan that are growing rapidly. These relationships help our program link students to profitable careers and growth opportunities with area businesses. Focusing on these regions of growth, the NIT program targets condensed trainings that develop the necessary skillsets in students looking to jumpstart their new career without having to commit to extended degree programs.

Nitaazhitoojik Industrial Training-approved programs are offered through North Central Michigan College (NCMC), and the Industrial Arts Institute (IAI). Both of these institutions of higher learning tailor their programs to meet the needs of the growing manufacturing industry in our area. Trainings can be completed in a year or less and provide students the opportunity to also earn industry-recognized credentials which give an advantage in the hiring process.

When completing a NIT-approved program, students will develop the skillsets necessary to make them more employable with Northern Michigan businesses. The NIT Program and its grant partners will work to connect students with opportunities for employment through NCMC's state-of-the-art Career Development Center and hiring events. Not only can students obtain training locally but most importantly, they can become employed locally through our program!

To further ensure the success of our students, the NIT program offers several different forms of assistance to support students with the costs associated with enrolling into a NIT-approved vocational program. **Eligible students will receive tuition and textbook assistance, required course equipment, an hourly stipend of \$12.75/hr, mileage reimbursement, and/or coverage of related training costs.** All applicants will also receive program incentives for enrolling into and completing a NIT-approved course of study.

The main goal of the Nitaazhitoojik Industrial Training Program is to promote and sustain economic stability within the LTBB community. Program preference is given to Indigenous students or individuals of Native American/Hawaiian or Pacific Islander descent. Descendancy refers to anyone that directly descends from original tribal people, regardless of blood quantum or Tribal Nation.

Preference is also given to applicants that are residing in the Tri-County area (Charlevoix, Cheboygan and Emmet counties), veterans, high school students, individuals between the ages of 16 to 49 years old and those who are underemployed, unemployed or belong to displaced households. However, everyone is welcome to apply!

Students must be enrolled in one of the five NIT-approved programs of study to be eligible to receive assistance:

Industrial Arts Institute:

Comprehensive Industrial Welding Program
Work-Based Welding Program - Cancelled for 2020

North Central Michigan College:

Computer Numeric Control (CNC) Certificate
Computer-Aided Drafting (CAD) Certificate
Mechatronics Certificate – Coming Fall 2021



Are you ready to make your next career move and increase your earning potential? If so, please contact contact Kerstine Bennington at (231) 242-1485 or kbennington@ltbbodawa-nsn.gov for more information. The Nitaazhitoojik Industrial Training looks forward to working with you!

Check carbon monoxide detectors as cold hits

LANSING, Mich. – As temperatures continue to drop and Michigan prepares to turn back the clocks on Nov. 1 for Daylight Saving Time, Michiganders are urged to take action to prevent carbon monoxide poisoning. To help bring attention to this potentially life-threatening issue, Governor Gretchen Whitmer declared Oct. 26-Nov. 1, 2020, as Carbon Monoxide Safety Awareness Week.

“Carbon monoxide poisoning can occur almost anywhere and I hope Michiganders take this time to prepare and prevent this life-threatening issue,” said Whitmer. “Awareness about carbon monoxide safety is a top priority, and Michiganders are encouraged to learn about this poisonous gas and ensure homes and appliances are maintained to protect themselves and loved ones against possible poisoning.”

“To prepare for winter weather, Michiganders should

make sure their heat sources and carbon monoxide detectors are in good working order,” said Orlene Hawks, director of the Department of Licensing and Regulatory Affairs. “Being aware of the dangers of carbon monoxide and having a working carbon monoxide alarm is essential to keeping your family safe.”

Annually, about 140 people are hospitalized for carbon monoxide poisoning in Michigan and across the United States, thousands are poisoned and at least 430 people die from accidental carbon monoxide poisoning. In 2017, the latest year data is available from the Michigan Department of Health and Human Services Environmental Public Health Tracking Program (MiTracking), 126 people were hospitalized.

“Working carbon monoxide detectors save lives,” said State Fire Marshal Kevin Sehlmeier.

“Only one in eight families in the United States have a functioning carbon monoxide detector. Michigan residents should install a detector today to protect our loved ones from the dangers of carbon monoxide poisoning. Carbon monoxide is a colorless, odorless, tasteless and poisonous gas known as the ‘Invisible Killer; it requires an electronic sensor to detect.”

These hospitalizations for carbon monoxide poisoning are preventable when people are prepared.

To protect yourself and your family from carbon monoxide, follow these safety tips:

- Make sure you have working carbon monoxide detectors. Detectors on every level of your home, including the basement, are strongly recommended. Detectors can be purchased at most hardware and big box stores. Daylight Savings Time is a good time each year to replace

the batteries in your detector and push the “Test” button to be sure it’s working properly. Replace your detector every five years or according to manufacturer’s instructions. Use a battery-powered detector where you have fuel burning devices but no electric outlets, such as in tents, cabins, RVs and boats with enclosed cabins.

- Have your furnace or wood-burning stove inspected annually. Hire a professional to make sure it is functionally sound and vents properly outside the home.

- Never run a gasoline or propane heater or a grill (gas or charcoal) inside your home or in an unventilated garage. Any heating system that burns fuel produces carbon monoxide.

- Generators should be run at a safe distance (at least 20 feet) from the home. Never run a generator in the home or garage or right next to windows or doors.

- Never run a car in an enclosed space. If a vehicle is running, you must have a door open to the outside.

Symptoms of overexposure to carbon monoxide include headache, fatigue, dizziness, shortness of breath, nausea and confusion. At high levels, carbon monoxide can cause death within minutes. If you suspect you may be experiencing carbon monoxide poisoning or your detector sounds an alarm, head outside immediately for fresh air and call 911.

In addition, Michiganders are reminded to install smoke alarms and carbon monoxide detectors on every floor in your home, push the button to test them regularly, change all alarm batteries every six months, and replace alarms after 10 years.

Visit Michigan.gov/MiTracking for more information about carbon monoxide poisoning.

Mackinac County Transportation at your service

Offering inexpensive specialized transportation service for seniors along with transportation for the general public, Mackinac County Transportation serves the folks of Mackinac County Monday through Friday from 8 a.m. to 4 p.m. Rides take you throughout the county on a demand-response car pool bus system providing door-to-door service. It is not a taxi service and all vehicles are handicapped accessible.

Regularly scheduled transportation may be arranged by calling dispatch at (906) 643-6746 between 8 a.m.

and 4 p.m., Monday through Friday. Mackinac County Transportation is closed on weekends, holidays and during inclement weather.

Seniors aged 60 and over and disabled people only pay \$2 for transportation and the general public fare is \$4. Transportation is free for accompanying caregivers and children under 6 years of age.

Mackinac County Transportation also offers non-emergency medical transportation trips on behalf of partnering agencies such as Mackinac Straits Health

System, War Memorial Hospital, Hiawatha Behavioral Health, Veterans Affairs and others. Learn more about “Rides to Wellness” by calling the Chippewa Luce Mackinac Community Action Agency (CLM CAA) Transportation Department in Sault Ste. Marie at (906) 632-4008. Further, Mackinac County Transportation “Rides to Wellness” may be able to assist with trips anywhere in the state of Michigan.

CLM CAA operates Mackinac County Transportation on behalf of

the Mackinac County Board of Commissioners. The Civil Rights Act of 1964 prohibits discrimination on the basis of race, color or national origin in programs and activities receiving federal financial assistance. Mackinac County Transportation is committed

to ensuring that no person is excluded from participation in or denied benefits of its transit services.

The Mackinac County Transportation Dispatch Office is at Chippewa Luce Mackinac Community Action Building at 368 Reagon Street in St. Ignace.

Training opportunities

Training opportunities available! The Sault Ste. Marie Tribe of Chippewa Indians Workforce Innovation and Opportunities Act (WIOA) Program has funding for on-the-job training and short-term occupational training opportunities.

The program may be able to provide tuition assistance for skills training if it leads to an industry-recognized certification or under OJT, the program may

reimburse an employer 50 percent of your wage for a specified training period.

Candidates must meet certain eligibility requirements and be a resident of the seven-county service area.

Apply at the WIOA office at the Chi Mukwa Community Recreation Center in Sault Ste. Marie, Mich, or call Brenda Cadreau at 635-4767 for more information.

Sault Tribe committee vacancies

The following committees have vacant seats. Sault Tribe members interested in filling these vacancies should submit one letter of intent and three letters of recommendation from other members to Joanne Carr or Linda Grossett, 523 Ashmun St., Sault Ste. Marie, MI 49783. Call (906) 635-6050 with any

- questions.
- Anishinaabe Cultural Committee - six vacancies – three males (4-year term), three females (4-year term)
- Child Welfare Committee - three vacancies (4-year term)
- Election Committee – three vacancies (4-year term)
- Higher Education Committee -

- Two vacancies (4-year term)
- Health Board – five vacancies (4-year term)
- Housing Commission – one vacancy-open to all units (4-year term)
- Special Needs/Enrollment Committee - five vacancies (2-year term)

Traditional Medicine Program schedule

Gerard Sagassige
Sault Ste. Marie Health Center — Nov. 2, 3, 9, 10, 16, 18, 23, 24 and 30; please call Lori Gambardella at 632-0236 or Annie Thibert at 632-0220.
Manistique Health Center — Nov. 4; please call 341-8469 or (866) 401-0043
Escanaba Tribal Community

Center — Nov. 17; please call Lori Gambardella at (906) 632-0236 or Annie Thibert at 632-0220
Munising Health Center — Nov. 25; please call 387-4721 or (800) 236-4705
Joe Syrette
St. Ignace Health Center — Nov. 18; please call 643-8689 or

(877) 256-0135
Sault Ste. Marie Health Center — Nov. 4, 5, 6, 12, 13, 20 and 25; please call Lori Gambardella at (906) 632-0236 or Annie Thibert at 632-0220.
Newberry clinic — Nov. 19; please call (906) 293-8181.
Please call for questions or to schedule an appointment.

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Brenda Austin.....Staff Writer
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Win Awenen Nisitotung welcomes submissions of news articles, feature stories, photographs, columns and announcements of American Indian or non-profit events. All submissions are printed at the discretion of the editor, subject to editing and are not to exceed 400 words. Unsigned submissions are not accepted.

Please note the distribution date when submitting event information for our community calendar. Submissions can be mailed, faxed or e-mailed. The distribution date is the earliest the newspaper can arrive in the seven-county service area.

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Win Awenen Nisitotung, in Anishinaabemowin, means, “One who understands,” and is pronounced “Win Oh-weh-nin Nis-toehng.”

See our full, online edition at www.saulttribe.com.

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call for other foreign countries. Subscribe by sending your name and mailing address to the address below with your check or money order made out to the Sault Ste. Marie Tribe of Chippewa Indians. Or, call (906) 632-6398 to pay by credit card.

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Bill would address Indian boarding school policy

BY RICK SMITH

Legislation recently introduced in the U.S. Congress would establish a federal commission to investigate, document and acknowledge the U.S. government's "cultural genocide and assimilation practices" toward American Indians nationwide. The *Truth and Healing Commission on Indian Boarding School Policy Act* also calls for Congress to develop recommendations to expand public education on this historical policy that still haunts Indian Country citizens to this day.

The text of the bill asserts the purpose of U.S. Indian boarding schools was to strip American Indian and Alaska Native children of their "indigenous identities, beliefs and traditional languages to assimilate them into White American culture through federally funded Christian-run schools, which had the effect of cultural genocide."

Focusing on a nearly 100-year period between 1869 and the 1960s, the bill states the boarding school policy also authorized the forced removal of hundreds of thousands of indigenous children

as young as 5 years old from their homes in tribal communities and transferring them to one of 367 Indian boarding schools across 30 states.

The bill, introduced in the chambers of Congress by Rep. Deb Haaland (D-N.M.) and Sen. Elizabeth Warren (D-Mass.), would hold the U.S. government accountable for the policy of employing Indian board schools to convert American Indian children into the prevailing Euro-American culture.

"This policy authorized the forced removal of hundreds of

thousands of AI/AN {American Indian/Alaska Native} children, as young as 5 years old, relocating them from their homes in tribal communities to one of the 367 Indian boarding schools across 30 states," the bill in one section. "By 1926, nearly 83 percent of AI/AN school-age children were enrolled in Indian boarding schools in the United States. However, because nearly 62 percent of the school records have been lost or destroyed, the full extent of the federal Indian boarding school policy has not been identified."

The bill quotes the founder and superintendent of the Carlisle Indian Industrial School in Pennsylvania as having said the ethos or inspiration of the boarding school policy on its boys and girls was essentially to kill their Indian being while saving their minds and bodies for assimilation into mainstream society. The resulting impact on American Indian families of those who went to the schools were often disastrous leaving many families harmed somehow or destroyed in the wake while other families fared better.

PROGRESS for Indian Tribes Act of 2019 signed into law

BY RICK SMITH

The federal government enacted the bipartisan *Practical Reforms and Other Goals to Reinforce the Effectiveness of Self-Governance and Self-Determination (PROGRESS) for Indian Tribes Act of 2019* on Oct. 22. The new law is designed to provide greater control and flexibility to American Indian tribes in administering their federally funded programs.

In announcing the enactment, Chairman of the Senate Committee on Indian Affairs, Senator John Hoeven (R-N.D.) said the legislation corrects standard federal processes and procedures the U.S. Department of the Interior (DOI) self-governance programs impose, which tend to hinder working negotiations between the federal government and tribes.

In essence, it reduces the administrative burdens of the original *PROGRESS for Indian Tribes Act* introduced into Congress 15 years ago.

The legislation is also the latest in improvements sought to the *Indian Self-Determination and Education Assistance Act of 1975*, which has had a central role in improving Indian Country communities.

The 1975 law authorizes tribes to contract with the Bureau of Indian Affairs (BIA), a DOI agency, and the Indian Health Service (IHS) for federal funding and program management that would otherwise be managed by federal agencies.

The law was amended in 1988 to establish a demonstration project in which, for the first time, tribes could plan, administer and consolidate programs and

Practical Reforms and Other Goals to Reinforce the Effectiveness of Self-Governance and Self-Determination (PROGRESS) for Indian Tribes Act of 2019 is latest in improvements to a law passed in 1975.

services previously administered by federal agencies. More amendments were added in following years.

According to the announce-

ment, the *PROGRESS for Indian Tribes Act of 2019* streamlines the DOI's process for approving self-governance compacts and annual funding agreements for tribal programs and aligns the process to be similar to the one used by the IHS.

Further, the law adds more flexibility in administering contracts for tribes that have not qualified for self-governance or choose to administer just a few BIA programs. Other provisions are included in the measure as well.

Vice Chairman of the Senate Committee on Indian Affairs, Senator Tom Udall (D-N.M.), said the new law reinforces the principles of tribal sovereignty and self-determination at the core of the United States government-to-government relationship with tribes. "By promoting local

control and administration of federal Indian programs and providing clear requirements for negotiating self-determination contracts and self-governance compacts, the *PROGRESS Act* will improve tribes' abilities to customize federal Indian programs to best suit their communities' unique needs. I look forward to building on this partisan work in consultation with tribes to further address self-governance priorities for Indian Country," he said.

Hoeven and Udall introduced the 2019 act into the Senate Committee on Indian Affairs in January 2019. The committee approved the bill in April 2019 and sent the measure on for a vote on the floor of the Senate, where it passed in June 2019. The House passed a companion bill in September 2020.



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January 22-24

CANATHON SLOT TOURNAMENTS

Sault Ste. Marie - Mondays & Tuesdays 3 p.m. - 6 p.m.

November 2 - 24 & December 1 - 22

Daily Prize Pool 25,000 Bonus Points

\$100 Monthly CASH Prize

Hessel - Wednesday & Thursday 3 p.m. - 6 p.m.

Daily Prize Pool 13,000 Bonus Points

Final \$100 CASH Prize

Point requirements for all promotions. See Northern Rewards Club to register and for more details.

Supporting Native American entrepreneurs

BY RICK SMITH

A bill that haunted the chambers of the United States Congress since 2016 was recently enacted to promote tribal economic development and support American Indian entrepreneurs.

The *Native American Business Incubators Program Act* was signed into law on Oct. 21. Senator Tom Udall (D-N.M.), vice chairman of the U.S. Senate Committee on Indian Affairs introduced the bill in the Senate while U.S. Representative Deb Haaland (D-N.M.), co-chair of the House Native American Caucus, co-championed the legislation in the House of Representatives along with Representative Tom Cole (R-La.).

According to a Senate announcement, the law authorizes expenditures of \$5 million annually for fiscal years 2020 through 2024 for competitive

three-year grants through the U.S. Department of the Interior (DOI) to tribes, tribal colleges or universities, higher education institutions and non-profit organizations serving American Indian communities to create and operate business incubators to function as one-stop-shops to help American Indian entrepreneurs in the various facets of building businesses.

While starting small businesses anywhere can be daunting, it is often more challenging in tribal communities because of an array of obstacles unique to Indian Country. Obstacles range from unique laws and regulations, finding investment sources, overcoming disadvantages of remote locations and fear of the unknown in potential associates in doing business with Indian Country partners.

Grant recipients must provide

at least a 25 percent non-federal contribution of their annual award and 33 percent of renewal grants. The law also directs the Department of the Interior to work with business development programs of other federal agencies to streamline efforts and ensure grant recipients have all necessary information to help entrepreneurs in navigating available federal programs.

“Small businesses form the backbone of strong economies and communities. But for too long, Native American entrepreneurs have faced unique barriers in accessing capital and resources for their small businesses,” said Udall in an announcement. “The enactment of the *Native American Business Incubators Act* is a win for Indian Country, and will support Native American-owned businesses in navigating through obstacles

and red tape. Especially now, as Native communities continue to grapple with the terrible health and economic impacts of COVID-19, Indian Country’s need for the economic drivers in this legislation is more pressing than ever.”

Representative Haaland said, “Native Americans’ entrepreneurial spirit can break cycles of poverty, but for far too long, key economic resources have not been available to Native businesses. When I was running my salsa company, I could only imagine how much easier it would have been if I had access to business incubation support. In the midst of a global pandemic and economic recession, tribal communities need our help now more than ever. The *Native American Business Incubators Program Act* will ensure that future business owners in Indian

Country can grow their enterprises and build strong vibrant economies.”

Business incubators are organizations that provide physical facilities and resources to startups and established businesses designed to accelerate the growth and success of businesses through a wide variety of measures.

The DOI Office of Indian Enterprise and Economic Development is the administrator of the Native American Business Incubators Program. Additional support for the program comes from the National Congress of American Indians, the National Center for American Indian Enterprise Development, the Native American Contractors Association, the Native American Finance Officers Association and the National Indian Gaming Association.

Handy tips on filling out online application forms

BY SARA KEINATH,
MSU EXTENSION

Whether for a job or a scholarship, filling out an application is usually the first step. Learn how online versions may be different or the same as regular applications.

More and more, applications are available and submitted online.

With so many applications for jobs, scholarships, awards and leadership opportunities now asking for submissions online instead of by paper or email, it is important to understand how these applications are different and how they are still the same. Michigan State University Extension has some recommendations for filling out online applications that will help you look your best.

When filling out any application, your goal is to paint a full picture of your skills and abilities. Here are some things to consider.

Timing. One of the key characteristics of an online application is that there may be time

limits. The webpage may time out after a certain amount of time or it may only give you one opportunity to submit information. There are some sites that will allow you to come back and edit your responses before submitting the whole application, but you will want to know what you are getting into first.

Think of the online application as the place where information gets submitted, not where you are still working out what you are going to say. If you can look at the application’s questions first, copy them into an offline document to use as a working space. Then you just need to copy and paste when you are ready.

Spelling, punctuation and grammar still matter. Write in full sentences and avoid text-speak (shortening words or sentences to save on space). This is one of the quickest ways for an application to be thrown out of the running. You want to show that you respect the time of the people reviewing applications by paying attention to these details.

If you rush through your answers, you will give the impression that you don’t care about the quality of your work.

Keep it thoughtful and meaningful. There may or may not be character limits to your answers (i.e., a predefined limit of how much you can type). In either case, make sure your answers are well thought out. There is a happy medium for these answers: You want to fully answer the question and give supporting details as much as possible (i.e., instead of just saying you have strong leadership skills, describe a situation where you used these skills), while also not going on for so long that the reviewer gets bored and glosses over what you’ve written. Remember, applications often open the door for an interview where you will have the chance to expand more on the information and provide additional details.

Enlist help. If you write your answers in another document before inputting into the

online application, you can also ask trusted people in your life to review what you’ve written before you submit. They can proofread for grammar and clarity issues, as well as give you feedback on how well you are demonstrating your skills. Consider asking teachers, 4-H leaders or staff members, mentors or other dependable advisors. You may get differing opinions on some things, but it will help you see your application from different perspectives.

Remember, the goals of an online application are the same as the applications submitted on paper or over email: Reviewers

want to be able to see the skills and abilities of all the candidates so that they can make a decision about who will be the best fit for their open job, leadership position or for awarding scholarships. Keeping this in mind will help you present yourself in the best light.

Michigan State University Extension and Michigan 4-H Youth Development helps to prepare young people for successful futures. For more information or resources on career exploration, workforce preparation, financial education or entrepreneurship, email us at 4-HCareerPrep@msu.edu.

EPA funding water access improvements

WASHINGTON, D.C. – The U.S. Environmental Protection Agency (EPA) announced on Nov. 12 it will dedicate more than \$20 million in infrastructure funding to projects that improve access to safe drinking water for American Indian and Alaska Native populations. This funding will significantly boost public health protections for these communities by improving their ability to obtain safe water for drinking, cooking, and handwashing.

“EPA is working to ensure that all Americans — regardless of their zip code — have clean water for drinking and recreation,” EPA Assistant Administrator for Water David Ross said. “EPA’s infrastructure funding will support public health in American Indian and Alaska Native communities by providing needed funding to connect populations to reliable and safe drinking water.”

EPA is committed to ensuring all Americans are provided sustainable, long-term access to safe drinking water. This fund-

ing is available under the Water Infrastructure Improvements for the Nation (WIIN) Act’s Small and Disadvantaged Community program. For the 2020 round of funding, EPA focused on access to safe drinking water in underserved communities. Current federal data shows tribal populations lack access to drinking water at far greater numbers than non-tribal populations. Consistent with the goals of the Federal Infrastructure Task Force to Improve Access to Safe Drinking Water and Basic Sanitation to Tribal Communities, EPA anticipates funding projects in tribal communities with the greatest need for access to drinking water, which include Alaska Native Villages, the Navajo Nation and tribal populations in New York.

Recently, the EPA announced how it will distribute \$4.3 million under the separate WIIN Act Lead Testing in School and Child Care Program Drinking Water Tribal Grant Program. This funding will be used to help protect

children in tribal communities from lead in drinking water at schools and childcare facilities.

The 2016 Water Infrastructure Improvements for the Nation Act (WIIN Act) addresses, supports and improves America’s drinking water infrastructure. Included in the WIIN Act are three drinking water grants that promote public health and the protection of the environment. Since 2018, EPA has made available \$875,000 to assist public water systems in tribal, small and disadvantaged communities meet Safe Drinking Water Act requirements and \$3 million to reduce exposure to lead in drinking water in tribal communities. In July, EPA announced \$4.3 million to prioritize the testing for lead in drinking water at tribal schools and child care programs. EPA has six recognized tribal consortia that will receive funding under this grant. EPA anticipates awarding this funding in 2021.

For more information, visit www.epa.gov/safewater/grants.

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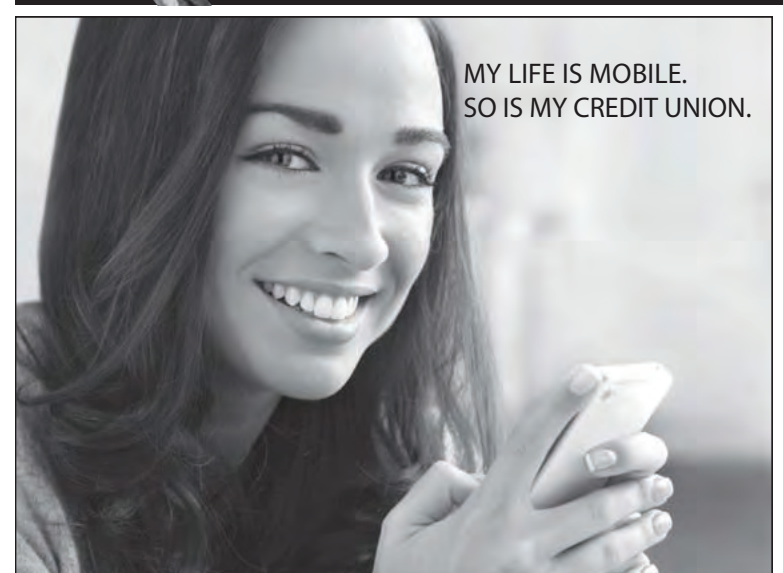
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Food for us comes from our relatives, whether they have wings or fins or roots. That is how we consider food. Food has a culture. It has a history. It has a story. It has relationships.
— Winona LaDuke, Ojibwe Kwe

Wiikongewin — a meal to which people are invited

This year's language pages have focused on aspects of our culture. Perhaps gathering and sharing food is one of our most basic traditions. Have you ever attended a tribal event, from powwows to a personal visit at a friend's home, that did not include a cup of something and maybe a bite to eat?!

Like a buffet, choose the words you'd like to learn, and maybe label the dishes at your holiday **wiikongewin** with them.

Bkwezhigan



Mizise



Giigoonh



Zhigangwishik



Minoomin



Mindaaminak



Maanwang



Netaawging



Pinjik



Mishkiigminan

Biinshkwaajigan

Bkwezhigan-aaboo

Dagwanjigan

Waashkabang

Niibiish-aaboo

Mkade-aaboo

Nibiish

Cranberries

Stuffing

Gravy

Salad

Sweets

Tea

Coffee

Water



Kina gego minomaate Everything smells good!

Kina gego minopagwat Everything tastes good!

N'gii zaamshkine! I ate too much!

___ maajiish endaayin. Take some ___ home with you.

(Say the name of a food in the blank space.)

Mshka'odin Giizis *Frozen Moon*

by Susan Askwith

Pre-Contact (with Europeans)

We can call this menu "traditional foods." In Michigan, there are 22 species of edible mushrooms. We have several species of fish, deer and other furry creatures; turkeys, partridge and ducks; and many plants, including those that provide wild rice, leeks, chives, grapes, acorns, sunflowers, dandelion, maple syrup, a good variety of berries and nuts, fiddleheads, paw-paws and cat-tails.

We Traded (with other tribes)

From Tribes in Mexico we could get corn, beans and squash (the three sisters), persimmons, potatoes, tomatoes and chocolate.

We absorbed (from overseas)

Apples were brought to Jamestown in 1607. They originated in Kazakhstan, and pears, cherries, peaches, nectarines, all the citrus fruits, bananas, peas and carrots came from Europe and Asia. *It's good to remember that we are **not** a people stuck in time or have no curiosity, flexibility or creativity. We absorb and expand on those new things and ways that fit our interests and needs. We have one foot in tradition and the other in the wider world on **Shkaki-mikwe** (our mother Earth). We're as alive and vibrant and capable today as ever. **Miigwech Gzhemanidoo.***

We are recovering

In the times of relocation to reservations where it became impossible for us to find our traditional foods, the national government gave us poverty food: white flour, white sugar and white salt. It has been a source of sickness for us. Today our nutritionists and food providers are helping us return to our traditional healthier living with delicious recipes and teachings on foods that feed our bodies and our spirits.



Pronunciation Guide: How to Sound Really Good:

Let's just stick with these basics: Letters sound like they do in reading English, except for these ones.

a	sounds like u in cup	i	sounds like i in pin
aa	sounds like a in all	ii	sounds like e in be
o	sounds like oo in book	e	sounds like e in bed
oo	sounds like o in go	g	sounds only like g in go

nh has no sound at all; it is only a SIGN that the vowel in front of it is said in a nasal way.

English has a lot of strange spellings. Our system of writing is easier.

We pronounce all the letters shown, even if we say some of them pretty fast and some are pretty quiet.

New bill would ensure *Native American Languages Act* compliance by federal agencies

BY RICK SMITH

On the 30th anniversary of the enactment of the historic Native American Languages Act (NALA) on Oct. 30, the U.S. Senate Committee on Indian Affairs announced a new bill to ensure the federal government honors its policies set forth in the NALA.

The new bill is named in honor of well-known Cherokee linguist and Vietnam veteran Durbin Feeling, who walked on last Aug. 19, 2020. The bill is titled the Durbin Feeling Native American Languages Act of 2020, if passed into law it would provide instruction on actions to be taken by the White House and federal agencies to review NALA compliance.

The measure has the support of the National Congress of American Indians, Joint National committee for Languages, National Council for Languages

and International Studies, National Indian Education Association and the National Coalition of Native of Native American Language Schools and Programs.

According to the announcement, the Durbin Feeling Act would direct the president to review compliance of federal agencies with NALA requirements and make any needed recommendations to improve coordination between federal agencies in support of Native American languages. Further, it would authorize a federal survey of Native language usage and unmet needs of language revitalization programs every five years. The surveys would serve as checks for American Indian communities and Congress to improve designating federal resources for bolstering indigenous languages.

When the NALA was enacted in 1990, it officially ended previous federal policies and practices designed to curtail usage of American Indian languages as part of assimilation programs. It also recognized the absolute right of American Indians to use and cultivate their ancestral languages.

The Durbin Feeling Act was announced by the vice chairman of the Senate Committee on Indian Affairs, Senator Tom Udall (D-N.M.), and committee member Senator Lisa Murkowski (R-Alaska).

“Native languages hold within them the culture, history and resiliency of their communities. Over the last 30 years, catalyzed by the Native American Languages Act, Congress has promoted the protection and revitalization of Native languages,” Udall said in the

announcement. “Throughout my congressional career, I have worked to support these language revitalization efforts. And, today, I am proud to mark this important anniversary by announcing a new bipartisan bill, the Durbin Feeling Native American Languages Act of 2020, to hold the federal government accountable for its work to live up to the policies and principles set out in the Native American Languages Act over three decades ago. Congress must continue to do its part to support the advancement of community-driven Native language use and revitalization.”

Murkowski added, “Native languages are integral to culture and identity. When the Native American Language Act or NALA was signed into law in 1990 — a bill my father worked on over 20 years ago — the pur-

pose was to promote and protect the rights of Native people to use and maintain their Native languages. Today, we continue to work to ensure that our federal agencies are meeting the expectations of that legislation. Our bill will ensure that policies and procedures are compliant with NALA, improve interagency coordination, authorize funding to help gain a greater understanding of Native languages, and more. I remain committed to maintaining and revitalizing the languages of Alaska’s Native peoples to help strengthen and empower their communities for generations to come.”

According to the Senate Committee on Indian Affairs, the 1990 NALA legislation was led by Senators Daniel Inouye (D-Hawaii), John McCain (R-Ariz.), Frank Murkowski (R-Alaska) and others.

DOJ awards over \$5 million for public safety

GRAND RAPIDS, Mich. — U.S. Attorney Andrew Birge recently announced that, as part of a national rollout, the Department of Justice awarded \$5,174,318 in grants to improve public safety, serve victims of crime and support youth programs in tribal communities in the Western District of Michigan.

“American Indian and Alaska Native communities experience rates of violent crime and domestic abuse that are among the highest in the nation,” said Attorney General William P. Barr. “The awards underscore the Department of Justice’s deep commitment to improving public safety in tribal communities throughout the United States. This administration will continue to work closely with our tribal partners to guarantee that they have the resources they need to combat violence and bring criminals to justice.”

“The Department of Justice has a special responsibility when it comes to helping federally recognized tribes keep their communities safe,” explained U.S. Attorney Birge. “These resources underscore that commitment.”

A total of more than \$103 million is being awarded to tribes across the country under the Justice Department’s Coordinated Tribal Assistance Solicitation. CTAS supports activities that enhance law enforcement and tribal justice practices, expand victim services and sustain crime prevention and intervention efforts. CTAS grants are administered by the Department’s Office of Justice Programs (OJP) (\$41.5 million), Office on Violence Against Women (OVW) (\$39.1 mil-

lion) and Office of Community Oriented Policing Services (COPS) (\$22.5 million).

An additional \$113 million is being awarded to 133 applicants nationwide under the Tribal Victim Services Set-Aside Program. This program, managed by OJP’s Office for Victims of Crime, is designed to help tribes develop, expand and improve services to victims of crime and promote other public safety initiatives.

“Public safety officials and victim service providers in Indian country face exceptional challenges, but they bring to their work an extraordinary array of skills and resources that enable them to meet and overcome any obstacle,” OJP Principal Deputy Assistant Attorney General Katharine T. Sullivan said.

She added, “The Office of Justice Programs is proud to help fulfill Attorney General Barr’s strong commitment — and the federal government’s long-standing responsibility — to our tribal partners in the matter of their citizens’ safety and wellbeing.”

In addition to the CTAS and Tribal Victim Services Set-Aside awards, the Office on Violence Against Women is making additional tribal awards of more than \$31 million to support a wide range of efforts to address the crimes of domestic violence, dating violence, sexual assault, stalking and human trafficking.

“OVW’s funding supports Native American and Alaska Native communities as they work across their communities to prevent and respond to gender based violence,” said OVW Principal Deputy Director Laura

L. Rogers. “These awards represent the strong commitment that OVW has made to help protect the most vulnerable members of tribal communities.”

Additional awards to support tribal public safety efforts are being made by OJP and the COPS Office. These grants will provide community policing training and other training and technical assistance. Awards will also address the needs of tribal youth, fund tribal reentry efforts, help tribes combat substance abuse and manage sex offenders, and support tribal research. In addition, funds support efforts in 17 tribal communities to address the challenges posed by the outbreak of COVID-19.

“Ensuring our nation’s tribal communities have the resources they need is paramount for the COPS Office and the Department of Justice,” said COPS Office Director Phil Keith. “These awards are a critical component to the overall public safety strategy for tribal law enforcement and the COPS Office is honored to provide vital resources to hire more sworn officer positions, advance tribal training and procure equipment needed to keep communities safe.”

The following tribes in the Western District of Michigan received funding:

- Bay Mills Indian Community \$461,941 Public Safety and Community Policing (COPS)
- Keweenaw Bay Indian Community \$900,000 Violence Against Women Tribal Governments Program (OVW)
- Lac Vieux Desert Band of Lake Superior Chippewa Indians

- \$251,841 Violence Against Women Tribal Governments Program (OVW)
- Little River Band of Ottawa Indians \$299,815 Tribal Youth Program (OJJDP)
- Little Traverse Bay Bands of Odawa Indians \$416,033 Violence Against Women Tribal Governments Program (OVW)
- Nottawaseppi Huron Band of the Potawatomi \$658,507 Public Safety and Community Policing (COPS)
- Sault Ste. Marie Tribe of Chippewa Indians \$836,284 Violence Against Women Tribal Governments Program (OVW)
- The Grand Traverse Band

of the Ottawa and Chippewa Indians \$1,349,987

Justice Systems and Alcohol and Substance Abuse (BJA) - \$899,897

Children’s Justice Act Partnership for Indian Communities (OVC) - \$450,000

A full listing of all the announced CTAS awards is available at <https://www.ojp.gov/sites/g/files/xyckuh241/files/media/document/ctasfy20awards.pdf>.

A full listing of all Tribal Victim Services Set-Aside Program awards is available at <https://www.ojp.gov/sites/g/files/xyckuh241/files/media/document/tribaalsetaside.pdf>.

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Home weatherization program saves money

LANSING, Mich. — Governor Gretchen Whitmer is raising awareness on National Weatherization Day for a program that reduces household energy costs by an average of \$283 per year.

“As the temperatures get colder, the Weatherization Assistance Program will reduce energy costs for low-income families,” said Whitmer. “This program will help families across the state who need support this winter as we continue to fight the COVID-19 pandemic, and it will help us protect our environment by making homes more energy efficient. This program is also good for our local economies, as it supports 8,500 jobs nationally for workers who weatherize homes. Moving forward, my administration will continue working around the clock to ensure Michigan families have the support they need as we head into the winter months.”

The U.S. Department of Energy Weatherization Assistance Program is administered by the state through the Michigan Department of Health and Human Services (MDHHS) Bureau of Community Action and Economic

Opportunity. MDHHS uses Community Action agencies and non-profit organizations to provide weatherization services for local access points.

“MDHHS is committed to helping Michiganders who are struggling to pay their energy bills,” said Lewis Roubal, the department’s chief deputy director for opportunity. “We want to give these families more peace of mind by assisting them in lowering their energy costs. That can remove worries about having their heat shut off and leave more money in the household budget for food, clothing and other needs.”

Trained weatherization professionals known as energy auditors use computerized energy audit software and advanced diagnostic equipment such as blower doors and infrared cameras to create a comprehensive energy analysis of the home. This analysis is used to determine the most cost-effective measures to install in each home. The energy auditor creates a customized work order and trained contractors and crew install the identified energy-efficient and health and safety measures.

MAST congratulates president-elect and vicepresident-elect

GRESHAM, Wis. — The Midwest Alliance of Sovereign Tribes (MAST) congratulates President-Elect Joe Biden and Vice President-Elect Kamala Harris for their successful campaign, which projected a very strong Native platform. While MAST is a non-partisan Native organization advocating on behalf of 35 sovereign tribal nations across Iowa, Minnesota, Wisconsin and Michigan, we recognize the value of the Native vote and impact on the outcome of the 2020 presidential election.

American Indians and Alaska Natives make up 1.2 percent of the state of Wisconsin’s population, or about 70,000 people, according to the U.S. Census 2019 estimate. In this election, President Donald Trump garnered about 18 percent of the votes in Menominee County (in the Menominee Nation Territory) while Biden took 82 percent. Biden also won 57 percent of the Bayfield County votes (in northern Wisconsin in the Red Cliff Ojibwe Nation’s territory).

Shannon Holsey, president of the Stockbridge Munsee Band of the Mohican Nation, said, “We worked hard to facilitate the Native vote in the Midwest understanding what was at stake and really turned out the vote. Especially at a time of epic challenges. Tribal nation citizens participated and fought for truth and reconciliation and supported leadership that understands that power must come with accountability and the ability to bring us together, and move us all in a forward direction. Representation truly matters.”

In 2016, traditionally blue states in the Midwest voted Republican as presidential can-

didates largely ignored the needs of Indian Country. In 2020, the Biden-Harris campaign, however, developed a comprehensive platform that reached out to tribal communities. This appears to have made a difference in key battle ground states for which Native American mobilization and the Native vote appears to have made the difference. Tribal leaders in Michigan, Wisconsin and Minnesota took an active role in facilitating Get Out The Vote and encouraged Native voters to inspect presidential, senate and congressional candidates’ platforms for a demonstration of support to uphold the treaty and trust responsibility. While these efforts were not partisan, candidates who had clearly articulated tribal platforms prevailed as tribal voter participation made the difference.

Melanie Benjamin, chief executive of the Mille Lacs Band of Ojibwe, added, “The Mille Lacs Band of Ojibwe congratulates President-Elect Joe Biden and Vice-President-Elect Kamala Harris on their election victory, and are excited to work with them. This is also a day of celebration because this is a profound moment in history. The glass ceiling is forever shattered and our little girls now know their dreams can come true. I’m excited for the day when I meet Senator Harris again and get to say, ‘Madame Vice President.’”

Sault Tribe Chairperson Aaron Payment and acting MAST president concluded, “While Native Americans represent just over 2 percent of the total U.S. population, we represent the margin of victory in key battleground states so we can and did make the difference in this election.”

Energy efficiency measures installed in client homes include items such as insulation, blower-door-guided air sealing of key junctures, and installations such as lighting and water saving measures.

Health and safety issues such as carbon monoxide, moisture problems, ventilation needs and heating systems safety and efficiency are also addressed. There is growing evidence that the program provides benefits beyond energy savings. Improved indoor air quality and appropriate ventilation strategies lead to more

healthful living conditions in weatherized homes.

Eligibility is based on household income and if the home’s current condition is weatherization ready.

Anyone interested in applying for the Weatherization Assistance Program can contact their local providers. Visit https://www.michigan.gov/mdhhs/0,5885,7-339-71547_5531_7211-58707--00.html to find a statewide county-by-county listing of providers.

More information about home energy savings can be found by visiting websites that cover:

- Air sealing your home.
- Fall and winter energy saving tips from Energy.gov.
- Energy efficiency tips from Consumers Energy.
- * The *Energy Saver Guide* from Energy.gov.
- *Twenty-five Quick and Easy Energy Saving Tips* from Direct Energy.
- *Energy Efficiency Tips for Renters and Homeowners* from Energy.gov.

For information about the training of those who work in the program, visit www.MichiganTEC.org.

Federal agencies criticized for compromising tribal data

BY RICK SMITH

U.S. Senator Tom Udall, vice chairman of the U.S. Senate Committee on Indian Affairs, strongly criticized the Trump administration following an investigation that found sensitive tribal information regarding Coronavirus Aid, Relief and Economic Security (CARES) Act funding was shared with parties outside of the U.S. government.

According to the investigation report from the U.S. Department of the Interior’s (DOI) Office of Inspector General, the office was asked by Udall and others in April and May of 2020 to conduct an investigation of alleged improprieties by officials of the DOI and U.S. Treasury. Specifically, to investigate allegations that the officials worked together or separately to intentionally release confidential tribal information to Alaska Native corporations. The DOI collaborated with the Treasury’s Office of Inspector General in conducting the investigation.

Inspectors found that the Treasury sent a spreadsheet of CARES Act tribal registration information to the DOI as requested. The Treasury collected the spreadsheet information from tribes and it contained financial details such as expenditures, tribal populations and the names and email addresses of contact information. The Bureau of Indian Affairs later asked the Treasury for the information to confirm if tribes had registered to receive CARES Act funding. It was at this point where the Treasury failed to mark the information as confidential before it sent the requested information to the DOI. The BIA consequently forwarded the information on to other tribal officers as a reminder to register for CARES Act funding. The investigation found that the information sent by the BIA did not apply nor was related to the recipient tribes.

“Today’s alarming findings confirmed what tribes have feared: that sensitive proprietary

data was improperly released by the Trump administration to parties outside of the federal government,” Udall said in a prepared statement. “The inspector general’s findings are deeply troubling, and raise serious questions as to this administration’s protection of sensitive tribal data, and its ongoing mishandling of the distribution of funding to tribes as part of the CARES Act. This is just the latest data point in a series of examples of how the Trump administration has horribly mismanaged its coronavirus response for tribes and Native communities. Indian Country is paying the price for the Trump administration’s incompetence and missteps. We must take the protection of sensitive tribal data seriously, and I will continue to hold this administration accountable for the efficient distribution and allocation of CARES Act funding.” Along with the reported findings, investigators also made several recommendations to prevent such episodes from occurring.

TRIBAL MEMBER REGISTRATION IN THE TAX AGREEMENT AREA

TRIBAL MEMBERS’ RESPONSIBILITIES

(Including the Issuance of Certificates of Exemptions)

INITIAL REGISTRATION AND OR CHANGE OF ADDRESS

Under the Tax Agreement between the Tribe and the State, tribal members who live within the “Agreement Area” are able to claim exemption from certain state taxes. In order to take advantage of these benefits, the member must be registered with the Tribal Tax Office and must prove that they do live in the “Agreement Area.”

The registration process begins with the member filling out an “Address Verification Card” and providing their name, address, and other personal information. The member must also provide a copy of their MI driver’s license, MI State ID card, or voter’s registration card. All of these forms of State identification MUST have the member’s current address and that address must be located in the Tax Agreement Area. Members must also include a utility bill in their name and their current address as an additional proof of residency in the Tax Agreement Area.

The Tribal Tax Office cannot register a member with the MI Department of Treasury unless these documents are included with the “Address Verification Card.”

CERTIFICATE OF EXEMPTIONS

Tribal Code 43.1103 states that Resident Tribal Members shall notify the Tribal Tax Office in writing prior to moving their principal place of residence.

If the Tribal Tax Office receives a request for a Certificate of Exemption and the address for the member on the request is not the same as the address that the Tribal Tax Office and MI Department of Treasury have on record, then no Certificate of Exemption can be issued.

We will usually attempt to contact the member to ask them to update their address by filling out the “Address Verification Card” and providing the required documents, but it is the member’s responsibility to provide this information. A Certificate of Exemption cannot be issued unless the member has filed the correct information proving that they live within the Agreement Area.

Letter to the editor – members should expect more

Dear Tribal Members,
 As my term as a reserve appellate judge (May 2016-2020) on the tribal appellate court has recently expired I wanted to share a few experiences over the last few years with tribal members. I am an EPA attorney in Washington, D.C., and formerly served as a legislative assistant to Congressman John Conyers, Jr. I graduated from the University of Arizona in 2007 and McGill University with a Master of Laws in International Aviation and Outer Space Law in 2014. I have served on the board of directors of the Native American Bar Association of Washington, D.C., since 2008. I serve on the American Bar Association Coalition on Racial and Ethnic Justice and I serve on the Racial Equity and Social Justice Advisory Committee for Montgomery County, Md. I also run a tree farm in Eben Junction, Mich.

In October 2018, I applied to serve as our general counsel. While home for hunting season in November 2018, I was asked to provide additional materials to support my application, which I did immediately. In May 2019, eight months after my application, I was finally interviewed by the board of directors. And then...nothing. There were no status updates, there was no communication from board members or the Human Resources Department until December 2019, when the Human Resources Department called to inquire if I was still interested in the position. I said, "Yes."

And then again I heard... nothing. In June 2020, the board of directors issued a press release, which stated they had selected a Washington, D.C., Native-owned law firm to serve as the tribe's general counsel. They had not called to tell me I was no longer being considered or that they had made another selection. I found out through our tribal webpage. Our new general counsel may be "Native owned" but it does not employ any Sault Tribe members as attorneys. (<https://nativelawgroup.com/attorneys/>).

In September 2019, I applied to serve as our tribe's senior attorney. I have never been contacted regarding that role and the position remains advertised as vacant on our website to this day. (<https://saulttribe.hirecentric.com/jobs/170359.html>).

In early spring of 2020, I applied to serve a second term as a reserve appellate judge for the tribe. In August 2020, three months after my term as appellate judge expired, I was interviewed for re-nomination. Since August our board of directors meeting agendas have stated that Tribal Court items were to be discussed on October 27 (https://www.saulttribe.com/images/September_29_Meeting_Resolutions.pdf) but,

according to the tribal website, no board of directors meeting was scheduled. On October 21, 2020, I reached out to the Tribal Court and was informed that I had not been re-nominated by the board.

On Oct. 28, 2020, the tribal webpage shows that the board of directors held a special meeting yesterday. But there is no agenda posted on the tribal webpage as required by Tribal Code, Chapter 14, Rules of Parliamentary Procedure Ordinance, 14.106 Agenda, which requires the board to post an agenda to the tribal website five days prior to a special meeting.

Tribal members can and should expect more from our government.

First, it was irresponsible

on the part of both the current and previous board of directors to let our appellate court incur vacancies due to their inaction. The lack of a functioning judicial system undermines tribal sovereignty and continuity of government. It should never have happened.

It is unprofessional and disrespectful to let candidates for positions in our tribal government languish when filling any position. At the very least, the board of directors could have insisted that our new general counsel/law firm hire Sault Tribe attorneys to work on our legal matters. The board of directors made a similar mistake when the Greektown Casino went through bankruptcy spending \$41 million on outside law firms with no contractual

hiring requirements for tribal members or Sault Tribe attorneys. We can and should do more with our contracts to develop the legal talent of our members. And while the impact of COVID certainly has an impact on hiring now, letting positions like the senior attorney position lie vacant while qualified tribal attorneys are seeking to serve our community does not comport with our tribal values nor does it show respect for our members.

Finally, the board's conduct reinforces the need for changes to our tribal Constitution. Our Tribal Court was created under the powers granted to the board of directors and is enumerated at Tribal Code Chapter 80. There is no separation of powers to protect

tribal judges who may make decisions at odds with the board of directors. The board could in theory simply vote to amend the code, dismiss appointed judges and even eliminate the tribal court. Our tribe needs a constitutional coequal judicial branch to ensure that our tribal Constitution and tribal Code are implemented for the benefit of all our citizens. There needs to be a means to check the board of directors, especially when they fail to comply with our tribal laws.

We face many challenges as a tribe, but our institutions should not be among them. We can do better. We should expect better. We deserve better.

Jared Hautamaki
Silver Spring, Md.

Chronic Wasting Disease in Deer What hunters should know and how to get involved

What is chronic wasting disease (CWD)?

A deadly disease in cervids, such as deer and moose, that affects the brain and nervous system, caused by a contagious, misshapen protein (prion).

- Similar to mad cow disease, scrapie in sheep, and Creutzfeldt-Jakob disease in humans.
- It spreads from direct contact, body fluids and antler velvet, and can stay in the environment for years.



CWD in Free Ranging Deer (Map: MDNR)

Are people at risk for CWD?

It is unclear if people can get CWD, but currently it is NOT recommended to eat venison from sick or CWD positive deer

The riskiest parts of a deer include:

- Brain
- Spinal cord
- Spleen
- Lymph nodes

Wear gloves and avoid these organs as much as possible!

Sault Tribe Wildlife Program (906) 632-6132



How do you know if a deer has CWD?

You often can't. It can take 2-5 years for a deer to look sick, they can appear healthy and still carry CWD.

Symptoms can include:

- Being very skinny, loss of muscle
- Drooling or salivating a lot
- Unusual behavior such as:
 - Not being afraid of people
 - Stumbling, trembling
 - Drooping head or ears

You can have your deer tested for CWD, to protect your family and help monitor the health of our deer.

In exchange, you will be given a free box of copper ammunition

Letter to the editor – concerned about marijuana dispensary

I am writing this letter because no one seems to want to answer my phone calls or return one.

I live in tribal housing in Escanaba, Mich. It is a quiet and safe community; for the time

being, that is.

Our children and grandchildren can ride their bikes and scooters out on the road. But the quiet and safety of our community is soon to end with a placement of a marijuana dispensary.

As the only dispensary is in Negaunee, that leaves our community in jeopardy because of the high influx of traffic that this dispensary is going to bring.

Why, as a resident of tribal housing, were we not informed

at all? Why not ask our input on this matter?

It seems like the only time anyone wants to hear from us is when they are running for office, other than that they want us to be quiet and take what's coming

down the pike, like it or not.

I'm not against the dispensary, only where it will be located, right in a residential area. Lord, please keep our children safe.

Terry McPherson,
Escanaba, Mich.

'Back To Michigan' virtual job fairs kick off to bring talent back home

LANSING, Mich.—Back To Michigan, a series of eight virtual job fairs for people interested in relocating back to Michigan, will be hosted by community partners throughout the state from Nov. 17-24.

During each of the eight virtual events – which are free to

attend – job seekers can talk one-on-one with recruiters from organizations with immediate talent needs, and community ambassadors will be on hand to answer questions for those who may be considering a move back to Michigan.

The Back To Michigan event series is the “COVID-friendly” virtual version of events that typically happen on Thanksgiving weekend throughout Michigan.

These events are targeted to people living outside of Michigan, people who recently relocated, or those who are local and seeking employment.

Companies are hiring in many fields, including IT, engineering, finance, advanced manufacturing, healthcare, art and design, professional services, government, hospitality and more.

The virtual job fair platform is provided by LEO's Office of Employment and Training.

MTEC SmartZone, TCNewTech, MiWorks! NE Consortium, MiWorks! Region 7B, The Right Place, Inc. Hello West Michigan, Saginaw Future, Middle Michigan Development Corporation, Flint & Genesee Chamber of Commerce, Lansing 5:01, Ann Arbor Spark and Let's

Detroit will partner to host the virtual events which are sponsored by Consumers Energy.

“Consumers Energy is committed to Michigan's prosperity and showcasing our state as a great place to work and live. We are excited to sponsor the Back to Michigan job fairs to bring talent home to Michigan and keep the next generation right here,” said Cathy Hendrian, senior vice president of People and Culture for Consumers Energy.

The Back To Michigan virtual job fair events are free to attend, but advance registration is required. To register, visit www.backtomichigan.com.

backtomichigan.com.

Event series details:

Date: Nov. 18 – Northwest Lower Peninsula (Traverse City)

Nov. 19 – West Michigan (Grand Rapids)

Nov. 19 – Detroit/Flint

Nov. 23 – Lansing

Nov. 23 – Great Lakes Bay and Central Michigan

Nov. 24 – Northeast Lower Peninsula

Nov. 24 – Ann Arbor

Locations: Virtual

Time: All events are 3 - 7 p.m.

E.T. and are open-house style

(Attendees do not have to be logged on the entire time).

Part-time job opening in Sault for elders

Sault Tribe Senior Employment Program announces a part-time job opening in Sault Ste. Marie for delivering elders' meals. The position is 14 hours per week.

This employee will deliver meals to elders in their homes on meal days (Monday–Thursday, 9:30 a.m. to 1 p.m.).

Working conditions/safety hazards: Position medium with lifting of 25 pounds maximum and frequent lifting/carrying up to 25 pounds. Physical factors include constant use of hearing, smell, near/midrange/far vision, depth perception, color/field of vision; frequent standing, walking, sitting, pushing/pulling, climbing, stooping, kneeling, reaching, manual handling, driving and bending. Working conditions include constant exposure to weather, extreme heat/cold, wet/humidity and noise and air quality. Potential hazards include constant client contact, equipment use; frequent infectious exposure and exposure to needles/syringes and occasional exposure to electric shock and insecticides/pesticides. Protective equipment/clothing needed to perform the job includes protective eye wear, masks, gloves and gowns.

Applicants must be Sault Tribe members aged 60 or over and reside within the seven-county service area, undergo and pass a criminal background investigation and pre-employment drug testing, possess a valid Michigan driver's license and be insurable by the Sault Tribe Insurance Department. Chauffeur's endorsement is preferred. Must be self-motivated, neat in appearance and have a good rapport with elders. Must be confidential and maintain a good moral character standing. Must be willing to be CPR certified.

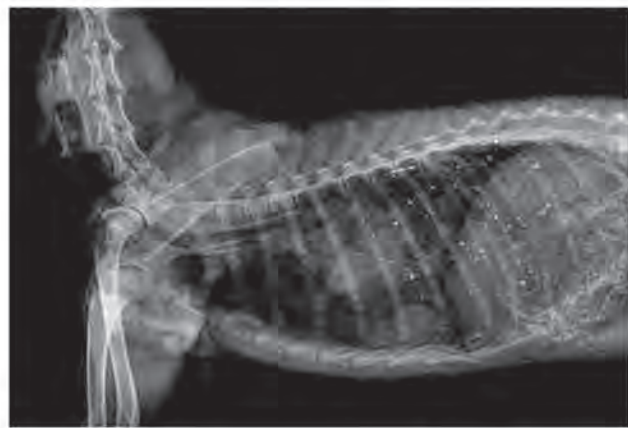
Remuneration is \$9.65 per hour, position is open until filled.

Reply to WIOA/Senior Employment Program, Attention: Brenda Cadreau, 2 Ice Circle, Sault Ste. Marie, MI 49783, (906) 635-4767.

Making the Switch to Copper Bullets: Protecting your family and our environment from lead poisoning

What happens when you hunt using lead or copper bullets?

- Lead bullets shatter on impact, spreading tiny fragments through most of the animal's body, including the meat and guts
- Copper bullets stay together and mushroom out on impact, and will more easily go through bones



X-ray of an animal shot with lead, notice how far the bright white spots of metal spread in the body (Photo: The Scavenger Hunt)

How are eagles hurt by lead?

Eagles will scavenge gut piles left behind by hunters, and are very sensitive to lead



Sault Tribe Wildlife Program
(906) 632-6132



A copper bullet on the left and a lead bullet on the right after a shooting demonstration (Photo: Paul A. Smith / Milwaukee Journal Sentinel)

What happens if your family eats lead fragments in meat?

- At certain levels in the blood, lead can be very toxic to people
- During pregnancy it can cause low birth-weight babies, premature births, miscarriages, and stillbirths
- In babies and children under 6, even small amounts can cause lifelong learning disabilities, and stunted growth

There's no safe amount of lead during pregnancy or for children under 6

Deer hunters: bring us your deer heads for a FREE box of lead-free copper bullets by contacting the Sault Tribe Wildlife Program



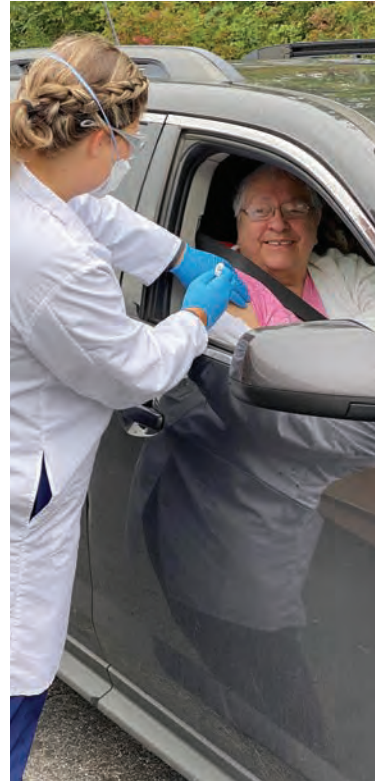
Marquette and Munising hold flu shot drive-through clinics

Photos courtesy of Valeri Ford

The Marquette Tribal Health Center served 101 tribal members and their family members for this season's community health flu clinics. Valeri Ford, RN, CHN, administers a flu inoculation (below) to a member at the Marquette Tribal Community Health Center drive-through flu vaccination clinic on Oct. 3.

Left: From left, Valeri Ford, RN, CHN, Amber Perry, CHT, and Elizabeth Delene, Community Health clerk, under the inoculation site canopy. Not pictured, Marlene Glaesmann, who assisted with the function.

Below left: Valeri Ford, RN, CHN, and the spouse of a Sault Tribe employee display a post-inoculation thumbs up at the Munising Tribal Health Center flu clinic on Oct. 10 where 56 people received inoculations.



LAKE SUPERIOR
Community Development Corp.

American Indians specializing in Home Loans for American Indians

- ▶ We are a Native Community Development Financial Institution certified by the U.S. Treasury
- ▶ Now offering VA, FHA, Conventional and Reverse mortgages
- ▶ Offering HUD's Section 184 Indian Home Loan Guarantee Program
- ▶ Offering USDA's Section 502 Direct Home Loan Program with Payment Assistance
- ▶ Business Loans for Native Farmers and Ranchers!

906.524.5445 | www.lakesuperiorcdc.com

Air quality assessments available

BY ROBIN BOUSCHOR, ENVIRONMENTAL SPECIALIST

Sault Tribe's Environmental Department is offering free indoor air quality (IAQ) assessments on tribal residents' homes in the seven-county service area.

Poor indoor air quality has been linked to sick building syndrome, reduced productivity and impaired learning in schools. The air quality assessments measure carbon monoxide, relative humidity, carbon dioxide, particulate matter 2.5 and 10. Testing can also be done to detect moisture in the walls and floors and observe any bio-contaminants in the home.

When the assessment is finished, a detailed report of the findings is given to the resident with recommendations of what can be done to improve indoor air quality. The tribal member will also receive a free eco-friendly cleaning kit, a carbon monoxide alarm (if alarm isn't present or is out of date) and a radon test kit. It is recommended to get your home tested for radon every two years.

The Environmental Department is offering virtual assessments in place of in person assessments if the resident chooses this option.

Contact the Sault Tribe Environmental Department by phone (906) 632-5575 or through email rbouschor1@saulttribe.net for more information on obtaining an IAQ assessment.

The EPA states that the air you breathe indoors may be 2-5x more contaminated than the air outdoors.

<https://www.epa.gov/iaq/schools/why-indoor-air-quality-important-schools>

November is National Adoption Month

Each year, November is recognized as National Adoption Awareness Month.

While all adoption related issues are important, the particular focus is the adoption of children currently in foster care. The goal of National Adoption month is to raise awareness for children and youth in foster care who are waiting for permanent families.

The Sault Ste. Marie Tribe of Chippewa Indians, through the services of the Sault Tribe Binogii Placement Agency, has provided adoption services since 1985. Sault Tribe actively participates in cases involving tribal children across the country.

The priority of placement for the tribe is to maintain tribal children within their families whenever possible. Situations may arise where children cannot remain with their families and in those cases, the tribe works actively to match tribal children with tribal families to preserve the child's tribal connections.

There are currently tribal children across the country in foster care that are not matched with a family and are in need of a committed family to help them to find their forever home. The shortage of tribal placement resources is a problem across the state, country, and in other tribes. Sault Tribe is no exception – Sault Tribe, too, is in need of dedicated foster parents and adoptive parents.

If you are interested in making a difference in a child's life and becoming a foster parent and/or an adoptive parent, please contact Anishnaabek Community and Family Services at (906) 632-5250 or 1-800-726-0093.



Trick or treaters in tribal Units I and II mask up and social distance for their goodie bags of treats

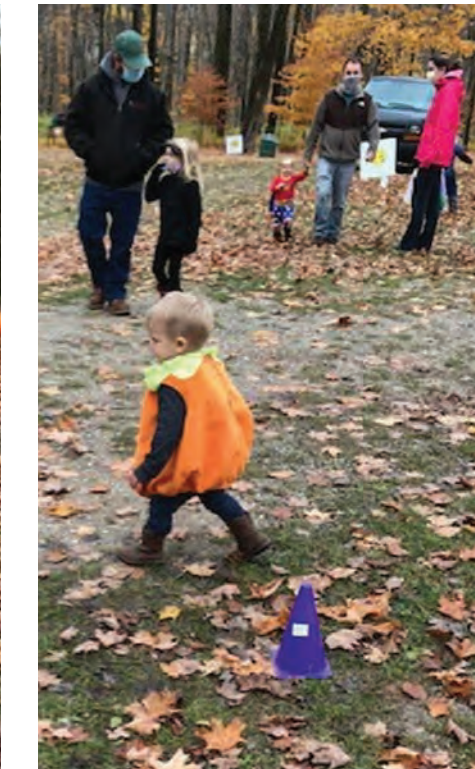


A drive-through Halloween trick-or-treat function took place on Oct. 30 for the Sault Ste. Marie community in the parking lot of Big Bear Arena. Goblins and ghouls arrived in vehicles and waited in line while they were treated to performances by a dancing bear, witches dancing with broomsticks and inflatable Halloween displays. Youngsters were handed treat bags through their vehicles' windows while they took in the special occasion. See story on page 16.

Photos by Rick Smith

Children and their families had some Halloween fun in Unit II stuffing scarecrows and other fun activities while social distancing and masking up. See article on page 16.

Photos by Unit II YEA coordinator Lisa Burnside



MSU granted over \$100,000 for Native American students to study agriculture

LANSING, Mich. – U.S. Senator Debbie Stabenow (D-MI), ranking member of the U.S. Senate Committee on Agriculture, Nutrition and Forestry, recently announced Michigan State University will receive \$138,920 to bolster opportunities for Native American students to study agriculture. This investment

comes from the United States Department of Agriculture (USDA) New Beginning for Tribal Students grant program in the 2018 Farm Bill, which Senator Stabenow co-authored. “Young people are critical to the future success of Michigan agriculture,” Stabenow said. “This project will help connect our Native American students

with promising careers in agriculture – both on and off the farm.” Michigan State University will recruit Native American undergraduate students to major in agricultural studies in order to increase diversity and equity in agriculture and provide students with the skills they need to pursue a career. Once admitted into

the two-year program, students will have access to faculty and peer mentor support and learning opportunities to prepare them for their careers. “Broadly, this grant will allow us to enhance agriculture programming for undergraduates. Through multilevel student support, we will provide added opportunities to engage in the

field of agriculture,” Christie M. Poitra, interim director, Michigan State University Native American Institute said. To find out more, visit the USDA’s website at <https://portal.nifa.usda.gov/web/crisprojectpages/1024242-growing-native-american-student-pathways-into-agriculture.html>.

COVID-19 grants for teachers and support staff available

LANSING, Mich. – Eligible Michigan teachers and support staff who worked additional time and incurred additional costs during the 2019-2020 school year due to the COVID-19 pandemic can receive a grant through two new grant programs.

Under both the Teacher COVID-19 Grant and the Support Staff COVID-19 Grant programs, eligible teachers can receive up to \$500 and eligible support staff can receive up to \$250. The State of Michigan’s Fiscal Year 2021 budget provides \$53 million for eligible K-12 classroom teachers and \$20 million for eligible support staff.

The Teacher COVID-19 Grant Program was created in state law to recognize the additional time and additional costs classroom teachers in a school district or non-profit non-public school spent to ensure

learning continued when in-person instruction was suspended in the spring. Full and part-time classroom teachers who taught K-12 students in a school district or non-profit non-public school classrooms during the 2019-2020 school year prior to the suspension of in-class activities are eligible.

To receive up to \$500, teachers must have performed at least of 75 percent of their standard instruction workload in brick and mortar classrooms during the last school year prior to the suspension of in-person instruction on April 2.

The Support Staff COVID-19 Grant Program was created in state law to recognize the additional time eligible K-12 support staff spent outside of normal working hours, hazardous conditions encountered and additional costs incurred to provide services to students when

in-person instruction was suspended in the spring. School support staff includes full or part-time paraprofessionals, aides or non-instructional staff who work in a public school, which includes local and intermediate school districts and public school academies.

To receive up to \$250, individuals must have performed at least of 75 percent of their workload in brick and mortar buildings during the last school year prior to the suspension of in-person instruction on April 2.

The Michigan Department

Stepanik recognized



Sean Stepanik was named a winner of the College Board National Recognition Program Indigenous Scholar owing to his high score in the top 2.5 percent in the PAT and academic achievement. He was also named a National Merit Scholar Commended student. He is a senior at Legacy PCA in Houston, Texas. His parents are Amber and Mike Stepanik; grandparents, Lou and Brenda Landreville.

Sara Solanti graduates



Sara Solanti, shown above with her service dog for the deaf, graduated on Sept. 25, 2020, with a Master of Science in forensic anthropology from Boston University School of Medicine. Solanti hopes to find a position as a forensic anthropologist or medico-legal death investigator for a medical examiner or coroner’s office, and later, pursue a doctorate on the cranial reactions and identification of cochlear implants in modern forensic contexts. Solanti has a particular interest in contributing to the identification of deceased individuals found near the border and murdered or missing Native individuals.

WHEN IT COMES TO STROKE, IT'S OK TO OVERREACT

KNOWING THE 10 SIGNS AND SYMPTOMS COULD MAKE ALL THE DIFFERENCE FOR A LOVED ONE

911, I think my husband is having a stroke

IF YOU SUSPECT STROKE, CALL 911 IMMEDIATELY

Every 40 seconds, someone in the U.S. has a stroke. Stroke is the 5th leading cause of death for Americans.

STROKE RISK FACTORS WITHIN YOUR CONTROL
Making healthy lifestyle choices can help reduce a loved one's risk of stroke

- HEALTHY DIET & EXERCISE
- LIMITED ALCOHOL
- NO SMOKING

For more information, please visit strokeawareness.com

Genentech
A Member of the Roche Group

The Risk of Underage Use

Sault Ste. Marie Tribe of Chippewa Indians and Communities that Care are partnering to bring you the following message:

One in Four. That's your risk for addiction if you drink, smoke, vape or use before 18. Choosing to wait until 21 to drink reduces your chance of addiction by 90 Percent. The teenage years are a vulnerable time to figure out who you are and what you want to do with your lives. The teen brain is not fully developed making youth that choose to use at increased risk for addiction. **Wait21 supports teenagers to make the choice to wait. To find out more about what they have to offer visit wait21.org**

UP Coalition Network
Safer Communities | Healthier Youth
Making a difference one member at a time
www.UPCNetwork.org
Learn more or get involved in your community!

Sault Ste. Marie Tribe of Chippewa Indians
Committed to Giving You Our Very Best

Count It! Lock It! Drop It!

Don't Be An Accidental Drug Dealer

Sault Tribe Thrive marks first year of service with online expansion on multiple sites

By JUSTIN EMERY

Over the past year, the Sault Tribe Thrive office has seen steady growth with its support to our Sault Tribe Member Owned Businesses (STMOB). With this success, and to bridge the communication gaps currently experienced due to the COVID-19 pandemic, the Sault Tribe Thrive office plans to go live with expanded service options through an increased online presence to better serve our STMOBs.

Social media – Connect with Sault Tribe Thrive today on social media! Just like the email distribution list, interested tribal business leaders can expect to see the same helpful info on services offered, job postings, funding opportunities and how Sault Tribe Thrive can help your business. Find us at Sault Tribe Thrive on Facebook, LinkedIn, Twitter, Google Plus and Instagram. Through our commitment to increased communication with

STMOBs, Sault Tribe Thrive aims to increase engagement with consistent updates across a variety of platforms. Be on the lookout for SAULT TRIBE THRIVE and be sure to give us a like, follow or share.

Website – The brand new saulttribethrive.com page offers a one-stop-shop for all Sault Tribe Thrive and Sault Tribe EDC happenings. The website provides a much-needed resource for our STMOBs, with business

development information and helpful business resources all located in one place.

Development is nearly complete and the Sault Tribe Thrive website go-live date is tentatively scheduled for December 2020.

Be on the lookout and be sure to connect with Sault Tribe Thrive to get in the *Member Owned Business Directory* and get the latest news on all things Sault Tribe Economic Development. Sault Tribe Thrive is grateful

for the responses and engagement we've seen over this first year and hope to continue growth leading into our second year in the Tamarack Business Center. To all the STMOBs who have been in contact with our office, Thank you for allowing us to support your business, help you preconize for your dreams, and share in your successes. Miigwetch

Justin Emery, Sault Tribe Thrive, jemery@saulttribe.net, (906) 635-6050, extension 26121.

Treasury provides special benefits to military members and veterans

LANSING, Mich. – The Michigan Department of Treasury extends gratitude to current and former military members by reminding them of special benefits they may be entitled to receive.

State Treasurer Rachael Eubanks said, "The Michigan Department of Treasury will work closely with our military members to ensure they get the tax benefits and other resources they deserve."

Current and former military members may be eligible to receive:

- **Military pay tax exemption.** Military pay is exempt from Michigan tax, including military retirement benefits and exit and separation pay.

- **Children of Veterans Tuition Grant.** This program provides undergraduate tuition help to children of Michigan veterans who were totally and permanently disabled, missing in action or died while serving. Students may receive scholarship assistance for up to four academic years for a total of up to \$11,200.

- **Disabled veterans property tax exemption.** A property tax exemption for real property used and owned as a homestead as outlined in state law.

- **Principal residence exemption (PRE) for active duty military.** Property owners can retain a PRE if their property is rented or leased.

- **Property tax relief during active aervice.** Property owned by a serviceperson cannot be sold to pay delinquent property taxes during a tour of active duty.

- **Summer property tax deferment.** A serviceperson, veteran or widow or widower whose income outside of military compensation is no more than \$7,500 per year may be eligible for a summer property tax deferment.

- **Federal Military Spouses Residency Relief Act.** The spouse of a military member may not be subject to the state's taxation if they are a nonresident of the state, the service member is present in the state due to military orders, the spouse is solely in the state to accompany the service member and the spouse maintains a domicile in another state. This act was amended in December 2018 to alternately allow military spouses to elect the same state of domicile as their service member spouse, even if they are not present in that state.

To learn more about tax relief and other benefits for current and past military members, go to www.michigan.gov/taxes.

SAULT STE. MARIE TRIBE OF CHIPPEWA INDIANS SENIOR EMPLOYMENT PROGRAM

Community Health Program Clerk

Part-Time/Regular - (14 Hrs/Wk) Escanaba Tribal Community Health Center. Responsible for providing: Clerical support services to the Community Health Program; Program resource, consultation and coordination services for program staff located at the Tribal Community Health Center; Direct clerical support services for the Community Health staff at the Center.

- Greet the public in a professional, courteous manner and assist clientele
- Answer all incoming calls and transfer to staff.
- Process all incoming / outgoing mail. Sort and route to staff
- Receive, process and distribute medications to clients.
- Maintain filing systems
- Schedule Clinic appointments for services.
- Prepare and process medical records for scheduled services.

- Process collections for services rendered
- Coordinate processing of all program information
- Collaborate with on-site staff
- All other job-related duties as assigned.

Immediate peers, peers in other departments, immediate supervisor/manager, managers in other departments, executives, customers and outside vendors/ service providers.

Must be a Sault Tribe member age 60 or over and reside within the seven county service area. Must undergo a Criminal background investigation and pre-employment drug testing.

- \$9.65 per hour

WIOA / Senior Employment Program

Attention: Brenda Cadreau, 2 Ice Circle, Sault Ste. Marie, MI 49783, (906) 635-4767 OR Mary Jenerou, 906-341-8469

Job Openings
Updated on 10/29/2020



Sault Tribe Early Childhood Education

Is currently seeking applicants for...

- **3 Child Care Aides (2-FT/Reg.) & (PT-)-Sault**
- **Housekeeping/Maintenance (FT/Reg.)-Sault**
- **2 HS Aides (Part Time-St. Ignace)**
- **2 EHS Aide (FT/Reg.) & (PT)-Sault**

Call Sault Tribe Employment at 866-635-7032

Email at STEmployment@saulttribe.net

Apply Online & saulttribe.com

Sault Tribe Language and Culture Department Presents:

Native American Heritage Month

Mshka'odin Giizis (Frozen Moon)

November 2020

<p>November 2nd Jason Wesaw Art and Identity 3-4:30pm</p>	<p>November 3rd Gerard Sagassige Lunch & Learn 12-1pm</p>	<p>November 4th Jesse Bowen Coffee with a Community Leader 9-10am</p>	<p>November 5th Joshua Biron Choker Craft Lesson 11-12pm</p>
<p>November 6th Isaac Murdoch Gete Ziichigewin (Old Ways) 6-7:30pm</p>	<p>November 6th, 13th, and 20th Anishinaabemowin Lesson This will be posted to our Facebook page @SaultTribeLanguageandCulture at 3pm</p>		<p>November 9th Shannon & Lisa Martin Two Spirit Talk 6-7:30pm</p>
<p>November 10th Stephanie Sabatine Traditional Food Tasting @LSSU 12-1pm</p>	<p>November 12th Joseph Syrette Tea & Teachings 12-1pm</p>		<p>November 16th Dr. Dylan Miner Art & Activism 7-8:30pm</p>
<p>November 17th Rosebud Bear Schneider & Thurman Bluejacket Bear Food Sovereignty 10-11:30am</p>	<p>November 18th Coffee with an Elder 9-10am</p>		<p>November 18th LSSU Garden Opening 2pm</p>
<p>November 19th Joshua Biron Cooking Lesson posted @3pm</p>	<p>November 24th Randy Menard Virtual Trail walk posted @3pm</p>		<p>November 25th Coffee with an Elder 9-10am</p>

All events will be virtual, free, & open to the public.
Access by <https://bluejeans.com/431997513> or call 1.408.419.1715
Room Code: 431997513
For more information call us at (906) 635-6050

Drive-through Halloween staged in Sault at the Big Bear Arena, featured crafts and candy

BY RICK SMITH

The Sault Tribe Wellness Collaborative hosted a Halloween trick-or-treat drive-thru on Oct. 30 in the Big Bear parking lot on the tribe's reservation in Sault Ste. Marie. The function featured craft and candy giveaways, performances by the Wolfshager Hexenbrut Dancing Witches, food

from Flannigan's Goat Barbeque food truck and representatives for the Girl Scouts.

According to Sault Ste. Marie Youth Education and Activities (YEA) coordinator Jill Lawson, about 550 youngsters and accompanying adults enjoyed the event.

The Sault Tribe Wellness Collaborative consists of staff

from the tribe's Community Health Department, Big Bear Arena, YEA and tribal youth councils from Sault Ste. Marie, Rudyard and Hessel.

Folks arrived for trick-or-treating in their vehicles and remained in them while waiting their turns to go through the treat stations to receive the pre-packaged candy

and other items. Along the way, they were greeted and entertained by a dancing bear at the entrance to the parking lot and the Wolfshager Hexenbrut Dancing Witches as they approached the treat stations.

Others involved in the holiday observance were the tribe's Culture Department with dona-

tions of candy and offerings of to-go plates from their ghost feast, Anishinabek Community and Family Services donated candy, promotional bags and hand sanitizer, and the Quarter to Five shop also donated items. Sara Homminga and her family operated a vending stand.

See photos on page 12.

Volunteers help with first Pumpkin Path Halloween Festival held at Hessel casino campground

BY LISA BURNSIDE, UNIT II YEA COORDINATOR

Our first Pumpkin Path Halloween Festival was held at the Hessel Casino Campgrounds. Seeing the smiles on some faces, watching the participants have fun and hearing the laughter nearly brought tears to my eyes as this was as this was our first major activity since March.

In partnership with the Kewadin Casino Hessel, carved pumpkins donated by most of the local businesses we held a safe successful outdoor event

for our local youth. A special chi miigwech to our unit directors, Catherine Hollowell and Lana Causey-Smith, for their funding support. Special thank you to the Kewadin Casino maintenance crew for ensuring we had everything prior, during and after the event. Chi-miigwech to the Kewadin Casino Hessel for the use of the campgrounds. Thanks to the following businesses for donating a carved pumpkin to go along our pumpkin path: Applecore General Store donated a pumpkin and candy, First

National Bank-Cedarville, Soo Co-op Credit Union-Cedarville, Central Savings Bank, UP State Credit Union, The Narley Whale, EZ Mart for donating candy, Cedarville Foods, Merle's Towing, Hessel School House for the use of their games and props, UP Feeds in Germfast for the fantastic deal on the pumpkins and straw, Blue Water Salon for the many pumpkins. Also thank you to Kimberley Lee for your help in preparation for the event.

This event would not be

successful without the help of our amazing volunteers: Kelly Paquin, Kimberley Albert Treleaven, Mona Gugin, Kadin Lee-Backus, Josh Salvador Jr. and with help from our Unit I YEA staff – Jill Lawson, Terri Linacre and Sarah Bedell.

Most importantly, thank you to everyone for participating and for your help in maintaining social distancing, wearing your masks and ensuring that this event was fun and safe for all involved!

On Nov. 5, we begin our tra-

ditional life skills program in Pickford. This amazing program will include nutrition, beading, music and movement. The after school program will be held three days a week for three weeks, starting Thursday, Nov. 5, and running Monday, Tuesday and Thursday with Monday, Nov. 23 being our final program. We are also planning for our Unit II Christmas parties, one in Hessel on Dec. 5 from 3 to 5 p.m., and DeTour on Dec. 19 from 3 to 5 p.m.

See photos on page 13.

NIEA takes on pandemic challenges facing Native students

WASHINGTON, D.C. – The National Indian Education Association (NIEA), the leading Native education advocacy organization, has elected five Native leaders to join an already dedicated board of directors. The NIEA Board of Directors is comprised of a committed and compassionate team of educators, community and tribal leaders, parents, grandparents and business owners. "It is an honor to welcome new board members. Their experience and expertise will further strengthen this organization's impact in advancing NIEA's mission," said Jason Dropik, NIEA Board of Directors president.

Last week, during the annual NIEA Convention and Trade Show – the first ever in a virtual format – board members were

sworn-in during the closing ceremony. Five newly elected and seven current board members will take on the challenge of governing a Native education organization amid unprecedented times of educational disruption.

Continuing board members:

- Jason Dropik, Bad River Band of Lake Superior Chippewa Indians, was elected as president of the board of directors. Dropik serves as the head of the Indian Community School, near Milwaukee, Wis.

- Dr. Connie Locklear, Lumbee Tribe, was elected as first vice president. Locklear is the director of Indian Education for the Public Schools of Robeson County.

- Dr. Sylvia Hussey, Native Hawaiian, continues her term and office as treasurer for the

board. She currently serves as the CEO for the Office of Hawaiian Affairs.

Dr. Lori Quigley, Seneca Nation, continues her office as secretary. Quigley is currently assistant to the provost for the graduate programs and the chairwoman of the board of directors for the Seneca Gaming Corporation.

Jaylyn Suppah, Confederated Tribes of Warm Springs Reservation, continues her seat as student board member. She is currently attending Evergreen State College in Washington.

Newly elected board members:

- Patricia Whitefoot, Yakama Nation, a returning board member who was elected as the second vice president. Whitefoot was appointed by President Obama to

the National Advisory Council on Indian Education with the U.S. Department of Education.

- Dr. Jolene Bowman, Stockbridge Munsee Community, is also returning to the board and was elected as parliamentarian. Bowman currently serves as vice-president for Stockbridge-Munsee Community.

- Teresa Sarabia, Tlingit, joins the general board as the Alaska representative. Sarabia is currently the Tribal Vocational Rehabilitation Project manager for southeast Alaska.

- Tesia Zientek, Citizen Potawatomi Nation, was elected to the general board as an at-large member. She is the Citizen Potawatomi Nation Education director.

- Brandon Thoms, Lac

Du Flambeau Band of Lake Superior Chippewa Indians and Eastern Band Cherokee of North Carolina, also joined the general board as an at-large member. Thoms owns and operates Torchlight Consulting, a Native American public relations firm in Lac du Flambeau, Wis.

Brenda Dial Deese, Lumbee Nation, also joined the general board as an at-large member. She is a retired educator from North Carolina who previously worked with AmeriCorps and Boys and Girls Club for the Lumbee Nation.

- Ben Baldwin, Kenaitze Indian Tribe, joined the general board as a student board member. He is pursuing a degree in Alaska Native governance from Alaska Pacific University.

Safety priorities prompt first virtual NIEA Convention, Trade Show

WASHINGTON, D.C. – Breaking a fifty-year tradition of convening in-person to meet with friends and colleagues, shake hands, tell stories and share knowledge was a difficult but necessary decision for the National Indian Education Association (NIEA) in response to the COVID-19 pandemic. Yet, undeterred, the 51st annual NIEA Convention and Trade Show went on as planned. The event included more than a hundred workshops, live sessions with the Bureau of Indian Education, a keynote address from Sen. Tom Udall (NM-D), a virtual trade show with 20 online vendors,

networking lounges and a socially distanced powwow with more than 800 educators, students, supporters and advocates in attendance all virtually.

"I could not be more proud of NIEA's first virtual convention, hosted in response to COVID-19. As a people, we know that connection is vital. Our connection to the earth, to each other, and to all of creation is important to who we are and how we learn and grow. While we could not safely gather together, we were able to continue to adapt and adjust, just as our ancestors had before us," said Jason Dropik, newly elected NIEA Board presi-

dent.

The convention was previously scheduled to take place in Albuquerque, N.M., at the Albuquerque Convention Center and coincide with the Albuquerque Balloon Fiesta from Oct. 7 to Oct. 10, 2020. In July, NIEA announced the virtual convention platform in response to COVID-19 precautions, "in order to safely serve Native educators and students and deliver critical education information and resources to our beloved communities and partners."

Conducting the convention in this new virtual format provided both NIEA and attendees the opportunity to garner direct feedback from educators, presenters and students about their thoughts on this unique experience. It also provided a forum to learn how various communities across Indian Country have been transitioning to online learning due to the impact of the COVID-19 pandemic. "I felt that the opportunity to share,

to gather, to see our communities thriving in challenging times was a great success. I feel inspired to see all of the commitment to stand strong, stand together, and to continue to build a collaborative community," Dropik said.

NIEA Executive Director Diana Cournoyer said feedback from attendees and sponsors after the convention was positive and the organization was praised for continuing the tradition of gathering, albeit in a virtual platform. Dropik echoed Cournoyer's feedback, "The connection was much different than we have had in the past, but the dialogues and partnership opportunities were still very much present. Despite our necessary changes, the strong sentiment expressed by attendees was "We are still here!"

Also conducted for the first time in a virtual format were the NIEA Board election and the passing of organizational resolutions. "It is a gift to be able to serve alongside

incredible new and veteran board members. Our Native leaders need everyone working together to affect change for all American Indians, Alaska Natives and Native Hawaiians and I am heartened by the collective strength our board brings to our mission. I also continue to be inspired by those who have been doing amazing work for many years," emphasized Dropik.

NIEA is offering the virtual convention webpage for all registered convention attendees for 30 days, through Nov/ 9, 2020. After that date, all 2020 convention events will be archived on the NIEA website, www.niea.org, for members to access.

NIEA was formed by Native educators to find solutions to improve the education system for Native children. The NIEA Convention was established to mark the beginning of a national forum for sharing and developing ideas and influencing federal policy.

Chippewa County 4-H award winners

Michigan State University Extension of Chippewa County congratulates the following 4-H members who received County Awards for their participation in the Chippewa County 4-H program: Jessy Baron, Ty Baron, Brett Batho, Paris Bedell, Ella Boatwright, Helena Bourque, Leland Bourque, Molly Escherich, Caleb Klier, Elizabeth Martin and Graceanne Winegard.

Walking on . . .

LEO E. BERKLAND

Leo Edward Berkland, 58, of Sault Ste. Marie, Mich., passed away on Sept.

23, 2020, at McLaren Northern Michigan Hospital. Leo was born on Feb. 27, 1962, in Sault Ste.



Marie, Mich., son of the late Alfred and Evelyn (Aikens) Berkland. He attended Sault High School and was a member of the Sault Ste. Marie Tribe of Chippewa Indians. Leo loved to be outdoors hunting and especially fishing.

Leo is survived by two sisters, Karen Berkland of McMillan, Mich., and Brenda (Bruce) Lipponen of Brimley, Mich.; a niece, Brandi Aube of Sault Ste. Marie; and four nephews, Lance Berkland and Terry Berkland, both of Sault Ste. Marie, Lucas Mahanna of North Dakota and Alex Mahanna of Kinross, Mich. He is also survived by several great-nieces, great-nephews, friends and other family members.

Leo was preceded in death by his parents; a brother, Robert Berkland; a sister, Pamela Mahanna; and a nephew, Nathan Berkland.

A celebration of Leo's life took place on Sept. 30 at the Dafter Township Hall.

Arrangements were in the care of C.S. Mulder Funeral Home and Cremation Services. Condolences may be left online at www.csmulder.com.

REBECCA J. GROGAN BOUCHA

Rebecca Jo "Becky Jo" Grogan Boucha, 43, of Moran, Mich., died on Sept. 20, 2020, in St.

Ignace, Mich. She was born on July 10, 1977, in St. Ignace.



Rebecca grew up in Moran and attended St. Ignace schools.

After graduation, she worked for MacGregor Oil and was a server at The Galley and Mackinac Grill. She married Christopher Boucha on June 3, 2000. They worked together doing lawn care maintenance and snowplowing and had two sons. She then went on to work as a mail carrier with her mother and then on her own. She loved her job as a mail carrier and her postal patrons. She was a member of the Rural Carriers Association.

Rebecca loved her sons more than anything. She enjoyed nature and wildlife — hunting birds and deer, fishing, gardening and bird watching at her bird feeders. She liked riding back roads on four-wheelers and mudding with her postal jeep. She loved her dog, Johnny.

Rebecca is survived by her mother, Linda Grogan; her husband, Christopher Boucha; sons, Artie (Hannah Brady) Boucha and Carter Boucha; mother-in-law, Donna (Levi) Moses; and many aunts and uncles.

Rebecca was preceded in death by her grandparents, Patrick and Mary Ann "Nan" Grogan; her uncle, Rodney; and her father-in-law, Arthur Boucha.

A tribal ceremony took place on Oct. 3 at Epoufette Cemetery, in Epoufette, Mich.

R. Galer Funeral Home in Pickford, Mich., served the family. Condolences may be sent to the family online at www.rgalerfuneralhome.com.

MARY T. BRIDGE

Mary Theresa Bridge, 74, of Sault Ste. Marie, Mich., passed away on Oct. 25, 2020, in Sault Ste. Marie, Mich., surrounded by her loved ones. She was born on Aug. 16, 1946, in Sault Ste. Marie. Mary was a member of the Sault Ste. Marie Tribe of Chippewa Indians. She enjoyed reading, puzzling and sudoku.



Mary is survived by her son, William Michael Bridge; sons-in-law, Rick Riley and Jerry Casey; daughters, Betty (nee Bridge) Riley and Stephanie (nee Bridge) Casey; sister, Marjie (nee McClellan) Pilcher; brothers, James McClellan, Joseph Irvine, Bill Irvine and Harry Irvine; grandchildren, Duncan and John Doran, Alexander and Dillon Davies, Andrew Riley, Nicholas Riley, Susan Riley, Jacol Casey and Toni Casey.

Mary was preceded in death by her parents, James McClellan and Betty Irvine; and brothers, Ronald McClellan and Joseph Paul McClellan.

A memorial funeral Mass took place on Oct. 30, 2020, at St. Isaac Jogues Catholic Church with Father Dominic Yamoah officiating. Clark Funeral Cremation Burial Services assisted the family with arrangements. Online condolences may be left at www.rgalerfuneralhome.com.

EMALEE K. HIPKINS CASADY

Emalee Kay Hipkins Casady, 72, passed away on June 24, 2020. She was a native of Flint, Mich., daughter of Charles Hipkins and Deanne Wilson.

Emalee enjoyed life to its fullest. Residing in Michigan until 1979, then moving to Texas. In Texas she raised her children and volunteered at the schools as a Red Cross nurse. As the children grew older she had various jobs.



She enjoyed helping at the American Legion in Plano, Texas, Post 321. She loved her veterans. In 2012, Emalee moved from Garland, Texas, to east Texas settling in Holly Lake Ranch. She enjoyed the peacefulness of the wooded areas, the wildlife and the friendly people.

Emalee will be lovingly remembered by her husband, Bill, for 53 plus years and her children, Dawn Casady Witherow (Chris of Heartland, Texas), her son, Billy

Casady, Jr., of Holly Lake Ranch; granddaughters, Jessica Witherow of Heartland, Soren Casady of Aurora, Colo.; great-granddaughter, Ava Elizabeth Mitchell of Heartland; sisters, Cheryl Olear (Mike) of Chipley, Fla., and Mariane Mulcay (Jim) of Fenton, Mich.; brother and sister-in-law Mike and Diana Casady, Holly Lake Ranch; and many cousins, nieces and nephews.

Emalee was preceded in death by her father Charles Hipkins; mother, Deanne Wilson; and step-father Pat Wilson.

Emalee had a plaque which read, "She leaves a little sparkle wherever she goes." I found that to be true.

DONNA M. COTTELIT

Donna Marie (White) Cotelit, with her children at her side, went to be with the Lord on Sept. 15, 2020, at the age of 81.



She was born in Sault Ste. Marie, Mich., on March 27, 1939, to Calvin and Anna White.

Donna enjoyed spending time with her daughters. She was fond of helping with school assignments; leaf projects were her favorite. It was very important that her children valued education. She decided to continue her education once the girls were older. She attended Lake Superior State and graduated with a bachelor's degree in human services.

She was a devoted Catholic who successfully completed lay ministry school. Donna always enjoyed working with the church youth and doing children productions for holidays. She had a special place in her heart for her two God daughters, Michelle Rogers and Mia Shawhan.

She spent many years supporting her husband's love of hockey. Together they also shared a fondness of the arts while participating in the local theater group; they enjoyed being in several productions. She was a kind, loving person who always went above and beyond when assisting others. Upon retiring from the Department of Social Services, Jack and Donna took their dream vacation, an Alaskan Cruise, which proved to be everything they had hoped it would be.

Donna was a woman of many talents — baking, sewing, knitting, crocheting and most anything she put her mind to. She had a great love of flowers and spent countless hours looking through catalogs to find her next prize variety. She was a dedicated grandmother who used her many talents to support her grandchildren. Whatever it took to make a difference in their lives, whether that was sewing show clothes, sitting in a cold ice rink or taking them on a trip, there was never any doubt that family was her everything. Dedicated wife, mother, grandmother and great-grandmother, you are gone from this world but you will forever remain in our hearts.

She is survived by her loving husband, John "Jack" of 62 years;

sister, Joanne White of Florida; daughters, Joanne (Helmut) Umbrasas of Pickford and Colleen (Paul) Woodruff of Pickford; grandchildren, Amanda (Michael) Fairchild of Drummond Island, Christopher Cotelit of Ramsey, Minn., and Jessica Forbes of the Sault; eight great-grandchildren and her many nieces and nephews.

She was predeceased by her parents; five brothers, Maurice, Gordon, Jimmy, Leroy and Eugene; and two sisters, Orpha McDonald and Margaret Dietz.

Visitation and a memorial Mass took place Sept. 22 at Holy Family Church. Interment will be at Oaklawn Chapel Gardens.

Arrangements are in the care of C.S. Mulder Funeral Home and Cremation Services. Condolences may be left online at www.csmulder.com.

GLENN E. DOW

Glenn Edward Dow, 73, passed away on Oct. 2, 2020, at his home in Racoon, Mich., surrounded by his family.

He was born on Dec. 5, 1946, in Sault Ste. Marie, Mich., to the late John and Lillian (Andrus) Dow.



Glenn was a graduate of Sault High School with the class of 1967. He served in the United States Army during the Korean and Vietnam wars. He was a member of St. Joseph Parrish of Rudyard, Mich. He worked as a groundskeeper for the National Forest Service, retiring in 2006. He loved to garden and all his animals. He enjoyed keeping busy building things and hunting. Glenn married Lisa Mongene in Sault Ste. Marie, Mich., on Dec. 7, 2007.

Glenn is survived by his wife, Lisa Dow; his children, Ashley Dow, David Tadgerson and Jennifer Tadgerson, all of Racoon. Glenn is also survived by his sister, Marion Lytle of Sault Ste. Marie; and his father-in-law, Fred Mongene.

He was preceded in death by his parents; and his brother, Doug Dow.

A funeral service took place on Oct. 8 at C.S. Mulder Funeral Home. Burial with military honors will be at Hillcrest Cemetery in Racoon.

Condolences maybe left online at www.csmulder.com.

SHARON M. EITREM

Sharon "Jodi" Marie Eitrem, 56, of Sugar Island, Mich., passed away on Oct. 16, 2020, at EUP Hospice House surrounded by her family.



She was born Nov. 14, 1963, in Torrance, Calif., to parents Dwane "Bud" and Betty Lane.

Jodi loved spending time with family and friends, laughing and making others laugh, and being on Sugar Island with her love, Rick, and her fur baby, Cheyenne. Jodi

had a contagious smile and laugh that will forever be remembered.

Jodi is survived by her children, Zach (Jenn) Eitrem of Tucson, Ariz., and Tarah (Adam) Steinhauer of Sault Ste. Marie, Mich.; sisters, Brenda Pristelski of Sault Ste. Marie, Betty (Danny) Debusk of Sault Ste. Marie and Debbie Beatty of Quincy, Ill.; brother, Gordy (Amy) Lane of Sault Ste. Marie; mother-in-law, Dorothy Eitrem of Sault Ste. Marie; partner of five years, Rick Roy; and many nieces and nephews.

Jodi was preceded in death by her husband, Stephen Eitrem; brother, Steven Lane; sister, Barbara Ann Lane; parents, Dwane "Bud" and Betty Lane; and father-in-law, Joe Eitrem.

Visitation and services took place on Oct. 22 at the First Church of Christ with Mr. Tom Cash officiating. The family requests, in lieu of flowers, donations be made to the Hospice of the EUP, 308 W. 12th, Sault Ste. Marie, MI 49783, for their incredible compassion, care and support during this difficult time.

Clark Funeral Cremation Burial Services assisted the family with arrangements.

Online condolences may be left at www.rgalerfuneralhome.com.

JAMES FITZGERALD

James "Jim" Fitzgerald, age 76, of Cookstown, passed away peacefully in his home surrounded by his loving family on Oct. 18, 2020. He was born in Newberry, Mich., to Fannie and the late Robert Fitzgerald on July 8, 1944.



After high school, Jim enlisted in the United States Air Force and proudly served his country during the Vietnam War. In 1980, Jim met the love of his life, Vatina, and the two were later married in 1981. Jim spent most of his life serving the community through the local VFW and making what many say is the best breakfast around. Jim worked from sun up to sun down at Jim's Amoco/Jims Repair Shop, his successful auto repair business that he built from the ground up. His smile was contagious and instantly warmed any room. You always knew where you stood with Jim, but also that you could handle anything if Jim stood by your side. There wasn't a car that he couldn't fix, an omelette he couldn't make, a stronger handshake, a brighter smile or a bigger heart than Jim's. Jim is known for always greeting you with "Morning, morning, morning!" And goodbye with "See y'all later, folks!" Jim was a loving son, husband, father, grandfather, brother, uncle and friend who will be deeply missed by all who knew him.

Jim is predeceased by his father, Robert Fitzgerald; his first wife, Darla May; two brothers-in-law, Carl and JR; a niece, Dana Hacker; and nephew, Corey Pritchett.

He leaves behind his adored

Walking on, continued from page 17

wife, Vatina (nee Hacker) Fitzgerald of Cookstown; his children, Darla Jean Fitzgerald (Ellis Stillwell, Jr.) of New Egypt, James H. Fitzgerald (Lori) of Bordentown, Michelle Malinak (Steven) of Pennsauken, Christina Ford (Robert) of Cookstown, Ashley Dunn (James) of Cookstown; and a young man, Shannon Roberts, whom he loved like a son; his mother, Fannie Aslin of Michigan; his 10 grandchildren, JR, Jake, AJ, Jojo, Eddie, Christopher, Isabel, Makalah, Abby and Brayden; his sisters, Maryann Belonga, Diane Menzia (Jerry) and Roberta Chippewa; his brothers-in-law, Robert Hacker, Jr. (Toni) of Eastampton, Kenneth Hacker of Cookstown, Donald Hacker (Susan) of Burlington, Bobby Still (Brenda) of Maryland; his sisters-in-law, Twila Pritchett (Carey) of Cookstown, Kathy Boesch (Tom) of Cookstown and Dawn "Missy" Minnick of Texas; along with several nieces, nephews and extended family members.

Relatives and friends gathered on Oct. 24, 2020, at the Tilghman Funeral Home in New Egypt, N.J. Interment will be held privately at the convenience of the family. Immediately following the services at the funeral home, the family gathered at the Cookstown VFW. An honorary procession as a final tribute took place for Jim. In lieu of flowers, donations can be made in Jim's memory to either the Cookstown VFW Post 6590, 22 Wrightstown-Cookstown Road, Cookstown, NJ 08511 or to the American Cancer Society, at www.cancer.org.

DEBORAH A. KELLIS

Deborah "Debbie" Ann Kellis, 66, of Sault Ste. Marie, Mich., passed away unexpectedly on Sept. 26, 2020, at War Memorial Hospital. Deborah was born in Saginaw, Mich., on Sept. 29, 1953, the daughter of John Sparks and the late Isabelle (Martin) Sparks.



She graduated from Sault High School with the class of 1972. On Oct. 7, 2000, she married William (Bill) Kellis at their home. For many years, she drove school bus for Sault Area Schools and also owned her own business, Deborah's Custom Sewing. She enjoyed sewing and flower gardening and was well known for her and Bill's business Oasis Gardens at the local farmers market. Deborah was also a member of the Sault Ste. Marie Tribe of Chippewa Indians.

Deborah is survived her father, John Sparks; her husband, William (Bill) Kellis; two daughters, Michelle Parker of Grand Haven, Mich., and Jeniffer Perks of Grand Rapids, Mich.; and two granddaughters, Andrea and Taylor Aikens; two brothers, Mel (Sue) Sparks and John (Colleen) Sparks, both of Sault Ste. Marie; two sisters, Carol (Gary) Maleport and Lisa (Frank) Killips, both of Sault Ste. Marie; stepdaughter, Nicole (Jason) Winegarner; grandsons, Layton and Tanner Winegarner,

stepson, Jason Kellis; many nieces and nephews as well as great-nieces and great-nephews.

A memorial service is to be determined, but per her wishes will be kept to close family and friends. We would like to ask that donations not be made in her honor, but if someone has a good memory to share or story to tell, the family would love to hear, and please do not hesitate to reach out.

Arrangements are in the care of C.S. Mulder Funeral Home and Cremation Services. Condolences may be left online at www.csmulder.com.

FREDERICK T. LEE

Frederick Thom "Skip" Lee passed away unexpectedly on May 10, 2020, at the age of 75.

He was born to George Allen Lee and Burnadette O. (Jensen) Lee on Feb. 24, 1945, in Muskegon, Mich. He married the love of his life, Kathleen M.



(Keefe) Lee on July 22, 1972.

Fred was a fun and loving husband, father, grandfather and friend. He loved his family with everything he had. His kids will never need to wonder if he was proud of them, he was very proud and talked about them with everyone he met. Everyone. His wife, children and grandchildren were undoubtedly the light of his life. He was a giving person and always helped people any way that he could whether they were family, a friend or a stranger. He had an amazing ability to connect — with his positive energy, endless generosity, humor and heart-on-his-sleeve authentic presence.

Fred, a retired patternmaker and founder of the Muskegon County Muscle Car Club was also an inventor, founder of HammerHead IRS Differentials and National Foundryman's Society Casting of the Year Finalist. He was a NHRA/IHRA/NMCA record holding drag racer and an accomplished racing engine builder and owner of ET Enterprises Speed Shop.

He graduated from Reeths-Puffer High School in 1963, attended Muskegon Community College and Ferris State University. Later in life, he went back to school to continue learning the latest technology in his industry, an example for his children to always continue learning.

Fred is survived by his wife, Kathy (Keefe) Lee, of 48 years; his children and their spouses, Jeffrey (Sarah) Lee, Rebekah (Adam) Lee-Beard, Elizabeth (Phillip) Lee-Schullo and John Lee; grandchildren, Henry Lee and Josephine Beard; brother, Randy (Angela) Lee; sister, Sandy (Larry) Pawlowski; his beloved mother-in-law, Rosemary Keefe; and many dear in-laws, cousins, nieces, nephews and friends. We will greatly miss Fred, Skip, Dad, Papa, Poppy Raisins.

No public memorial is planned at this time due to the COVID-19 global pandemic. A celebration of life will be scheduled once it is safe to gather together.

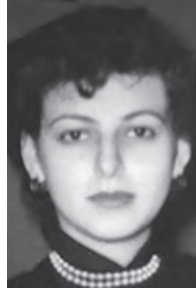
In lieu of flowers, please consider donating to Loaves and Fishes and Johnson Cancer Center of Muskegon.

ELIZABETH A. MAINWARING

Elizabeth Anne (McGulpin) Mainwaring, 87, was born on Mackinac Island, Mich., on Sept. 17, 1933, to John and Beatrice McGulpin and passed on to her heavenly reward on Oct. 24, 2020.

Along with her parents; older sister, Marie; and younger brothers, John and James, she enjoyed the simple life of the island at the time. Anne vividly remembered her father going off to World War II during which time the family took in boarders and did laundry to make ends meet. Surrounded by immediate family, it was a time filled with memories she would never forget.

In 1947, the family relocated from Mackinac Island to St. Joe, Mich., where Anne graduated from St. Joseph Catholic High School as a proud St. Joe Pony. Anne loved music and seeing live shows and it was at one of these events she met the love of her life, Al Mainwaring II, at the Crystal Palace Ballroom in Coloma, Mich. Anne had a friend who was also friends with Al who thought they would be perfect for each other. After a couple of missed opportunities, they finally met. Soon after, on July 19, 1952, Anne and Al were married at the justice of the peace in Hartford Mich. The military life took them to many different places, but Michigan was always home. Watervliet Mich., is where they settled during the 1960s and half of the 70s as they proceeded to have 10 children. The oldest four graduated from Watervliet High School before Anne and Al again moved with the remaining six kids to Grand Rapids, Mich., where Anne would spend the rest of her life. Anne was very active in many aspects of her kids' lives. From being the boys den mother in the Cub Scouts to teaching her girls how to sew and knit as well as how to be strong independent women. Anne loved music from Frank Sinatra to Van Halen she rocked it all. She loved the theatre, patron of the arts and reading anything that caught her interest. Also, gardening was a passion and every spring and summer her yard was filled with beautiful flowers and flowering trees. Anne was an amazing chef and a highly experienced seamstress as well as a knitting wizard and porcelain doll maker. She was also a professional level cribbage player who taught her kids to love the card game as well. Anne could decorate her house for Christmas like it was a store display. Anne spent her professional career as an executive secretary for the Hartford Insurance Company where she met many lifelong friends. Anne



and Al were avid Detroit Tiger fans as well as lifelong fans of Notre Dame football where they attended hundreds of games over the years. As a devout Catholic, she felt the Irish were her faith's football team. In her later years, as a member of the Sault Ste. Marie Tribe of Chippewa Indians, she became a tribal elder. Anne was a caring and passionate sibling, wife, mother, aunt and grandmother.

She is preceded in death by her parents, John and Beatrice McGulpin; her sister, Marie T. Weak; brother, John McGulpin Jr.; and her beloved husband of 59 years, Al Mainwaring II.

Anne is survived by her 12 children, Lynn (Ted) Attila of Watervliet, Shaun Mainwaring of Mesa, Ariz., Victor Mainwaring II of Whitehall, Mich., Al (Melanie) Mainwaring III of Houston, Texas, Colleen (Paul) Brooks of Weddington, N.C., Shannon (Sheryl) Mainwaring of Coloma, Susan Chatman of Grand Rapids, Brian (Marcie) Mainwaring of Benton Harbor, Mich., Kathleen (Kevin) Versnyder of Lake Leelanau, Mich., Sue Cooper and Erin Mainwaring of Sparta, Mich.; her stepdaughter, Victoria (Tim) Woodward of Seattle, Wash.; her brother, James McGulpin of Scottsdale, Ariz.; 46 grandkids; 41 great-grandkids; and numerous nieces and nephews.

In lieu of flowers, one of mom's last wishes was to ask that donations be made to the Brook Senior Center in Cedar Springs, Mich., for a garden overhaul which she was spearheading. She also wanted to thank all the staff and friends at the Brook for making her last years enjoyable and for their assistance up to the end.

Anne had an unassuming yet amazing life. A life celebrated on Oct. 30, 2020, followed by a Mass of Christian burial at Assumption BVM Catholic Church in Belmont, Mich.

Interment will be at the St. Annes Catholic Church Cemetery on Mackinac Island at a later date. Anne is finally going home.

THOMAS M. MCLEOD

Thomas Merle "Tuck" "Coop" "Bumpa" McLeod, age 86, of Cedarville, Mich., died on June 14, 2020, at Cedar Cove Assisted Living. He was born on May 14, 1934, in Sault Ste. Marie, Mich., to Lyle William and Margaret Mary (Mertaugh) McLeod.

Tuck grew up in Hessel and attended the Hessel School House. He graduated from Cedarville High School with the class of 1952. After high school, he joined the United States Army and served during the Korean conflict. Tuck met Carol Ann Behm and they married on March 29, 1961, and they started their family. He worked at Valenite Metals in Detroit, Mich., and they added to their family before they moved to California around 1970. Shortly after moving they bought horses and went on De Anza Trail



from Riverside to San Diego. For the next several years, Tuck worked as the superintendent of Valron Metals. Tuck and his family moved back to the Upper Peninsula in 1977, where he started and ran Mackinaw Tool and Die. In 1982, he sold the business and retired. Following his retirement, they then moved to Boyne City, Mich., and he was a real estate agent for six years. The moved to Manistique and they owned Beach Comber Motel. In 2000, he moved back to the Cedarville area to live out his glory days.

Tuck attended the Our Lady of the Snows Catholic Church in Hessel and was a member the air sled club in Cedarville.

Tuck enjoyed hunting with the boys and fishing. He was an excellent carpenter and an avid storyteller and prankster. He loved to spend time with his best buddy, Steve Tassier. When he was young, he enjoyed spending time with his uncle, EJ Mertaugh, while they worked on a Chris-Crafts.

Tuck was survived by his daughter, Sherri (George) Huff of Hessel; sons, Patrick William (Josephine) McLeod of Oakland Township, Mich., and Shawn (Shawn Marie) McLeod of Boyne City; grandchildren, April (Norman) Brood, Thomas Huff, Jordan (Olivia) Huff, Nicholas McLeod, Francesca McLeod, William McLeod, Sophia McLeod, Adam (Katelynn) McLeod, Samantha (Matt) Hansen, Sidney (Zack Hancock) McLeod, Jakob McLeod and Lukas McLeod; great-grandchildren, Jurrien, Octavia, Asher, Miles and Madalyn; special friend, Joanne Smith of St. Ignace; sisters, Adrian Smith of Pickford, Mich.; Maryana Carr of Cedarville, Angela (Jack) Porco of Canada; and sister-in-law, Marilyn McLeod of Hessel.

Tuck was preceded in death by his brothers, William McLeod, Frances "Geet" McLeod and Michael McLeod; sister, Janey McLeod; brothers-in-law, Jay Smith and Ernest "Bud" Carr; and his best friend, Steve Tassier.

A memorial gathering took place on June 26, 2020, at Our Lady of the Snows Catholic Church in Hessel followed by a memorial Mass with Father Joes Cherian officiating.

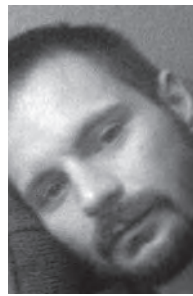
Internment will be at Cedar Cemetery in Cedarville.

Memorial contributions may be made to Cedar Cove Assisted Living, 266 Mary L. Street, Cedarville, MI 49719.

R. Galer Funeral Home in Pickford served the family. Condolences may be sent to the family at www.rgalerfuneral-home.com.

CALVIN W. ODBERT

Calvin William Odbert, 35, of Sault Ste. Marie, Mich., passed away on Oct. 26, 2020, at his home. He was born Jan. 11, 1985, in Sault Ste. Marie to parents Anne



See "Walking on," page 19

From "Walking on," page 18
Marie Wambach and Andrew William LaPonsie. Calvin was a member of the Sault Ste. Marie Tribe of Chippewa Indians. He enjoyed reading, biking, listening to music and sewing.

Calvin is survived by his wife, Amber Odbert; parents, Anne Marie Wambach and Andrew William LaPonsie; step-parent, Patrick Buris; daughter, Twyla Odbert, and unborn baby on the way; sister, Leigha Wambach; brothers, Daniel Wambach and Tim Longnecker; grandparents, Twyla and Klawde Edward Filer Jr., Joanne and Andy LaPonsie; and best friend, Clifford Eugene Henry Jr.

Traditional services took place on Nov. 2, 2020, at the Niigaanigiizhik Ceremonial Building in Sault Ste. Marie.

In lieu of flowers, memorial contributions may be made out to Amber Odbert. Online condolences may be left at www.rgalerfuneralhome.com

DAVID J. PELTONEN

David John Peltonen, 61, of Otter Lake, Mich., passed away on Oct. 15, 2020. He born on Oct. 31, 1958, the son of Mary (Betty) and the late Fritz Peltonen.



David graduated from Millington High School in 1976. He was handy with his mind and hands and willing to help someone out if they needed it. He loved his family and friends. David leaves to cherish in his memory, son, Gregory Peltonen; mother, Mary E. (Carpentier) Peltonen; siblings, Mary, Debrah, Donna, Denise, Robert, Darlene, Diane, Fritz and Doreen; many aunts, nieces, nephews and cousins.

He was preceded in death by his father, Fritz Peltonen; nephew, Brady Dantzer; and niece, Stacy Thompson.

The family honored David's request, cremation has taken place. A celebration of his life will be held at a later date.

Hanlin Funeral Home in Millington, Michigan assisted the family with arrangements.

MARY K. SNIDER

Mary Kay Snider, 76, of Sugar Island, Mich., passed away on Sept. 20, 2020, at her home. She was born on May 15, 1944, in Denver, Colo., to John and Catherine (McFarland) Beadle.



Mary Kay was a cheerleader in high school and graduated from Stephens College for Women in Columbia, Mo., and Michigan State University. She was a graduate of Ferris State College as a certified optician. She worked for several years as an optician/office manager for D.O.C. in Grand Rapids, Mich. After moving to Sault Ste. Marie, Mich., she worked for Sault Vision Clinic and the Sault Tribe of Chippewa Indians as an optician for Sault Tribe Health Center. Mary Kay also taught catechism classes and was a past member of St. Mary's Pro Cathedral Altar Society. She served as a trustee on the Sugar Island Township Board of Directors and was a teacher and director at Bay Mills Community Child Care Center. Miss Mary was especially fond of children and her time during the holidays portraying her role as Mrs. Claus. Mary also loved playing golf, reading, gardening and spending time with her family.

Mary is survived by her husband of 43 years, George H. Snider; brother, Robert Beadle of Lansie, Mich.; sister, Carol (Oscar) Joseph of Ocala, Fla.; daughters, Jodi Lyn Tippett of Sault Ste. Marie and Cynthia (Mark) North of Sault Ste. Marie; sons, D. Dale (Chris) Poppenfuse

of Yuma, Ariz., and Brian James Snider of Union City, Calif.; and three grandchildren and six great-grandchildren.

Mary was preceded in death by her parents, John and Catherine (McFarland) Beadle; brother, John Mark Beadle; sister-in-law, JoAnne Beadle; and granddaughter, Jessica Lyn North.

Funeral services took place on Sept. 28 at Clark Funeral Cremation Burial Services in Sault Ste. Marie with Father Dominic Yamoah officiating. Burial was at Riverside Cemetery in Sault Ste. Marie. Online condolences may be left at www.rgalerfuneralhome.com.

PATRICIA A. ELLIOT STROPE

Mrs. Patricia Anne Elliott Strobe, age 85, passed away on Aug. 19, 2020. She was born on Jan. 9, 1935, to the late Fred and Florence Elliott.



Pat was a graduate of Cheboygan High School in 1953. She attended Mercy Central School of Nursing in Grand Rapids and earned her degree in 1955. She retired from Butterworth Hospital in 1995, where she worked as a registered nurse. Her hobbies included genealogy, doll making and sewing. Pat was a member of the Rockford United Methodist Church and the Sault Ste. Marie Tribe of Chippewa Indians.

Surviving are her husband, John F. Strobe, of Rockford, Mich.; daughter, Tracey (Andrew) Kasul, of Rockford; sisters, Jane Shewchuck of Holt, Mich., and Nancy Schramm of Dimondale, Mich.; and many other family and friends who loved her dearly.

No services are planned at this time. Those desiring an expression of sympathy may consider the St. Jude Children's

Research Hospital or Boys Town of Omaha.

RUTH A. WOLSKI

Ruth Anne Wolski of Burton, Mich., 73, passed away peacefully on Aug. 19, 2020, with her husband, daughters and sister by her side.



Ruth was born in Flint, Mich., on Aug. 2, 1947, daughter of the late Arthur and Bette (Bellant) Murphy. When she was 9, her parents moved the family to Tawas, Mich., where she graduated from high school in 1965. After graduation, she moved back to the Flint area where she met and then later married the love of her life, Ron Wolski, on Aug. 1, 1969. Together they enjoyed 51 years of happy memories with family and friends, and no matter where she went, Ruth made friends. Ruth and Ron were season ticket holders of the original Flint Generals for 10 years. They also spent over 30 years boating and were members of the Bay City Yacht Club. Together with Ron, Ruth enjoyed spending her evenings watching the Red Wings or any team playing hockey as well as watching Tigers' baseball. She spent over 20 years bowling at Eastown Bowl in the Go Go Gals League. She also loved her weekly bingo games at the P.L.A.V. where she was a member of the Ladies' Auxiliary.

Ruth loved being a grandmother. She loved spending time with her grandsons and having the whole family together for a Sunday meal. Most importantly, Ruth was a loving mother and great role model for her two daughters. She was always there to listen and guide them as they found their own paths in life. Ruth spent the greater part of her career working for Dr. Arnold Schaffer first at Miller West

Apartments and then in his oral maxillofacial practice.

Ruth didn't like being called a fighter, but there is no better way to describe her. She was diagnosed with leukemia in 2006 and combatted the disease and all of its secondary illnesses even after receiving a bone marrow transplant in 2010. Ruth was diagnosed with lung cancer in 2019, but she still persevered. She chose to fight cancer on her own terms. The family would like to thank her bone marrow donor Gerhard Huefnagel from Munich, Germany. His selfless gift allowed Ruth 10 more years of life. Thanks also to cousin, Barbara Neeley, Dr. V. Peram, Dr. Greg Yannick, McLaren Hospice (especially Makella McAdams), and all the wonderful health-care workers who cared for her through the years.

Ruth is survived by her husband, Ronald; two daughters, Renee Gatica and Rejean (Gregory) Bull; son-in-law, Jason Gatica; two grandsons, Matthew and Andrew Gatica; her sister, Kate (Ed) Anschuetz; two brothers, Ken (Judy) Murphy and Randy (Kathy) Murphy; two sisters-in-law, Jean Thomas and Irene Lovegrove; many cousins, nieces and nephews; and special friends including Pat Miarka, Dan and Eva Kryglowski; and two grandpuppies, Finn and Daisy.

She was preceded in death by her parents; in-laws, Ziggy and Nellie Wolski; and brother Dale.

Please share your thoughts with the family at www.allenfuneralhomeinc.com

Cremation has taken place. A memorial service was conducted on Aug. 27, 2020, at Davison Missionary Church in Davison, with Fr. Steve Makranyi officiating. In lieu of flowers, memorial donations may be made to the Humane Society of Genesee County in Ruth's memory.

United Way EUP announces annual fundraising goal

EASTERN UPPER PENINSULA – Each year, United Way of the Eastern Upper Peninsula (UWEUP) recruits a volunteer team to help organize and implement a fundraising campaign to raise money in support of the organization and its EUP neighbors. Taking the lead this year are Chairwomen Franci and Olivia DeCoe, a mother-daughter team from Sault Ste. Marie. Franci grew up in Barbeau and is a graduate of Sault Area High School and Central Michigan University. She is employed with the Sault Tribe of Chippewa Indians, and lives with her husband of 23 years, Bill, and her daughter Olivia. Olivia is a recent graduate of Sault Area high school where she volunteered through Student United Way and currently attends Lake Superior State University, majoring in biology/pre-dental. Olivia has been volunteering for the United Way since middle school and has received several honors for her volunteerism spirit, including an annual Presidential Student Volunteer Service Award through UWEUP's Community Engagement Center (formerly, UWEUP's Volunteer Center). Every chair member duo is

tasked with recruiting a pair of co-chairs to assist them while learning the ins and outs of United Way and its campaign.

The DeCoes, after searching for co-chairs that would complement their passion for service and connection to the EUP, are pleased to announce Co-Chairwomen Jennifer Constantino and Abby Christensen.

Jen grew up in Philadelphia, Pa., and moved to Sault Ste. Marie, Mich., in 2013. A former attorney for the Diane Pepler Resource Center (a partner of United Way of the EUP), Jen is currently employed as the Anishnaabek Community and Family Services Attorney for the Sault Ste. Marie Tribe of Chippewa Indians. She is a graduate of Haverford College and the Villanova University School of Law. When asked to share her thoughts on why it was important to her to support United Way in the community, Jen responded, "I support United Way because it fosters our sense of community, especially in this unprecedented time when so many people need a helping hand. By focusing efforts in our local community, we can



From left, Abby Christense, Jen Constantino, and Olivia and Franci DeCoe.

build a happier and healthier community for all of our friends and neighbors."

Abby works for the Chippewa County Road Commission and is a native of Sault Ste. Marie. She and her husband, Shane, own C&C Auto and Collision as well as a Helping Hearts Medical Training service, a local CPR certification business. In her spare time, Abby can be found spending time with her husband two children, Taylor and Trevor. "I'm excited to be part of the United Way team, I believe working together helps build a better community," Abby shared when asked to share why she felt being a UWEUP campaign co-chair was important service in which to engage herself.

Together, this team of community-minded women agreed to take on a fundraising campaign like no other. Amid what is still a

global pandemic that could easily close workplaces, schools and businesses yet again, they are stepping up to meet the challenge.

"The reality is this will be a difficult year for non-profit organizations across the board, United Way will not be immune from that," said Raulaniesa Aranda,

United Way of the EUP's chief executive officer, "We know it will take dedication and a passionate community to help us continue to support residents at the level we've been able to in the past. We have already started seeing the downward trend from workplace closures at the tail end of our 2019 campaign. Franci, Olivia, Abby and Jen are part of our solution for 2020. They're driven to do good and we look forward to their innovative approach as campaigns kick off this fall."

United Way's campaign raises funds to support both external and internal programming. This year, the fundraising goal of \$200,000 takes into consideration a decreasing giving trend and the impact COVID-19 has had in the EUP community. Funds raised stay local and are directed back into the

community through competitive grant awards to direct-service agencies and programs like the Communal Garden project; READ UNITED, which encompasses Reading Buddies, support for the Dolly Parton Imagination Library, and literacy kits given to pre-school and early elementary students; and Cradle to Career initiatives which include an intergenerational mentoring component to ensure children receive the support they need throughout their formative years and into early adulthood.

Donate online by visiting <https://paypal.me/uweup> or, for more information on how you can help support United Way and current volunteer opportunities, call United Way at (906) 632-3700 or follow them on Facebook and Instagram @UnitedWayEUP. To live better, we must LIVE UNITED.

United Way of the EUP serves Chippewa, Luce and Mackinac counties. It is governed by a volunteer board of directors – local volunteers oversee every aspect of the organization!

If you are interested in volunteer opportunities, or would like more information, call (906) 632-3700, email david@unitedwayeup.org, or visit www.unitedwayeup.org.

NATIVE HERITAGE MONTH

CELEBRATE OUR PAST & PERSEVERANCE



The Native Vote Campaign is a non-partisan effort to urge you to exercise your US Constitutional right to Register & Vote! Please support candidates who support our tribal sovereignty, treaty rights & federal funding.

~ Dr. Aaron A. Payment, Tribal Citizen



Representing All Members Everywhere

Ahneen, Boozho, Negee:

During this federal election cycle, I promoted our people to vote. While I personally endorsed my friend Gary Peters for Senate, no tribal funds were used for this purpose. Thankfully, Senator Peters was re-elected. I did not endorse anyone for President out of deference to my role as Tribal Chair. However, I pushed for consideration of a Presidential Platform that supported fully

funding the treaty and trust responsibility. I am confident the Biden-Harris Administration will do just that so I am grateful for the outcome. Natives in the Midwest and Arizona turned out and I believe made the difference by turning Wisconsin, Michigan, and Arizona from red to blue. The lesson is never to count us out.

With a new administration comes new opportunities. I hope we can move forward in a positive direction. The pre-eminent post in a new administration is that of the

Secretary of Interior. This is a moment in history for which I believe we cannot let pass without clearly expressing our desire that this position be held by a Native American. Recognize that the Secretary of Interior is the Chair of the White House Council which oversees all aspects of Federal Indian Policy such that the reach is much greater than just the Department of Interior. In the dual role, an appointed Native American would be able to focus a respectful level of attention to tribal government to federal govern-

ment relations. The NCAI resolution below doesn't single anyone out but it does increase the chance a Native will be in the running.

The Biden-Harris campaign has intimated that "at least one" Native will be in the Cabinet. This will be a historic first. If our representation in the cabinet is proportionate to our percent of the population, we will get one seat. I simply want to tip the scales in favor of a Native American securing this appointment. This feels like history in the making. I spon-

sored this resolution and recognize my friend Bay Mills President Bryan Newland for his contribution in drafting it.

As you celebrate Native American Heritage Month, please pray and thank our ancestors for their strength in enduring the worst federal Indian policy subjected us to. But, let's look to the future with great optimism of what is yet to come.

Chi McGwitch, Negee,

MIDWEST ALLIANCE OF SOVEREIGN TRIBES PRESS RELEASE: November 09, 2020

The Midwest Alliance of Sovereign Tribes (MAST) congratulates President-Elect Joe Biden and Vice President-Elect Kamala Harris for their successful campaign which projected a very strong Native platform. While MAST is a non-partisan Native organization advocating on behalf of 35 sovereign tribal nations across Iowa, Minnesota, Wisconsin and Michigan, we recognize the value of the Native vote and impact on the outcome of the 2020 Presidential election.

American Indians/Alaska Natives make up 1.2% of the state of Wisconsin's population, or about 70,000 people, according to the U.S. Census 2019 estimate. In this election, President Donald Trump garnered about 18% of the votes in Menominee County (within the Menominee Nation Territory) while Biden took 82%. Biden also won 57% of the Bayfield County votes (in northern Wisconsin within the Red Cliff Ojibwe Nation's territory).

According to Shannon Holsey, President of the Stockbridge Munsee Band of the Mohican Nation, "We worked hard to facilitate the Native vote in the Midwest understanding what was at stake and really turned out the vote. Especially at a time of epic challenges. Tribal Nation citizens participated and fought for truth and reconciliation and supported leadership that understands that power must come with accountability and the ability to bring us together, and move us all in a forward direction. Representation truly matters."

In 2016, traditionally blue states in the mid-west voted republican as presidential candidates largely ignored the needs of Indian Country. In 2020, the Biden-Harris Campaign, however, developed a comprehensive platform which reached out to tribal communities. This appears to have made a difference in key battle ground states for which Native American mobilization and the Native Vote appears to have made the difference. Tribal leaders in Michigan, Wisconsin and Minnesota took an active role in facilitating GOTV and encouraged Native voters to inspect presidential, senate and congressional candidates' platforms for a demonstration of support to uphold the treaty and trust responsibility. While these efforts were not partisan, candidates who had clearly articulated tribal platforms, prevailed as tribal voter participation made the difference.

Melanie Benjamin, Chief Executive of the Mille Lacs Band of Ojibwe added, "The Mille Lacs Band of Ojibwe congratulates President-Elect Joe Biden and Vice-President-Elect Kamala Harris on their election victory, and are excited to work with them. This is also a day of celebration because this is a profound moment in history. The glass ceiling is forever shattered and our little girls now know their dreams can come true. I'm excited for the day when I meet Senator Harris again and get to say, "Madame Vice President".

Sault Tribe Chairperson Aaron Payment and Acting MAST President concluded, "While Native Americans represent just over 2% of the total US population, we represent the margin of victory in key battleground states so we can and did make the difference in this election".

XXXX



NATIONAL CONGRESS OF AMERICAN INDIANS

TITLE: A Resolution to Encourage the President-elect of the United States to appoint the First Native American as Secretary of the Interior

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 - ROCKY MOUNTAIN**
MARK POLLOCK
Blackfeet Nation
 - SOUTHEAST**
Nancy Carnley
Mv-Okis Lower Creek Indian Tribe of Alabama
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Comanche Nation
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Ohkay Owinghee Pueblo
 - WESTERN**
Arber Torres
Washier River Paiute Tribe
- CHIEF EXECUTIVE OFFICER**
KEVIN AULIS
FOREST COUNTY POTAWATOMI COMMUNITY
- NCAI HEADQUARTERS**
1516 P Street, N.W.
Washington, DC 20005
202.466.7767
202.466.7797 fax
www.ncai.org

WHEREAS, we, the members of the National Congress of American Indians of the United States, invoking the divine blessing of the Creator upon our efforts and purposes, in order to preserve for ourselves and our descendants the inherent sovereign rights of our Indian nations, rights secured under Indian treaties and agreements with the United States, and all other rights and benefits to which we are entitled under the laws and Constitution of the United States and the United Nations Declaration on the Rights of Indigenous Peoples, to enlighten the public toward a better understanding of the Indian people, to preserve Indian cultural values, and otherwise promote the health, safety and welfare of the Indian people, do hereby establish and submit the following resolution; and

WHEREAS, the National Congress of American Indians (NCAI) was established in 1944 and is the oldest and largest national organization of American Indian and Alaska Native tribal governments; and

WHEREAS, NCAI seeks to ensure that the United States upholds its sacred trust responsibility to tribal nations, honors treaties, and provides a voice for American Indians and Alaska natives in the Federal Government; and,

WHEREAS, Joseph R. Biden and Kamala Harris have been elected as the next President and Vice-President of the United States; and,

WHEREAS, the President-elect and Vice-President-elect have pledged to adopt a plan for Tribal Nations that will "build on the efforts of the Obama-Biden Administration, which were instrumental in rebuilding trust, good faith, and respect for the tribal-federal relationship." In addition, the President-elect's plan for Tribal Nations included a commitment to "ensure tribes have a seat at the table at the highest levels of the federal government and a voice throughout the government[.]" and,

WHEREAS, the President-elect will work to build a Federal Government that is representative of the diversity of the United States, including in key cabinet positions to oversee federal agencies; and,

WHEREAS, the Department of the Interior has vast responsibilities in carrying out the Federal Government's trust obligation toward Indian tribes and Indian people, and makes decisions that directly affect the lives of millions of American Indians and Alaska Natives; and,

WHEREAS, the Department of the Interior is also responsible for the management of millions of acres of other federal lands that are adjacent to Reservations and tribal communities or include sacred sites and treaty resources; and,

WHEREAS, American Indians and Alaska Natives have served the United States with honor in the military, in Congress, and federal agencies for more than a century, and have made great contributions to the advancement of American democracy; and,

WHEREAS, there has never been an American Indian or Alaska Native who has served as a cabinet secretary in the history of the United States, including the position of Secretary of the Interior; and,

WHEREAS, there are numerous American Indians and Alaska Natives who have the qualifications, experience, and skills to serve the United States in key cabinet positions, including the Secretary of the Interior; and,

WHEREAS, the members of NCAI understand that representation matters, and that it is important that the United States Federal Government reflect the diversity of the United States; and,

WHEREAS, it is long past time that an American Indian or Alaska Native serve as the Secretary of the Interior

NOW THEREFORE BE IT RESOLVED, that the National Congress of American Indians (NCAI) calls upon President-elect Joseph R. Biden and Vice-President-elect Kamala Harris to nominate the first American Indian or Alaska Native in our nation's history to serve as the Secretary of the Interior; and,

BE IT FINALLY RESOLVED, that this resolution shall be the policy of NCAI until it is withdrawn or modified by subsequent resolution.

Call: 800-793-0660 Cell: 906-203-5159 Email: aaronpayment@yahoo.com Facebook 'Aaron Payment'

FOR "AT LARGE" MEMBERS TO BE HEARD & REPRESENTED ~ REGISTER TO VOTE:

1-800-251-6597

Sorenson writes on integrity vs personal gain



**BRIDGETT SORENSON,
DIRECTOR, UNIT III**

I have been writing unit reports for over eight years. Most of the time I am fairly blunt about things that are happening in the tribe so that the membership is informed. That is the type of person I am, even in my personal life. Many times, others get upset about what I say or write and that is expected and it will never change the way I communicate.

I think most of you will understand that it is not easy calling out things that upset or concern me. It would be much easier to sit back and play nice with everyone. I'm not that kind of person.

I did not run for the board to be friends with anyone. I try to communicate in a respectful way even when I disagree with something. We can agree to disagree and we all have different passions that from time to time light a fuse.

The members gave me another four years to do what I do best, and that is being honest, outspoken and compassionate. So, for those of you that I upset with calling things out, I am sorry but it is what I stand for.

I understand that in some areas more than others, especially in Sault Ste. Marie, there are big families and there are many that work for our tribe. One thing I don't agree with is, if after you are elected that your family starts getting hired, especially in management or key positions of the tribe. The same goes for your family members to keep their job because of your seat on the board.

I don't care who you are but you should be qualified for a position and you should do your job and not be shielded from disciplinary action or intervention if you are not doing your job. Having said that, you should not be sitting on any interview panels when a family member has applied for that position, nor should you ever vote for a family member period! This has been happening with newly elected board members.

Per the Constitution, if a board member feels another has a conflict, the board members should call it out and the board will vote on it. This is insane to me since everyone does not know who each board is related to and board members should have the INTEGRITY to abstain from sitting on interview panels and votes, plain and simple.

During the last key employee vote I specifically asked if the candidate was related to anyone on the board and there was silence and then Director Freheit said, "Is that appropriate for her to ask that?" WOW! Is it appropriate to sit in on an interview and vote? Apparently, because it happened and with a high five after the votes with Director Lowes. This isn't the first time, since there have been wages also brought forward several times and voted on.

Does this type of behavior resonate with what is best for the Sault Tribe? You sure hear that a lot but sounds like what is best for your family. The big bad board is corrupt and there are back room deals! Hmm, who is corrupt and trying to make back-room deals?

I can proudly say I've been here eight years and no family hired, saved, etc. Hell, my mom even lost her tribal card after 30-plus years and generations back of an Uncle Chief Buffalo.

My mission to run for the board was because of all I had seen when I was a team member for 10 years. I wanted to be their voice. I get calls, emails and messages from team members everywhere that I try my best to help.

Unfortunately, politics sometimes gets in the way of correcting the issues and concerns. People are always looking ahead at the next election cycle and how big the families are and if you want to be harassed by a board

member or it's better to just give in to them. There are many team members who dislike board members because of their demands. The bullies usually get their way; I refuse to play those games.

It's a fine line when you have to work with people and use common ground to move the tribe forward in a good way. Calling out people provokes retaliation and spite.

I do not like to write about any of this but I am trying to be informative and let the membership see the reality. I would prefer everyone place the entire tribe and membership ahead of their personal agenda. I'm not claiming to be a perfect board member, but I am not here for personal gain!

Very soon, the Lume dispensary in Sault Ste. Marie and Escanaba will be open for business. St. Ignace and the other sites will start in the Spring and Summer. The land has to be in trust. This is going to be a steady revenue stream for the tribe.

Kewadin Casinos will also be going live with sports betting very soon. This should add some revenue with the declines we have experienced through COVID-19 as well as the Canadian border being closed.

The board discussed the holiday team member gift cards we have previously done at GFS, Walmart and Meijer. With the timing, the decision was made to do a payroll advance for up to \$250. This should help with gifts, food or any other needs for our

team members and their families.

Due to COVID-19, the Wequayoc Cemetery will not have its Veteran's Day event but the committee will still have the ceremony without public attendance.

Tribal children's Christmas parties will take on a new format this year with the pandemic. At the time of this article, a date and time was not decided, so please watch saulttribe.com or the tribe's Facebook page for the latest information.

Thank you to all of our team members who continue to work during the rise in positive cases. I know it can be frustrating and scary but our members still need services and our businesses are open.

The Executive Task Force meets often to establish protocols, procedures and discuss any shut downs. It is times like these that all positions should be crossed trained so that members can still be served.

If you have any questions or concerns, please email me at bsorenson@saulttribe.net, bridgett91@yahoo.com, or text or message me at (906) 430-0536.

Phone calls are fine but messaging is easier if I am in a meeting.

I hope our members, team members and their families all have a safe and happy Thanksgiving!

Bridgett Sorenson
Sault Tribne Board of Directors
Unit III Representative

Christmas parties, dinners different this year



**DARCY MORROW,
DIRECTOR, UNIT IV**

I would like to apologize for not having an article the last couple of months. I have had a sick family member and we were traveling back and forth to Mayo Clinic.

The Manistique elders would like to say thank you to the tribal fishermen who have donated smoked and fresh fish throughout the year. They really appreciate it!

Elder Services will be hiring four elder outreach workers, two for the east end and two on the west end, to work in Units IV and V. Director Chase and I would like to welcome Heather Jarvis and Stacie Mattson to these positions.

The elder outreach workers were initiated and brought forward by Director Chase and myself at a workshop and several board members supported the idea. The elder director brought

back the cost of the program and the board unanimously voted for these positions.

I am so glad the elders will have another avenue of help, especially with the Coronavirus. These workers will do home visits and be able to help the elders get services they may not be aware is available or for any other questions they may have. If you would like to have a worker do a home visit, please call Elder Services toll free at (888) 711-7356.

With Coronavirus not letting up, and on our west end of the U.P. it is increasing daily, we have decided to not chance the spread of the virus by not holding our children's Christmas parties or our elder's Christmas dinners this year. We will still be doing something for the children and elders, but this year it might be mailed to your house. Let us pray we get through this virus and next year everything can go back to normal.

Below is a letter that has been sent to the residences on our Escanaba housing reservation from Chairperson Payment and the board to explain the tribe's EDC and Lume business venture. I have added it because it answers a lot of questions members may have in general.

I have been asked by the tribal board of directors to explain to you the temporary arrangements the board of directors authorized on the Escanaba reservation with respect to the tribe's economic development relating

to a business relationship with Lume – a marijuana growing and dispensary corporation. The tribe intended to hold community meetings to provide a rough outline of what our new development opportunity represents. Unfortunately, the due diligence, licensing and securing final contractual arrangements with Lume adversely impacted our timeline and plans. Additionally, the COVID-19 pandemic made it impractical to hold face to face community meetings.

Most importantly, the placement of Lume on the Escanaba housing reservation is intended to be a temporary arrangement. Once other tribally owned property in Escanaba becomes available, we intend to migrate the Lume leased operations to an alternate site.

Per tribal board approval, the dispensary will be operated on the Escanaba reservation under a state license held by Lume. Recently, the tribe approved an ordinance to allow for Lume security personnel to ensure public safety. These security personnel are not law enforcement, but will work in tandem with Sault Tribe Law Enforcement and through mutual aid agreements with local law enforcement in order to ensure public safety on the Escanaba reservation. While the typical concern for marijuana sales might cause concern for residents, as a licensed operation through the State of Michigan, this operation will be well mon-

itored and regulated. We do not anticipate issues but will be prepared nonetheless. Additionally, the EDC, Housing staff and our Transportation Planning office are collaborating to ensure traffic flow. Our intent is to minimize any disruption to Escanaba housing site residents.

Finally, while cities or local governments generally zone for residential, commercial, industrial, green spaces and other zones, these standards do not yet exist on all Sault Tribe land; primarily due to the fact that we have so few land holdings. As we diversify our economic development initiatives and look to operate enterprises on our reservation land, we unfortunately must place our enterprises in what otherwise would be considered residential zones. Let me again, restate the board's intention is for the Lume dispensary operation on the Escanaba reservation to be temporary. We will move the operation as soon as we are able to move the dispensary to other tribal property in Escanaba. I hope this addresses any concerns you may have.

To provide the current membership services we rely on \$17 million tribal support dollars received from our casino revenues. With Corona hitting all over our casino's, revenue has decreased. Less people are traveling to brick-and-mortar casinos when they can game online from anywhere, they do not need to go out to the casino anymore. We hired our EDC director to

diversify the tribe and to help increase tribal support to provide more services to our members. No new revenue stream for the tribe means no expanded or new services for the membership.

I would also like to address a lie that is going around the community about who makes the selection for homes on our reservations. The housing division has a process and a point system that is used to make tenant selection. The tenant selection for our reservations is done by the assistant housing director or the housing director.

Investigate what board members write in their articles or on Facebook. Some like to make themselves out to be the savior for the tribe and the team members. They tell you what you want to hear because it sounds good. Look it up, investigate how they voted on items. They vote for a resolution, then go out and cry about how unfair this or that is. But they fail to tell you they voted for the item. I have always told the truth, whether people liked it or not. And I will never change that.

I would like to wish everyone a safe and happy Thanksgiving.

If you have any questions, please contact me at (906) 298-1888.

Thank you,
Darcy Morrow
Unit IV Representative
dmorrow@saulttribe.net

I believe in processes, policies, our tribal laws



MICHAEL MCKERCHIE,
DIRECTOR, UNIT I

Now that the U.S. has elected a new leader, in part by the Native turnout and with historic numbers for voter turnout, we must

come together to get through this pandemic and other crises facing our people. As someone who has served on our own tribal Election Committee for over 17 years, I know first hand what accusations and claims of misdoing can do to an election, but we are a nation governed by laws and I am confident that no legal challenges will change the results. The people voted and the countless volunteers took the time and their roles seriously and counted every ballot, and I thank them for that. The nation is split right now; it is going to be difficult to unite and we must get through this together.

If this election has taught us anything, it should be that character and the way we treat each other matters. Regardless of how

you feel about President Trump, many people resonated with his approach and leadership style. It is easy to blame and tell people what the problem is, its entirely different to come up with solutions and work with people to get things accomplished. I don't think President-Elect Biden will be the solution to every problem, but I am hopeful that we can have more respectful discussions and realize that just because someone is not in the same party or supports the same candidates – we are not enemies.

My time on the board has also been filled with divisiveness at times; that is not a bad thing. We are not always going to agree on things, but how we disagree and how those messages get delivered

matter. We are elected officials and should be setting examples but often times we miss the mark. We must do better.

I believe in processes, policies and our tribal laws. We need to make changes in several areas to protect our employees and to protect our tribal assets. Due to COVID and the duration of this pandemic, our gaming has seen a severe decline. We are not a per cap tribe and, as such, all of our revenue goes to pay for tribal services. Many services do receive federal funding, but many do not, and almost all services are supplemented by our casino revenues one way or another. During this pandemic, our tribe was fortunate to see CARES Act funding – it allowed us to weather the storm

thus far, but those dollars come to an end next month.

Our tribe has seen much expansion in the last few years: our school has expanded, Head Start building nearing completion, several Health Services expanded and many other tribal programs have stretched their reach and impact. I thank all the employees involved who have allowed this to happen. As this pandemic continues and revenues are scarce, we will have to prepare and make tough choices. I believe our wage grid needs to be adjusted, pandemic or not. This will be the biggest investment of 2021 – but it needs to happen. This decision will likely force our tribe to either reduce services or continue as is with a reduced wage grid.

There are pathways to achieve both a better wage grid to keep and expand services – we have been pursuing those for the last few years and, unfortunately, it's just a slow process. Expanding gaming and economic development continues to happen and these ventures are paying off. More business ventures are on the horizon, but we can't count on those until they happen. I appreciate any input from tribal members. I know we will get through this and while we do I ask everyone to continue praying, practicing social distancing and taking the necessary steps to help fight this pandemic.

As always, if you wish to discuss these issues or have suggestions to help our tribe, please contact me at (906) 440-7768.
Chi miigwech.

Executives work to keep tribe upright



KEITH MASSAWAY,
DIRECTOR, UNIT III

This board has been diligently working these last few months

in an ever-changing climate. Our work sessions and board meetings have been attended both in person and on remote viewing. That determination is left to each individual board member. I have participated both ways.

The COVID-19 infection rate has been increasing as I write but, with proper protections, we can minimize its spread. The holidays will have many people making hard choices on whether to see relatives or have family gatherings. I hope and pray for everyone to be safe and healthy.

As the treasurer of the board, it falls upon me to try to keep the board apprised of our financial standing. Lately, this has been

near impossible. Our CFO, casino CEO, executive director, health director and EDC director have worked tirelessly to keep the entire tribe upright. It is a privilege to work with these dedicated staff and we, as a board, have to rely on all the information they collect and disseminate to us so we can move the tribe in the right direction. With the influx of COVID funding and the reduction in profits from our enterprises, it is a tricky job of plugging holes and fixing cracks as they appear in our budgets. The future budgets we are working on now are very difficult to nail down. Future earnings will definitely be reduced. We extrapolate and fore-

cast earnings but is sometimes just a guess. The budgets will truly be a living, moving document for next year.

The board insists that every precaution is taken both for the safety of our team members and our tribal members. We work hard to ensure that services and programs will stay available and continue. There may be hiccups along the way, but we will be on guard to minimize the impact as much as we can.

Be safe and be healthy. Thank you for all the calls and e-mails.

Keith Massaway, 702 Hazelton St., St. Ignace, MI 49781, (906) 643-6981, kmassaway@msn.com.

COVID-19 preventing public board meetings



KIMBERLE GRAVELLE
DIRECTOR, UNIT I

Hello, I hope everyone is

enjoying this fall weather. As always in the beautiful Upper Peninsula, last week I was driving in a snow storm and this week we are enjoying summer like weather.

As I write this report, I know our membership has questions about the board of directors not allowing the membership to attend tribal board meetings. Let's be clear, these meetings are live-streamed so we are not in violation of the open meetings act. If a member has any issues or questions you would like brought to the board of directors, please contact us. We will forward your concern to the correct department to be resolved.

With the numbers of COVID-19 cases rising at an alarming rate, we are keeping the meetings to only essential staff and are practicing the procedures our health director has recommended for us. We are working on a plan to keep everyone safe for future participation in our meetings.

Our first casino opened 35 years ago this month. It has been the driving force of our economy for many years. COVID-19 has slowed tribal businesses; as a result, we need to look at other ways to help fund tribal support. We must move forward to self sufficiency to survive. The businesses we are vested in are mak-

ing profits and our economic development director continues to look for ways to expand our business endeavors.

We are always trying to build a future for the next generation. We have a number of opportunities for our children to continue higher education. Not every student plans to attend college, therefore we would like to make them aware of the skill trade opportunities that are available.

Occupations that do not require a college degree are technology, energy (wind turbine service tech, solar installation, etc.), home-health and personal care aides, oil and gas industry (derrick and rotary drill oper-

ators) auto mechanics, HVAC and construction. Many of these positions offer on the job training. Michigan Works is a good place to start if you are interested in vocational opportunities.

Thank you to the team members for your dedication and hard work. Wishing everyone a safe and peaceful holiday.

Please keep the men and women in our armed forces in your prayers and thoughts for a safe return to their families.

If you have any questions, or comments you can contact me at (906) 203-6083 or at KKGravelle@saulttribe.net.

Thank You,
Kim Gravelle

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New Elder Outreach program gets new workers



**LANA CAUSLEY-SMITH,
DIRECTOR, UNIT II**

I'm happy to report that we have new team members to help our elders in home. New elder outreach workers have been hired and I've already spoken to some and they are doing amazing to identify and make certain all services including medicine and all needs are being taken care of that we can help with. If you would like to make contact with one for yourself or a family member, please call the number below and speak to our department.

Sissi O'Connor – St. Ignace, Hessel, Cedarville, Pickford, DeTour, Drummond and other surrounding areas.

Stacie Mattson – Manistique,

Munising, Newberry and Naubinway areas.

Heather Jarvis – Escanaba and Marquette areas.

They can be reached by calling the Sault Tribe Elder Services main office at 635-4971 or toll free at (888) 711-7356.

The Elder Outreach Program will be a significant expansion to tribal services for elders. The main focus of this program will be to provide elder outreach workers who conduct daily home visits to the most vulnerable elders.

Visiting families not only in the home, but in any nursing home or other community or facility setting, the elder outreach worker assumes responsibility for coordinating programs and services to help tribal elders maintain a good quality of life and age in place.

They assess and identify elders and family needs and finding resources to meet those needs. Areas of assistance may include physical, mental, psychological or social as it relates to aging.

It's been very hard to balance services and keeping team members safe during the outbreak we are now experiencing in the U.P.

Please be patient as some departments have had to close and we are attempting to identify team members who can work from home again to lower the risks. This will be ongoing and changes will come again daily. We have policies in place for stages and precautions we are in and I expect advice from our health team on how we should move forward daily. I plan to take the advice given and move cautiously, please be patient as we get through the fall season. Our staff are tired and it's so stressful on them for the day-to-day counts coming out.

Our YEA coordinators in Unit II have been working hard to keep engaged with our youth in the communities. I've seen and heard that what they have done to bring materials and activities to families have been a blessing. Unfortunately, the decision has been made not to host an open children's Christmas party this year, but our coordinators and volunteers are planning a "drive by" gift pickup. They are working on dates and times now, so please watch our website, the paper and the YEA Unit II Facebook page for announcements. Thank you to those women who are thinking collec-

tivity to bring this to our families in a way safe and possible.

It's a very difficult time for sure as our leadership is divided on the thoughts on the pandemic. Some believe it's not as dangerous as I do and some don't need any advice except their own beliefs moving forward (I'm being very politically correct here). I will always lean toward what medical advice we receive from our educated staff for the well-being of our members.

Work and demands have not stopped for our front-line workers getting services to the members and creating policies, identifying safety measures for our people from execs and our COVID team and our new business endeavors from EDC ongoing. I'm grateful to you all. In our unit we are working hard to make sure the elders have their needs met as best we can and that our youth program is up and engaged as much as they can. If you have specific needs, please let me know and I will work through those with you. We have delivered thousands of masks to the schools in our area for all children and this will continue as long as we can. Home schooling and virtual learning are stressful to parents, so please reach out

to our education department for resources.

We have been presented our 2021 financial projections for the casino. As you must know we are down in revenue at our casino properties and it's been difficult accept that it may be this way for the winter. The Canadian bridge being closed and the limited capacities and people staying home are just a couple factors with that. Discussion to overcome and get through this are topics that need to be priority and this will be ongoing.

In closing, we have funding for needs that you may have so please contact our ACFS department to speak about your situation needs due to the pandemic and they can assist if needed.

As always, please take care and stay safe with your families through the holidays. We will all get through this and I look forward to moving forward despite the struggles we have to endure. Take good care.

Baamaapii.

Lana Causley-Smith, lcausley@saulttribe.net, (906) 322-3818, (906) 484-2954

Lana Causley-Smith, Unit II Representative, Sault Ste Marie Tribe of Chippewa Indians Board of Directors

Unit I Director Freiheit reports: Matters of fact



**BETTY FREIHEIT,
DIRECTOR, UNIT I**

Hello, tribal members, I just want to make mention how much I miss socializing with the elders in our unit. I miss our monthly meetings as well.

It's time to end the tribal board pension. It never should have been created. It is an elitist, high cost, highly paid program created as a means to provide deferred compensation to board members and their families. A way for them to obtain lifetime benefits from the tribe. It was passed by a board in secret, kept under wraps for years and provides board members with tribally funded benefits that are far beyond the reach of tribal employees. And that is just wrong!

The board's pension is fully funded by the tribe. The board makes no contribution. To date, over \$1.9 million in benefits have been paid to retired board members and that cost will only increase as benefits increase every year. The maximum pension paid now for a retired board member is approximately \$19,000 a year, for life. If a board member passes on, his/her spouse then receives lifetime benefits, even if they are non-Native. Board members' spouses

can even apply for benefits from the tribal board pension if former tribal board members pass before they even begin receiving pension benefits and even if the spouses have significant assets of their own.

The inequity of the tribal board pension vs. tribal employees 401k is significant. The board pension far exceeds the retirement benefits paid to our tribal employees who must rely on their own contributions to 401Ks to prepare for retirement. Why is the board entitled to such a program but employees are not?

To grow their retirement account, employees must contribute from their current income. The tribe only provides a one percent match to employee 401Ks. Many of our employee wages are so low they can not afford to defer more than modest amounts into their 401Ks. And for most, no matter how long they work, they will never be able to obtain the level of benefits board members receive. So highly paid board members make no contribution to their pensions but lower paid staff must foot nearly the entire cost of their own. What is even more inequitable, many of our board also have full-time outside jobs so they are earning Social Security on those jobs, likely earning other retirement from those jobs and earning tribal board pensions as well.

In 2008, citing economic hardship, the tribal board discontinued the tribal match to employee 401Ks. For the next eight years, the board provided nothing at all to employee retirement. But during this same time period they raised the base of their own pension program each year. This is unconscionable.

Most pensions require years of full-time work to become vested for benefits. But not for the trib-

al board. There is no full-time work requirement in the plan and it only takes five years for benefits. Current (approximate) benefits based on years are as follows: After five years – \$400 per month or \$4,800 a year. After 10 years – \$800 a month or \$9,600 per year. After 15 years – \$1,180 per month or \$14,160 a year. After 20 years – \$1,600 per month or \$19,000 a year. Keep in mind the board passed an annual COLA increase into the pension base so benefits increase each year. Not bad benefits for a position that, according to our Constitution, requires only one meeting a month and one members' update. These high cost pension programs such as the tribal board receive are becoming a thing of the past. They have been discontinued by many corporations, state and local governments because of the increasing costs to maintain them and employees have been converted to 401Ks. So why is our tribal board determined to keep this pension at a time when our financial future is uncertain, revenues are down, members

services are not fully funded and some members receive no services at all?

Many board members claim their pension was created because board wages were not subject to Social Security benefits. There is nothing concrete to substantiate this claim. At the time board voted themselves the pension, their board wages were simply pre-meeting stipends, not the annual salary we now receive. And most board members were already working full-time jobs in and outside the tribe. There was no need for additional Social Security deductions as they were already earning this benefit. And that is how it should have stayed! The board position was never intended to be a full-time job, except the chair.

And while it is true that at one time tribal board wages were not subject to Social Security deductions, this is no longer the case. In 2018, the federal government determined that elected tribal boards could participate in the Social Security Program. So, no matter why the board pension was begun, there is no reason to

continue it now. Board members may now decide to participate in Social Security. Money is already budgeted to support the board Social Security.

It is time to end the pension. If board members want to add to their retirement, let them self-fund their own IRAs or participate in the tribal 401Ks by deferring their own wages. But the days of the tribe footing the entire bill for the board retirement needs to end.

It may seem like I'm on a rant about the board pension in my last couple unit reports; I really don't know how the majority of the board can look our tribal members in the face, I believe only the tribal members can change this pension plan if the board refuses to. I have exposed the tribal royalty's pension plan. What makes the board any better than tribal employees?

Please keep yourselves safe from the COVID and help you neighbors anytime you can.

Betty F. Freiheit
Unit I Director
(906) 379-8745
bfreiheit@saulttribe.net



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