

# Win Awenen Nisitotung

"One Who Understands" • Official newspaper of the Sault Ste. Marie Tribe of Chippewa Indians

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Mshka'adin Giizis  
Frozen Moon

## Sault Tribe awarded \$300,000 education grant

By Rick Smith

Sault Tribe is among eight American Indian tribes to receive a collective \$2.5 million in education grants awarded through the U.S. Department of the Interior and the U.S. Department of Education. The Sault Tribe grant is for \$300,000 from the U.S. Department of the Interior's Bureau of Indian Education Tribal Education Department.

The awards were announced at the White House Tribal Nations Conference in Washington, D.C., on Nov. 5.

According to the lead author of the grant application, planning

specialist Nicole Causley, the original amount of the request was for \$350,000 and modifications will be made to projects covered by the grant to make the most of the awarded funding. Sault Tribe Early Childhood Programs Manager Anne Suggitt assisted Causley in developing the grant application. Suggitt was quick to turn the spotlight on Causley, "Nichole did 99 percent of the work on this project," she said. "I really feel it's important to make that fact known. I will do whatever is needed to support Nichole."

For her part, Causley

expressed special gratitude to the help of teams serving in accounting, budgets, executive offices, communications, personnel and governmental relations as well as singling out a trainer for her mentorship. Causley noted, "Her lessons on grants and grant management over the last six years have finally paid off!"

The grant calls for hiring a tribal education director, conducting a feasibility study for a tribal education center to provide a comprehensive facility for all of the tribe's education programs and increasing capacity and support for reservation education of children from newborn to 4 years old.

An education director will bring increased control, capacity and leadership in Indian education activities; higher high school participation and graduation rates among Indian students on and off reservations and increased partnerships with public schools and other education entities.

A tribal education center development plan would include spaces for the full array of tribal education programs currently scattered around in separate buildings. The center would feature resource and multi-use rooms, administrative and student worker offices.

An increase in capacity and support for the very young, from newborn to 4 years old, is expected to increase enrollment in tribal childcare services by providing tuition to offset costs.

"Our success in securing this grant was a team effort between



Photo by Rick Smith

From left, planning specialist and lead author on the grant application, Nicole Causley, was helped by Early Childhood Education Programs Manager Anne Suggitt. The duo expressed gratitude for many others who contributed in some fashion to successfully acquiring the grant.

our early childhood education programs, and our planning and grants management team," said tribal board Chairperson Aaron Payment, who is finishing up a master's in education administration and a doctorate in educational leadership.

Payment added, "This is further highlighted by the national level attention the Sault Tribe has created to address improvements for tribal schools and the 92 percent of our youth who attend public schools. The convergence of this award announcement and my appointment by President Obama to the National Advisory Council on Indian Education, will allow the tribe to build internal capacity and model progressive change for improving Indian education

nationally."

Said William Mendoza, director of the White House Initiative on American Indian and Alaska Native Education, "Through these partnerships, we will be putting tribes in the driver's seat by designing culturally responsive programs to help Native children reach their education potential. These efforts will help reduce the achievement gap and make our Indian students more college and career-ready."

Other tribes receiving grants are the Chickasaw Nation of Oklahoma, Nez Perce Tribe of Idaho, Coeur D'Alene Tribe of Idaho, Confederated Salish and Kootenai Tribes of Montana, Leech Lake Band of Chippewa of Minnesota and the Mississippi Band of Choctaw.



**MIIGWECH** — The Anishnaabek Community and Family Services (ACFS) staff expresses their thanks for the countless hours that Bonnie Miller and her mother, Pauline Kraxner, have spent knitting and sewing mittens for the children and families in need. Their efforts are not only greatly appreciated by the ACFS staff but by the children and families they help. This year marks the third year the duo have graciously donated their knitting and sewing creations to ACFS. Miller knits the mittens and her 89-year-old mother sews them together. Mother and daughter then gather their assortment of mittens and deliver them to the Sault from their homes in Bay City and Birch Run, respectively. Kraxner said in her leisure time she likes to give back some of what she has received from her tribe.

## Chippewa Ottawa Resource Authority closes northern Lake Mich. to commercial fishing

The Chippewa Ottawa Resource Authority (CORA) issued an emergency order closing all of northern Lake Michigan to tribal commercial fishing, according to an Oct. 22 news release. The closed area stretches from the Mackinac Bridge west to the Garden Peninsula and then back east to Charlevoix, including the Beaver Islands.

The order prohibits nearly a dozen fishing operations from finishing out the 2015 commercial fishing season, according to the release.

In 2015, the fishermen in the now closed area were allowed to catch up to 350,243 pounds of lake trout. Normally, the operations are allowed to catch 453,000 pounds of lake trout but that number was reduced because in 2014 and 2013 the fishermen exceeded that number. This results in a penalty that reduces the next year's catch, according to the release.

CORA is the commercial fisheries' regulatory body for five Michigan tribes. CORA actively

monitors the fishermen's catch on a bi-monthly basis. Recently, CORA's data indicated that the fishermen were approaching their allowable catch of 350,243 pounds of lake trout. CORA's management body held an emergency meeting Oct. 21 and took the "extraordinary step" of closing the fishery, said the release.

The tribal commercial fishery has not had to be closed due to fishing pressure since 1984 in the early days of Michigan's treaty rights litigation, according to the release.

The reason that fishermen have exceeded their allowable catch is up for debate, according to the release. The U.S. Fish and Wildlife Service's lake trout stocking program in these waters has found recent success, resulting in a significant increase in lake trout numbers. While seemingly a good thing, this has had an unexpected downside for the tribal commercial fishery, said the release.

The USFWS's stocking program is being conducted in such a way that the lake trout

are mingling with the fishermen's primary target, whitefish. Throughout the fishing season, and into the all-important fall whitefish run, fishermen are finding it nearly impossible to target whitefish without also catching significant numbers of lake trout, according to the release. The result is that in order to fulfill their whitefish orders for local markets, and markets abroad, tribal fishers end up harvesting too many lake trout that they otherwise do not want to catch. As a result of the unexpected lake trout catch, the fishery is now closed.

CORA and the U.S. Fish and Wildlife Service, and to a lesser extent the Michigan Department of Natural Resources, have recently been discussing the negative impact of the lake trout stocking program on CORA's ability to harvest whitefish. Opinions vary on what the best course of action should be but this closure has convinced CORA that the issue needs to be addressed immediately, said the release.

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# 2015 White House Tribal Nations Conference highlights

By Rick Smith

The seventh annual White House Tribal Nations Conference took place on Nov. 4-5, at the Ronald Reagan Building and International Trade Center amphitheater in Washington, D.C. The conference provides leaders from the 567 federally recognized tribes the opportunity to interact directly with high-level federal government officials and members of the White House Council on Native American Affairs. Each tribe was invited to send one representative to the conference. Reports indicate about 160 Indian Country leaders participated in the conference along with others.

The first day of the conference was largely for registration and briefings. To start the second day, senior advisor to President Obama, Valerie Jarrett, welcomed attendees and reflected on progress of the Obama administration in working for Indian Country and highlighted programs and initiatives. She mentioned the shoe company Adidas is volunteering to pay for high schools to change mascots based on American Indians.

Assistant Secretary for Indian Affairs Kevin Washburn also welcomed attendees and introduced Secretary of the U.S. Department of the Interior Sally Jewell as a strong advocate for Indian Country.

Jewell thanked attendees for coming and commended individuals and teams in support of the White House and Department of Interior work with Indian



**Sault Tribe board chair, Aaron Payment, with Interior Secretary Sally Jewell at the 2015 tribal nations conference.**

Country. She said the focus of the conference is on Native youth, “We need your help,” she said to a group of Gen-I youngsters in attendance. “You are the future of Indian Country.” She also spoke on a number of issues from climate change to trust reform to the federal budget. Remarking on cabinet officials who have “fanned out” through Indian Country in the last 10 months, she noted Commerce Secretary Pritzker’s recent visit to the eastern Upper Peninsula. Jewell explained that in the waning days of the Obama administration, with only 440 days left, the administration is working on keeping gains intact once the administration ends.

Sault Tribe of Chippewa Indians Board of Directors Chairman Aaron Payment spoke briefly about the tribe before introducing himself. He also spoke on Obama administration accom-

plishments, Indian Country issues, hopes for the future and expressed appreciation for the service of Secretary Jewell and the rest of the Obama administration. Further, he urged Indian Country participation in the coming U.S. election.

Ambassador and U.S. representative to the United Nations Human Rights Council, Keith Harper, introduced Deputy Secretary of the U.S. Department of State Heather Higginbottom who spoke mainly on issues of climate change.

A Gen-I youth delegate and citizen of the Pawnee Nation of Oklahoma, Rory Taylor, spoke on Indian Country education issues.

Attendees saw a screening of an MTV video telling the story of the Gen-I Native Youth Challenge and the Generation Indigenous Program. Afterwards, attendees broke into groups for town hall styled group sessions and, later, three “arm chair” sessions with various cabinet officials discussing various topics.

President Obama spoke with American Indian young people before and after he delivered remarks to conference attendees.

He recapped his administrations advancements in helping Indian Country and pointed out areas where more needs to be done.

He also pointed out he has visited Indian Country more than any other sitting president. Obama commented on challenges faced by young Indians and the development of Generation Indigenous.

Visit [whitehouse.gov](http://whitehouse.gov) for more details and to view videos.

## Kids Christmas Parties

**UNIT I:**

**SAULT STE. MARIE**  
Big Bear Arena (Ages 0-12)  
Dec. 19, 11 a.m.-2 p.m.  
Contact – Jill Lawson  
253-1321

**KINROSS**

Community Kinross Recreation Center (Sponsored by Sault Tribe and Rec Center)  
Dec. 5, 1 p.m.  
Contact – DeeDee Frasure  
495-5350

**UNIT II:**

**DETOUR**  
DeTour Township Hall (Ages 0-12)  
Dec. 12, 10-1 p.m.  
Contact – Lisa Burnside  
484-2298

**HESSEL**

Hessel Tribal Center (Ages 0-12)  
Dec. 12, 10-1 p.m.  
Contact – Lisa Burnside  
484-2298

**NEWBERRY**

Community Action building  
Dec. 10, 4:30-6:30 p.m.  
Contact – Lois Bryant  
293-8181

**NAUBINWAY/ENGADINE**

(VFW) Veteran’s Hall-Engadine (Ages 0-grade 5)  
Dec. 13, 2-4 p.m.  
Contact – Marilyn MacArthur  
477-6604

**UNIT III:**

**ST. IGNACE**  
Kewadin Shores Casino Event Center  
Dec. 6, 1-4 p.m.  
Santa will be there along with food and games.  
Contact – Keith or Bridgett  
Keith Massaway, 643-6981  
Bridgett Sorenson, 643-6981

**UNIT IV:**

**MANISTIQUE**  
Manistique Tribal Community Center  
Dec. 12, 12-3 p.m.  
Contact – Viola Neadow  
341-8469, ext. 29516

**ESCANABA**

Willow Creek Professional Building  
Dec. 13, 12-3 p.m.  
Contact – Viola Neadow  
341-8469, ext. 29516

**UNIT V:**

**MARQUETTE**  
NMU University Center, Peter White room (Ages 0-14)  
Dec. 19, 1-3 p.m.  
Contact - Joe Gray  
(866) 279-8323

**MUNISING**

Munising Tribal Center, Community Room (Ages 0-14)  
Dec.12, 1-3pm  
Call the Munising Tribal Center to sign up your children.  
387-4721

## Chairperson’s benefit raffle for tribal kids Christmas parties

Enter the chairperson’s Christmas raffle for a chance to win a \$500 shopping spree!

- First prize: \$500 cash.
- Second prize: \$300 cash.
- Third prize: \$200 cash.

All proceeds benefit the Sault Tribe childrens’ Christmas parties.

Tickets available at all Kewadin gift shops and Hessel’s bar or by calling the chairperson’s office at (906) 635-6050. Please bring tickets to the draw barrel in

the gift shop.

The drawing will take place 6 p.m., Monday, Dec. 21, 2015, at the Kewadin art gallery in the Sault. Tickets cost \$5 each.

This raffle is authorized by the Tribal Gaming Commission. Contestants do not need to be present to win.

Contestants must fill out entire ticket. Winner is responsible for all applicable taxes associated with prizes.

(STR-038-15)

## Sault Ste. Marie Tribe of Chippewa Indians employment opportunities

**(866) 635-7032 or [stemployment@saulttribe.net](mailto:stemployment@saulttribe.net)**  
**[www.saulttribe.com](http://www.saulttribe.com)**

**Sault Ste. Marie and Kincheloc**

Diabetes program manager – full time/regular – open until filled

Staff pharmacist – full time/regular – open until filled

Project coordinator – full time/regular – open until filled

Economic Development director – full time/regular – open until filled

Nurse practitioner/physician assistant – on call – open until

filled

Child care instructor – full time/regular – 11/25/15

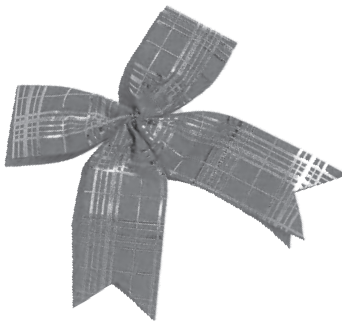
**Hessel, St. Ignace, Escanaba, Manistique, Munising and Newberry**

Community Health nurse (St Ignace) part time/regular – open until filled

Chief solo dentist (Manistique) – full time/regular – open until filled

Dietician (St. Ignace) – full time/regular – open until filled

# Sault Tribe Elders 2015 Christmas Parties



### Save the Date!

For Elders 60 and over  
Please mark your calendars for the upcoming 2015 Elder Holiday Meals!

Units I, II and III – Sault Ste. Marie, St. Ignace and Hessel  
Tuesday, Dec. 8, doors open at 11 a.m., meal at noon  
Dream Makers Theater  
Please RSVP to Elder Services, 635-4971 or (888) 711-7356

Unit II – Newberry  
Friday, Dec. 18, open at 12 p.m., eat at 1 p.m.  
American Legion, Newberry

Unit II – Naubinway  
Date and Location: TBA\*

Unit IV – Manistique  
Thursday, Dec. 3, 6 p.m.  
Manistique Tribal Center

Unit V – Marquette  
Thursday, Nov. 12, 6 p.m.  
Holiday Inn

Unit IV – Escanaba  
Thursday, Dec. 10, 6 p.m.  
Chip-In Casino  
Please RSVP to Viola Neadow, 341-8469

Unit V – Munising  
Monday, Dec. 14, 6 p.m.  
Munising Tribal Center  
Please RSVP to Kim Swanberg, 387-4795

\* As of 11-12-15



# Sault Tribe Law Enforcement receives two large public safety grants from the U.S. DOJ

By BRENDA AUSTIN

Sault Tribe Law Enforcement was recently awarded two grants from the Department of Justice; the 2015 Community Oriented Policing Services (COPS) Tribal Resource Grant through the Department of Justice Coordinated Tribal Assistance Solicitation Program for \$501,913 and the 2015 SMART Office, Adam Walsh Act, Implementation/Continuation Grant for \$144,066.

According to Office Manager Lona Stewart, the COPS grant will be used to purchase new patrol vehicles, computers, uniforms and equipment for officers, pay for required training for all officers, first aid kit supplies, including AEDs and AED batteries, communications systems such as mobile data terminals, a new reporting system, and video conferencing technology upgrades, among others.

Sault Tribe Law Enforcement Chief Bob Marchand, said, "These grants are instrumental in keeping us on pace with other police departments in the state of Michigan. The supplies, training, equipment and vehicles the grant provides are vital items that we now don't have to go

to the board and ask for. To have these dollars come in so we can do those things is big."

Marchand said that generally the COPS grant is for public safety and community policing, but the tribe's police department is unique because officers also do conservation enforcement. "We outlined our conservation efforts in some of our past grants and were successful in getting conservation boats and trucks. Not only did we enhance public safety, but also our conservation is now benefiting," he said.

A second 28-foot conservation boat was recently purchased with funds left over from the 2011 COPS grant and will be stationed in St. Ignace to be used in the straights area in northern lakes Huron and Michigan.

Stewart said, "When we are buying new vehicles and have old ones with high mileage, with Department of Justice approval, we use them as trade in vehicles to get a better price on the new ones. With the 2011 COPS grant, the department was able to replace almost their entire fleet of patrol vehicles. Under the new three-year grant we will be replacing four patrol cars,

four patrol SUVs and a conservation truck."

Acting Associate Attorney General Stuart F. Delery, said, "For the past five years, the CTAS program has helped tribes develop their own comprehensive approaches to making their communities safer and healthier. CTAS grants have funded hundreds of programs to better serve crime victims, promote community policing and strengthen justice systems. This year's awards also support efforts to reduce domestic and dating violence and promote wellness and healing for tribal youth, among many other programs."

The second grant the department received recently, the 2015 Adam Walsh Implementation Support grant, was awarded for over \$145,000 and provides funding for salary for the Sex Offender Registration and Notification Act (SORNA) Project Coordinator, officers supplies to include postage for mailing community notifications and sex offender communications, licensing for the shared database between law enforcement, tribal court, and the prosecutors office, travel for training and sex offender management

symposiums, and others.

SORNA Project Assistant Latisha Willette said that most of the funds from the Adam Walsh grant go to support her position with the tribe to keep track of sex offenders who work for the tribe, reside in Demwating Development in Kincheloe, or in some of the tribe's conveyed homes, and any convictions in tribal court. "We have a total of 19 registered offenders who work for the casino, reside on tribal property, or who have been convicted in tribal court," she said. "We are very lucky that they are compliant; most of them are on the state site and have been registered for a long time."

Willette said she just handled her first sex offender conviction through tribal court, which is a completely different process for those offenders who are used to registering with the state. "This gentleman is going to be reporting to us for the rest of his life. He also has to report to the city or county depending on where he lives. The state is letting more local jurisdictions handle SORNA registrations because it relieves some of the burden from them so the Michigan State

Police SOR Unit can track down those who are non-compliant," she said. Sex offenders convicted in tribal court now have to register with both the state and tribal court.

In other news, the department (located on the tribe's reservation next to the Midjim Convenience Store and gas station) will be undergoing some physical changes this spring. The Department of Justice 2014 Office of Justice Programs/Bureau of Justice Assistance through the Coordinated Tribal Assistance Solicitation awarded \$991,394 in funding to expand existing law enforcement and tribal court areas by adding secure holding cells, a secure vehicle sally port and connecting hallway to allow for the safe holding and transport of inmates to their court appearances. Funding will also be used to purchase security equipment to monitor the holding area.

Marchand said the department's goal is to enforce public safety law throughout Indian country and the tribe's reservation lands and these grants are a primary reason why they are so successful at being able to do so.

## DOJ sues social services agency for alleged discrimination on Pine Ridge Reservation

WASHINGTON, D.C. – The U.S. Department of Justice recently filed a lawsuit against the South Dakota Department of Social Services (DSS) alleging that at its Pine Ridge Reservation office, the state agency repeatedly discriminated against American Indian job applicants because of their race, in violation of Title VII of the Civil Rights Act of 1964.

The lawsuit, filed in the U.S. District Court for the District of South Dakota, alleges that in failing to select well-qualified American Indian applicants for several positions in DSS's Pine Ridge Reservation office, the state agency engaged in a pattern or practice of discrimination and violated Title VII of the Civil Rights Act of 1964, a federal statute that prohibits employment discrimination on the basis of sex, race, color, national origin and religion.

"Federal law provides all Americans with equal opportunity to compete for jobs on a level playing field free from racial discrimination," said Principal Deputy Assistant Attorney General Vanita Gupta, head of the Civil Rights Division. "When employers discriminate against qualified job applicants because of what they look like or where they come from, they violate both the values that shape our nation and the laws that govern it."

According to the complaint, in October of 2010, Cedric Goodman, an American Indian with supervisory experience as a social worker, as well as several other well-qualified Indians, applied for an employment specialist position at DSS's Pine Ridge office. The complaint alleges that after interviewing Goodman and the other Indian candidates who met the employ-

er's objective job qualifications, DSS removed the vacancy and hired no one. The next day, however, DSS reopened the position and ultimately selected a white applicant with inferior qualifications and no similar work experience. The complaint alleges that DSS discriminated against Goodman and other similarly-situated American Indian applicants based on their race.

In addition, the complaint alleges that denying Goodman's application was part of a pattern or practice of race discrimination by DSS, where the agency repeatedly removed job postings and used subjective, arbitrary hiring practices to reject qualified American Indian applicants for specialist positions.

Over a two-year period beginning in 2010, DSS posted 18 specialist vacancies for its Pine Ridge Reservation office. Even though the agency

received nearly 40 percent of its applications from American Indians, DSS hired 11 whites and only one American Indian, while removing six other openings entirely.

The lawsuit seeks declaratory and injunctive relief requiring DSS to implement employment policies, including fair applicant screening and interviewing practices that prevent racial discrimination in hiring. The United States will also seek to obtain "make whole" relief, including monetary damages, for Goodman and other similarly situated individuals.

"The facts obtained during the investigation by the EEOC are disheartening," said Julianne Bowman, Chicago District director. "We are pleased that the Department of Justice is filing a lawsuit to resolve the injustices uncovered."

Goodman originally filed a

charge of race discrimination with the Equal Employment Opportunity Commission (EEOC). The EEOC's Minneapolis Area office, in the Chicago District, investigated the matter and found reasonable cause to believe that DSS discriminated against Goodman and a class of American Indian applicants. After unsuccessful conciliation, the EEOC referred the matter to the Justice Department.

The Justice Department's Civil Rights Division brought this lawsuit as part of a joint effort to enhance collaboration between the Justice Department and the EEOC in the vigorous enforcement of Title VII. Additional information about the division, including a copy of the complaint, can be found online on its website at [www.justice.gov](http://www.justice.gov).

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Jennifer Dale-Burton.....Editor  
Brenda Austin.....Staff Writer  
Rick Smith.....Staff Writer  
Sherrie Lucas.....Secretary

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.

Win Awenen Nisitotung is funded by the Sault Ste. Marie Tribe of

Chippewa Indians and is published 12 times a year. Its mission is to inform tribal members and the public about the activities of the tribal government, membership programs and services and cultural, social and spiritual activities of Sault Tribe members.

Win Awenen Nisitotung, in Anishinaabemowin, means, "One who understands," and is pronounced "Win Oh-weh-nin Nis-toe-tuhng."

See our full, online edition at [www.saulttribe.com](http://www.saulttribe.com).

**Subscriptions:** The regular rate is \$18 per year, \$11 for senior citizens and \$30 to Canada. Please

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# Tribes may opt out of Secretarial elections

BY RICK SMITH

U.S. Department of the Interior (DOI) Bureau of Indian Affairs (BIA) Assistant Secretary Kevin Washburn recently announced the DOI "finalized updates" on BIA procedures for Secretarial elections conducted on behalf of American Indian tribes.

Essentially, after years of consultation with tribal officials and members, the new rule provides an avenue for individual tribes to end DOI involvement in their governance.

According to the BIA, Secretarial elections are federal elections conducted by the Secretary of the Interior for federally recognized tribes in situations stipulated in federal or tribal statutes.

Among other details, the new rule explain the mechanism tribes may use to eliminate the need for Secretarial elections for future amendments to governing documents adopted under federal statute. Further, the DOI encourages tribes to remove the requirement for Secretarial elections in the interest of tribal sovereignty and self-determination.

The new rule went into effect on Nov. 18, 2015.

According to the Federal Register, tribes must conduct a Secretarial election to remove the requirement for Secretarial elections from tribal governing documents.

The rule indicates tribes reorganized under the Indian Reorganization Act (IRA) may

amend governing documents to remove the need for Secretarial approval of future amendments.

The DOI encourages ending its involvement to "remove vestiges of a more paternalistic approach toward tribes.

Once the requirement for Secretarial approval is removed through a Secretarial election, Secretarial approval of future amendments is not required, meaning there will be no future Secretarial elections conducted for the tribe, and future elections will be purely tribal elections, governed and run by the tribe rather than BIA.

Additionally, without a requirement for Secretarial approval, tribal constitutions will no longer be governed by the other election related requirements of the IRA, such as the minimum number of tribal voters to make an election effective. Such matters will be governed by tribal policy decisions rather than federal ones."

The rule also sets procedures for Secretarial elections, including requirements for members of tribes to petition for such elections. It specifically lists what must be included in election requests from individual members of tribes or tribal governments, establishes the BIA will defer to tribal interpretation of their own documents, clarifies any member of a tribe aged 18 or older and otherwise eligible may vote and stipulates the BIA covers costs of Secretarial elections either through contracts or compact

funding.

In addition, the rule lays out steps for Secretarial elections in getting technical assistance, establishing an election board, providing notices, registration, compiling voters lists and challenging such lists, counting ballots, certifying election results and challenging results.

Washburn indicated the new rule also protects the rights of tribe members who live away from their communities to vote

in Secretarial elections through balloting by mail. "The United States has a moral obligation to preserve connections between Indian people and their tribes that it once sought to destroy," Washburn noted in an announcement. "For the future of Native nations and the health of Indian Country, American Indians in urban areas must work harder to maintain connections with their tribes. One important aspect of that relationship is participation

in the civic and political life of their tribal governments. For that reason, our Secretarial election amendments seek to prevent tribal members living in urban areas from being inadvertently disenfranchised in Secretarial elections."

According to the DOI, the rule has been in development for many years and in consultation with tribal leaders and an extended public comment period that ended last January.

# Adidas volunteers to help high schools change Indian mascots

### SPORTS WEAR COMPANY HELPS IN DESIGN AND FINANCIAL SUPPORT

BY RICK SMITH

The announcement was so low key it almost went without notice. Using the seventh annual White House Tribal Nations Conference as a platform on Nov. 5, the Adidas sport apparel corporation, announced its new voluntary initiative to help any U.S. high school to change potentially harmful logos or mascots based on American Indian imagery or symbolism. The announcement came in a mention of gratitude for the initiative to attending Adidas executives by White House Senior Advisor Valerie Jarrett.

According to Adidas, the offer includes free design resources and financial support to help cover costs associated with replacing mascots, nicknames, imagery or

symbolism based on American Indians. Further, the company indicated intent to be a founding member of a coalition to address the use of American Indians as mascots in sports.

"Today we are harnessing the influence of sports in our culture to lead change for our communities," said Eric Liedtke, an Adidas Group executive board member, in a release. "Adidas is proud to provide a pathway for high schools and communities who want to create new identities." Adidas is a global corporation based in Germany.

Added Mark King, president of Adidas Group North America based in Portland, Ore., "High school social identities are central to the lives of young athletes, so

it's important to create a climate that feels open to everyone who wants to compete. But the issue is much bigger. These social identities affect the whole student body and, really, entire communities. In many cities across our nation, the high school and its sports teams take center stage in the community and the mascot and team names become an everyday rallying cry."

According to the release, about 2,000 high schools out of 27,000 across the country have mascots or use images that displease many American Indian communities.

Adidas noted that high schools interested in changing mascots should email [mascotchange@adidas.com](mailto:mascotchange@adidas.com).

## PROGRESSIVE BLOWOUT

KEWADIN ST. IGNACE

Earn entries Nov. 10-Dec. 9  
We're giving away \$15,000 CASH!

## 30<sup>TH</sup> ANNIVERSARY

KEWADIN SAULT STE. MARIE

Earn entries Nov. 10-Dec. 5  
We're giving away \$40,000 in CASH!

## HOLIDAY CANATHONS

KEWADIN MANISTIQUE, HESSEL AND CHRISTMAS

Turn in 3 non-perishable canned goods to Northern Rewards and

Receive \$5 in Kewadin Credits!

Dates may vary. Please see Northern Rewards for all the details.

## BUCK STOPS HERE

KEWADIN MANISTIQUE

November 15-21

We're giving away over \$11,000 in credits and prizes!

## TOURNAMENTS

\$15,000 Cash/Credits Spin to Win

KEWADIN SAULT STE. MARIE

Jan. 29-31, 2016

BEGINNING JANUARY 2016

Weekly Craps, Roulette & Blackjack Tournaments

## YESTERDAY

A TRIBUTE TO THE BEATLES



Saturday, November 21

Show Starts at 8p.m.

Sunday, November 22

Show Starts at 4p.m.

SAULT STE. MARIE DREAMMAKERS THEATER

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# Listening sessions yield report on Native school experiences with students and teachers

By RICK SMITH

The U.S. Department of Education recently released a first of its kind, 52-page report on listening sessions conducted during 2014-15 with American Indian students, teachers and associates at nine sites across the country to gather first-hand testimony on their experiences in schools. The Department of Education Office for Civil Rights and the White House Initiative on American Indian and Alaska Native Education conducted the sessions with a total of over 1,000 people in Franklin, Wisc., Anchorage, Alaska, La Crosse, Wisc., Troy, N.Y., Los Angeles, Calif., Oklahoma City, Okla., East Lansing, Mich., Tulsa, Okla., and Seattle, Wash.

According to the report, the sessions collected information about a variety of challenges regarding school atmosphere, including social climate, bullying, student discipline, American Indian imagery and symbolism and implications of all of these issues.

Students and others participating in the sessions were asked for honesty in sharing their stories. The report notes the moderator of the sessions in Alaska advises participants, "You just have to be you, and you just have to be real. The only way to change things is

to hear from real people."

Executive Director William Mendoza of the White House initiative summarized findings in a letter included in the report, "We met with students, teachers and their advocates across the nation to hear their stories and experiences firsthand. Through their tears, hurt and anger, participants voiced their concerns regarding the conditions they experience in schools and institutions of higher education. They shared that, for a variety of reasons, school environment improvement efforts are not reaching Native American youth."

He noted many issues remain unaddressed, including harm caused by sports mascots and logos fashioned after antiquated stereotypes of American Indians. Additionally, participants indicated that when attempts are made to address concerns or seek recourse for harm, they frequently get dismissive or hostile responses.

"Native youth, parents and advocates say they are alone in their efforts to address these issues and that circumstances are often unbearable," Mendoza added. "They asserted that the failure to address these concerns limits our Native youth opportunities and life outcomes. This, they say, ultimately is detrimental to their tribes, states and our

nation as a whole."

The report makes four recommendations for action by the federal government and eight recommendations pertaining to states and local school districts.

Recommended federal measures:

- Identification and sharing positive community practices in current school programs as models for making changes among grantees funded by the U.S. Department of Education.

- Officials of the Education Department Office for Civil Rights and the White House initiative should conduct outreach functions on the process for filing civil rights complaints as well as providing easy access to associated procedures and resources for parents and students.

- The Education Department Office for Civil Rights should seek methods of guiding schools, colleges and universities away from employing potentially harmful American Indian imagery and symbolism in sports mascots and logos as well as elsewhere.

- Encourage states and school districts to improve self-identification of American Indian ethnicity by students by using subcategories reflecting "two or more races."

Recommendations to states and school districts:

- Support American Indian language revitalization and preservation and their express worldviews expressed through curricular and extracurricular programs and credit-bearing coursework.

- Establish school discipline policies such as "peer-to-peer mediation and restorative justice" to avoid inequity in suspensions and expulsions.

- Train teachers and staff nationwide in complete cultural competence so that they can better understand the worlds of American Indian students.

- Train teachers, staff, students and families on recognizing, promptly and effectively addressing bullying and provide support to victims.

- Promote accurate instruction on American Indian history and culture to all school staff and invite engagement of parents of Indian students and tribal leaders to interact with students.

- "Analyze mascots and imagery. States and local school districts should consider the historical significance and context of Native school mascots and imagery in determining whether they have a negative effect on students, including Native American students. States and districts should also work

with schools to develop and implement actions to change potentially harmful imagery and symbolism present in their student environments."

- Promote better understanding of disadvantages Indian students may face such as inadequate facilities and transportation and develop flexible policies and resources to help support those students.

- Train educators on distinguishing students with American Indian language differences from students with disabilities.

"If we are going to live up to our promise as a nation where every child truly has fair shot at success, we have to do more to improve opportunities and educational outcomes for Native youth," Mendoza said in announcement. "The listening tour revealed too many stories of school environments that rather than building on the strengths of Native youth, are stifling their potential. We need to ensure that every student has a supportive and a safe environment."

The report can be viewed at [sites.ed.gov/whianiane/files/2015/10/school-environment-listening-sessions-final-report.pdf](http://sites.ed.gov/whianiane/files/2015/10/school-environment-listening-sessions-final-report.pdf).

## Mandoka added to Michigan Pipeline Safety Advisory Board

**"Michigan's tribal governments play a vital role in the preservation of our state's world-class resources."**

— **Michigan Governor Rick Snyder**

LANSING, Mich. —Homer A. Mandoka, chairperson of the Nottawaseppi Huron Band of the Potawatomi, was added to the Michigan Pipeline Safety Advisory Board on Nov. 5, according to a press release.

Executive Order 2015-14 rescinds and reissues Executive Order 2015-12, which originally created the Pipeline Safety Advisory Board in September. The update accounts for the addition of a board member representing an elected official of a tribal government located in Michigan that is eligible to receive services from the U.S. Bureau of Indian Affairs.

"Michigan's tribal governments play a vital role in the preservation of our state's world-class resources," Snyder said in the release. "I am confident Chairman Mandoka's passion and work ethic will be an asset to the board and I thank him for his willingness to help ensure our lakes, streams and rivers are protected for years to come."

Mandoka is chairman of the Nottawaseppi Huron Band of the Potawatomi and president of the United Tribes of Michigan. He was recognized as the 2013 "Tribal Leader of the Year" by the Native American Finance Officers Association and served with the Bronson Police Department. Mandoka is FEMA certified in emergency management and is passionate about safe petroleum transportation. The Nottawaseppi Huron Band of the Potawatomi's ancestral homelands include the Kalamazoo River basin where the tribe was an integral part of the Kalamazoo River cleanup following the 2010 BP oil spill.

The board's previously appointed members include industry, environmental and conservation representatives, cabinet members and members of the public. They will continue serving until their terms expire on Dec. 31, 2018. Their appointments are not subject to the advice and consent of the Senate, according to the release.

The now 16-member Pipeline Safety Advisory Board is charged with advising state agencies on matters related to pipeline routing, construction, operation and maintenance. Its creation was one of 13 recommendations included in the Michigan Petroleum Pipeline Task Force's July report, said the release.

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# Hautamaki tackling slurs at son's school

BY RICK SMITH

Just as the State of California nudged the country toward a bit more maturity in the 21<sup>st</sup> Century by becoming the first state to ban schools from using disparaging American Indian sports mascots and names such as the "Redskins," attorney and Sault Tribe member Jared Hautamaki of Silver Spring, Md., is engaging education officials over a similar issue at his child's school. An issue, it seems, that could be settled by simply adhering to the school's dress code.

While various organizations lead protests at pro sports stadiums against mascots mocking American Indians and legislators in the halls of Congress bandy about legislation against the name of the Washington, D.C., National Football League (NFL) franchise, Hautamaki is pushing the Highland Elementary School Board, Montgomery County education officials and, next, Maryland's Board of Education to ban displays of that same

NFL team's name and logo at Highland Elementary, his son's school.

According to Hautamaki, the Montgomery County Board of Education banned school mascots based on American Indians in 2001. The school's dress code reads, "Students are expected to wear appropriate clothing to school. Clothing that offends others or disrupts learning is inappropriate. Clothing that includes references to gangs, drugs, alcohol and sex is not acceptable." With all that, when he dropped his son off at Highland Elementary for his first day of kindergarten, he noticed the school's principal, Scott Steffan, and other school staff, including his son's teacher, wearing clothing emblazoned with the controversial name and logo of the Washington, D.C., NFL franchise — the Washington Redskins. Seeing this on the first day of his son's formal education angered Hautamaki, he didn't want to provoke a



Jared Hautamaki

confrontation on the first day of school with students around, but he mentioned his displeasure to Principal Steffan in passing as he left.

"I went out for a 12-mile run that afternoon to try and calm down," Hautamaki noted, "and when I returned, I sent a message to the principal, board of education and Robert McCartney

from the *Washington Post*, with whom I had spoken on the topic last year."

The message recounted the incident at the school and pointed out that, as educators, all concerned should be "aware of the of the psychological impact that Native American mascots have not only on Native American students, but the silent approval that is exhibited when a person in a position of authority such as yourself wears merchandise of the local NFL team exhibiting a racial slur on it's sleeve shows to the students that dehumanizing Natives is acceptable behavior."

Hautamaki went on to identify himself as an enrolled member of Sault Tribe, past president of the Native American Bar Association of Washington, D.C., and someone who has years of experience in working on diversity issues in education and deeply involved in raising Native issues, and all he seeks is an extension of the 2001 county ban on mascots based on American Indians extended to the dress code for both students and staff.

Further, Hautamaki offered to make himself available to speak with students about American Indian history, culture and current legal issues facing Indian Country.

The Sault Tribe member received no response to his message and no response again to a second message. "At that point I checked the board of education's website for upcoming meetings and there was an agenda item on Native American Heritage Month at which point I decided to testify and suggest that if they really wanted to honor us, that they reconsider their dress code in light of the federal court upholding the trademark invalidation for being offensive," Hautamaki noted.

A letter was submitted to the board of education on behalf of several parents of Highland Elementary students indicating they are in favor of displays of the NFL franchise's name and logo, "This is not just about the Redskins team or the word. None of us are trying to dehumanize Native Americans but rather demonstrating our American love of football. For many, supporting the Redskins team is part of our culture and tradition." The letter goes on to add, "Most team names in sports have the potential to offend someone. But being offensive is not a crime, and being offended does not make you a victim. If you don't like the Washington Redskins, then don't support them. That's the American Way!"

Interim Superintendent of Schools Larry A. Bowers responded to Hautamaki in a

polished letter that essentially told him while the Montgomery County Public Schools have a commitment "to creating a welcoming environment for our students and their families," and while this complaint has been raised in the past, he should work out a satisfactory resolution with the school's principal. "My staff has spoken with your principal, Scott Steffan, about this issue and I hope you will continue to work in a collaborative manner with him and the staff at Highland Elementary School. It is important that our staff and our parents demonstrate to our children that we can disagree with one another and still be respectful and kind."

According to information posted by Highland Elementary, the school is in Silver Spring, Md., about 12 miles north of Washington, D.C., and "is home to a culturally diverse population of 530 students in pre-K through fifth grade," which, of course, includes students of American Indian ancestry. The stated vision for the school is to provide a diverse, multicultural environment to provide students with the best possible education, "Our students are expected to be respectful, responsible and ready to learn" with a focus that includes self-discipline and respect for others as well as a positive learning and working environment.

At press time, while the situation gathers more media attention, including a piece in *The Baltimore Sun*, it appears Highland Elementary school policies apply to everyone except sports fans. One reason for the widespread apathy or lack of concern in giving some kids some basic dignity in this case is that most of the folks involved are likely well insulated from the controversy over the use of mascots based on American Indians and the harm it generates. Anyone who would like to help the principal become better informed on the subject could do so by sending mail to Scott Steffan, 3100 Medway St., Silver Spring, MD 20902, phone (301) 929-2040 or send email to [scott\\_steffan@mcpsmd.org](mailto:scott_steffan@mcpsmd.org).

Hautamaki indicated he was admitted to the Supreme Court Bar on Nov. 2 as part of the Native American Bar Association D.C. and spoke with the executive director of the Native American Rights Fund (NARF), John Echohawk, who made the motion for admission. "I spoke with him about the issue and sent a request for assistance to NARF," said Hautamaki. Regarding the situation at the school, "So, no movement yet, but I'll keep after them."

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# November elder in the spotlight: Donald Andress

By Emily Higbee

Six years ago, in January of 2009, Donald “the Duck” Andress made the trip to Washington, D.C. to give a one-of-a-kind donation to the Smithsonian Institution. Accompanied by a group of family and friends, Mr. Andress met with Kevin Glover, director of the National Museum of the American Indian to personally present one of his hand-crafted walking sticks.

According to Mr. Andress, he was told it had been a long time since anyone had personally brought a donation to the museum. However, this was an important trip for him as his walking stick not only represents American Indians throughout the Midwest, but also his own personal history.

The craftsmanship associated with the walking sticks is a tradition and technique that has been passed down through Mr. Andress’s family for hundreds of years. Its origins can be traced back through seven genera-

tions to Chief Big Head in the early 1600s, and his son Chief Mackinac, chief of the Northern Nation of Indians (1695). Mr. Andress himself began learning the tradition at the age of six from his own grandfather, Thomas Andress, a carpenter at Mackinac Island State Park in the 1930s. He would join his grandfather on treks through the forests of Mackinac Island to gather balsam wood for the walking sticks. He is now passing the tradition down to his own son, Jamie.

The process of crafting the sticks begins during the months of May and June, which is the only time the tree sap is running and the branches can be properly braided. After carefully selecting a young balsam tree, Mr. Andress will strip the tree to expose the wood underneath. His grandfather would leave the bark on his walking sticks. However, Mr. Andress believes stripping it gives the piece a more polished look.

After removing the bark, he

carefully bends the branches downward and weaves them around the base of the stick. He then ties the woven branches in place with string and hangs it up for six weeks so that it can fully dry. After this period, the strings can be removed as the sap underneath the bark acts as an adhesive and the branches will remain pressed against the stick.

Any carving Mr. Andress chooses to do on the walking stick is done before he places a final finishing coat of tung oil on the stick so that it protects the woods and helps it retain its shine. He uses different materials to decorate the walking sticks, such as strips of leather, colorful beads and painted straight pins. Sometimes, he’ll place ornamental figures of animals on top of his walking sticks or he’ll carve an object out of redwood for the top because, he says, the wood isn’t as grainy.

The walking stick Mr. Andress donated to the Smithsonian is about three feet in height and has three sets of twisted limbs,

which represent his grandfather, great grandfather and himself. The stick is decorated with a rounded top, handmade wooden beads attached with leather bands, a turtle figurine and a small tobacco bag filled with sawdust from making the stick. On one side of the stick, Mr. Andress burned “Mackinac Island, MI” and carved “By Don ‘the Duck’ Andress” on the other side. According to the Smithsonian, “This tradition has been done in the same fashion for over three hundred years and is a great example of Midwestern American Indian artwork.”

Besides being well regarded for his walking sticks, Mr. Andress is also known by the Mackinac Island community as the leader of the island’s annual lilac festival parade. He has been leading the parade every June for over forty years, but he has lived on the island his whole life and is a proud member of the Sault Ste. Marie Tribe of Chippewa Indians. Mr. Andress is the son of Joseph Andress, a handy-

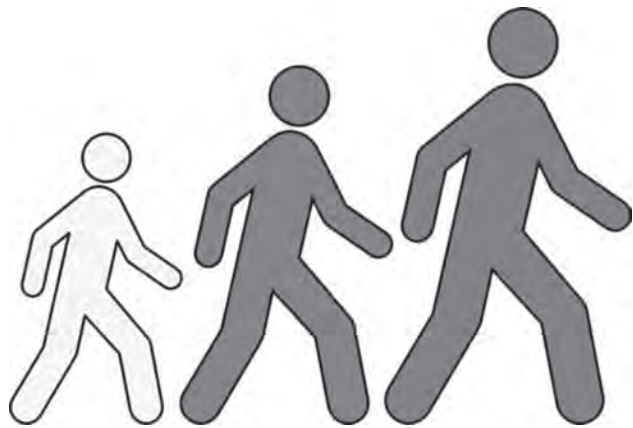
man and prizefighter, and Ruby Perault Andress, a bartender at Horn’s Bar and laundress for the Moral Re-Armament movement. He grew up with four brothers and two sisters.

Mr. Andress attended the Thomas Ferry School through eighth grade before attending the all-boys school, Boysville, in Macomb County. It was there that he picked up boxing and earned his nickname “the Duck,” as he was good at ducking punches in fights. He earned his high school diploma in the army where he served from 1958-1960 with the 23<sup>rd</sup> Combat Engineers. During the Korean War, he was stationed in Germany and Czechoslovakia. Upon leaving the military, he spent 16 seasons at the Grand Hotel working as a carpenter.

Mr. Andress is a much loved and respected member of the community, and it is with pride that we celebrate his achievements.

*Higbee is a VISTA volunteer for Sault Tribe Elder Service.*

## Bimosay Mino Bimodizeewin (Walking for Good Life Club)



Chi Mukwa Community Recreation Center

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The walking club allows participants to have gentle, low-impact exercise in a relaxed and friendly environment complete with a nurse on staff to monitor vital signs and help folks to reach fitness goals.

## Sault Elders Pie Sale!

Wednesday, Nov. 25  
at the Sault Tribal Health Center,  
from 8 a.m. to noon - or until sold out.

## Elders’ holiday meals

Save the date! Please mark your calendars for these coming elders’ holiday meals.

**Units I, II and III** – Sault Ste. Marie, St. Ignace and Hessel – Tuesday, Dec. 8, 2015, noon at the DreamMakers Theater. Please RSVP to Elder Services at 635-4971 or (888) 711-7356.

**Unit II – Newberry** – Dec. 18, 2015, noon, eat at 1 p.m. at the American Legion hall.

**Unit II – Naubinway** – Time and location to be determined.

**Unit IV – Manistique** – Dec. 3, 2015, 6 p.m. at the Manistique Tribal Center.

**Unit IV – Escanaba** – Dec. 10, 2015, 6 p.m. at the Chip-In Casino. Please RSVP to Viola Nedeaw at 341-8469.

**Unit V – Munising** – Dec. 14, 2015, 6 p.m. at the Munising Tribal Center. Please RSVP to Kim Swanberg at 387-4795.

**Unit V – Marquette** – Nov. 12, 2015, 6 p.m. at the Holiday Inn.



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# Stakeholders in local food systems gather for information sharing and community connections

BY BRENDA AUSTIN

More than two dozen people came together recently at Lake State's Cisler Center to talk about local food systems. Growing, marketing, distributing, branding, and eating local food is not only good for your health, but also brings everyone "Together at the Table" to understand our local food systems and provide face-to-face connections and discussion.

Community Food Systems Educator Michelle Walk from Michigan State University Extension and Natasha Lantz of the Marquette Food Co-op were the co-leaders of the two-hour summit sponsored by the U.P. Food Exchange (UPFE).

The Exchange is a partnership between the Marquette Food Co-op and MSU Extension in support of local food activities taking place within the three U.P. regions. The western food hub is coordinated by the Western U.P. Health Department, with Michelle Walk representing the eastern region and Lantz the central region.

Those in attendance included local farmers, businesses, economic development, chefs, consumers, War Memorial Hospital, state agencies and MSU Extension. During the two-hour discussion a wide range of ideas were brought to the table, including what participants would like to see presented at the 2016 U.P. Local Food Extravaganza being planned for July 30 at the MSU Extension farm in Chatham. Suggested topics for break out sessions, training and hands on activities included a seminar on home butchering and demonstrations from packing vendors on what is available and how to use it.



Photo by Brenda Austin

More than two-dozen people came together recently at Lake State's Cisler Center to talk about local food systems.

Walk said, "This is an opportunity to bring stakeholders together and update them on what's going on and help people make connections with each other around the food system and the pieces they are involved in, whether it be growing food and selling it to restaurants or institutions, to having a project on their farm that they need help with, or somebody that is a potential buyer of local produce that needs assistance with that."

This meeting, she said, would set the stage for some updates and opportunity for input for what they are planning for next year.

"We will have regional break-out summits again next fall with the shorter format because we think those local connections are extremely important," she said.

Both Walk and Lantz encouraged those in attendance to begin

using the online marketplace, which can be found by visiting their website at [www.upfoodexchange.com](http://www.upfoodexchange.com). The Marketplace can assist farmers to market and sell their products and is an efficient way for businesses and institutions to purchase those same products.

Zach Schroeder, Program Director at the Les Cheneaux Culinary School, said he was at the meeting to learn about progress in the local food system and things the school can do to help.

"We always want to bring in as much local food as possible and I am always interested in improving seasonality. The longer the harvest season is, the more food we can bring into our program year round that we can have the students work with as well as sell to the public," he said.

"We purchase about 90 per-

cent of our products within the state of Michigan, and 60 percent of everything we buy is within the local range of two or three counties. We buy from farmers, fish markets, and a local chicken farm, Dutcher Farm, raises 300-400 chickens a year for us," Schroeder added. "A good range of diverse high quality agricultural products in the area is more likely to be noticed by tourists and others."

For some farmers the problem isn't finding customers, but keeping up with demand.

A Stalwart man said to run his family farm successfully he needs to have another job to pay for health insurance and bills. He said that in order to increase production he would either have to quit his other job or hire employees — which many local farmers are reluctant to do.

Another attendee, Joanne Umbrasas specializes in raising meat goats and said she has difficulties in overcoming the reluctance of North Americans to eat what the rest of the world readily consumes. She has formulated a strategy that she hopes will boost demand by providing samples at county fairs.

The group also discussed the possibility of U.P. branding to identify local products, but there was some concern that this could have a negative impact if standard foods were bearing the same sticker or logo. The consensus was it might be a good idea, provided there are guidelines established to obtain the designation.

To learn more about the Exchange, visit [www.upfoodexchange.com](http://www.upfoodexchange.com), or call (906) 225-0671 ext. 711, or email: [info@upfoodexchange.com](mailto:info@upfoodexchange.com).

## Commercial fish processors encouraged to register for certification

FROM MICHIGAN SEA GRANT

A seafood hazard analysis critical control point (HACCP) training course coordinated by Michigan Sea Grant, Michigan State University Extension and the Great Lakes Indian Fish and Wildlife Commission, is set for Dec. 8-10, 2015, at the Ojibwa Casino Resort in Baraga, Mich. The cost is \$115.

All fish processors are required to take this training if they are not currently certified.

HACCP consists of identifying safety hazards, determining where they occur, monitoring these points and recording the results. It involves day-to-day monitoring of critical control points by production employees. The seafood HACCP regulation enforced by the U.S. Food and Drug Administration is based on the belief that commercial fish processors can understand the food safety hazards of their products and take reasonable steps to control them. Commercial fish processors are required either to obtain formal training for one or more of their own employees

or hire trained independent contractors to perform the HACCP functions.

The HACCP regulation requires processors to keep extensive records of processing and sanitation at their facilities.

At times, questions arise as to whether someone needs training in seafood HACCP. The seafood HACCP regulation defines processing as handling, storing, preparing, heading, eviscerating, shucking, freezing, changing into different market forms, manufacturing, preserving, packing, labeling, dockside unloading, or holding fish or fishery products. The regulation does not apply to the harvest or transport of fishery products. It

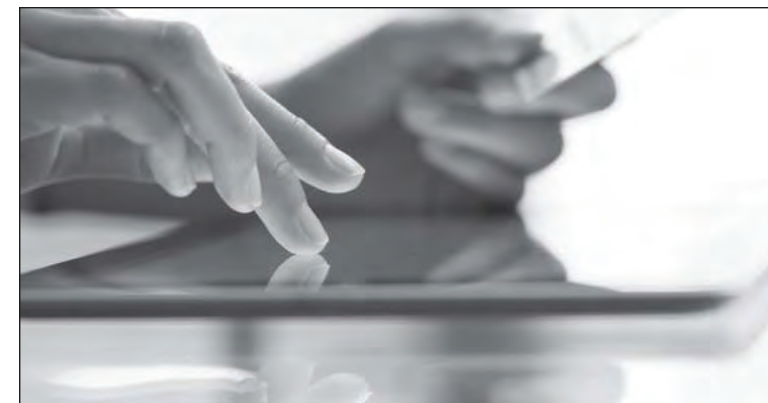
also does not apply to practices such as heading, eviscerating or freezing intended solely to prepare a fish for holding on a harvest vessel. Retail establishments are also exempt from the seafood HACCP regulation.

Fish processors who complete the course put themselves at a competitive advantage as they can then produce value-added products such as smoked fish and caviar. Those completing the course will receive a Seafood Alliance HACCP certificate issued through the Association of Food and Drug Officials that is recognized by agencies regulating fish processors.

The workshop agenda and

registration information can be found at [www.miseagrant.umich.edu/news/2015/10/05/](http://www.miseagrant.umich.edu/news/2015/10/05/)

[afdoseafood-alliance-haccp-training-course-to-be-held-in-december/](http://afdoseafood-alliance-haccp-training-course-to-be-held-in-december/).



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# Mixed martial artist aiming for UFC contract

BY RICK SMITH

Mixed martial artist Carl Deaton III is known by the nickname "Anishinaabe" in the world of professional mixed martial arts. He competes in matches set for Sault Ste. Marie on Nov. 28 at the Kewadin Casino and Convention Center and hopes to take steps closer to a contract with the Ultimate Fighting Championship (UFC) promotion company by winning two more contests.

Started in 1993, the UFC describes itself as "the fastest growing sports organization in the world" and the world's leading mixed martial arts promoter, sponsoring popular events around the globe.

Deaton indicated he is a Brazilian jiu jitsu blue belt with a professional record of eight wins and two losses in the bantamweight class. He is officially associated with the Minnesota



Martial Arts Academy.

Deaton was born in Pontiac, Mich., in 1989 and raised in Shepherd, Mich., where he graduated from high school.

He also attended Mid Michigan Community College and studied health fitness with a minor in nutrition at Central Michigan University.

His first experiences with competitive martial arts came from wrestling when he was a high school sophomore. He continued wrestling through his high school years and climbed to compete in state competition.

After school he felt a desire to remain in competition and a friend introduced him to a trainer who accepted Deaton as a trainee. Three months later, Deaton indicated he had his first win in amateur competition with a 47-second technical knock out from strikes. He would finish as an amateur with a standing of 13 wins and one loss while garnering two belts in different organizations.

Deaton noted he made his professional debut in 2010 and soon took up his affiliation with the Minnesota Martial Arts Academy. He described his first experience of living in a "fighter house" full time while training at a large

gym alongside well-known martial artists as "elevating and motivating, to say the least."

He worked two jobs to support his training at the academy. Eventually, his training would take him around the country with different alliances in different competitions leading to where he now approaches the threshold of his long-held dream of competing in the UFC.

"My family is so supportive of me it makes me emotional which is rare," Deaton noted. He expressed determination that the anticipation of reaching the UFC goal will soon be over for him and his new management team. "Most people are gifted or superior at something," said Deaton, "that's not me or how I was raised. I'm superior at hard work and it shows in my fights and Nov. 28, back in Sault Ste. Marie, the people there will know as well."

# Cassandra Holt back onboard as data analyst

BY RICK SMITH

Cassandra Holt returns to service with Sault Tribe as a data analyst working on the 2015 National Congress of American Indians (NCAI) Tribal Data Project: "Self-Determination Through Data Driven Decision Making." Working under the direction of the membership/internal services executive director, Holt is responsible for planning, organizing and coordinating data collection, analysis and quality improvement to complete objectives for the project.

Holt worked for Sault Tribe previously as an intern working on the NCAI Tribal Governance and Database Design project

in the Communications Department.

"I am truly blessed to be a part of the team again," she said. "I'll be conducting a data gap analysis to determine duplication, gaps and barriers in the tribal organization, developing a universal systems template across all Sault Tribe programs." She indicated she will be analyzing data from the 2014 tribal census and working with external agencies to correct data from sources, identify deficiencies and make improvements in order to do a new tribal 2017 census. Further, she will research and develop training modules using the U.S. Census Bureau's Research Data Center to improve proficiency in the

tribe.

Receiving a bachelor's degree in marketing from Lake Superior State University in 2014, Holt was the manager of market development at Tendercare Health and Rehabilitation after her internship with the Communications Department.

In her spare time, Holt enjoys traveling, time with her family and working with the Young Professionals organization through the Sault Ste. Marie Chamber of Commerce.

She has plans to pursue a master's degree in business analytics in the near future.



# Johnston joined environmental staff in March

BY RICK SMITH

Jordan Johnston joined the staff of the Sault Tribe Environmental Department last March, taking the position of the department's public involvement and records clerk. She indicated her hometown is Bliss Township, Mich., in the north of the lower peninsula.

"I am a graduate of Lake Superior State University with a degree in communication and a minor in public relations," Johnston noted. "I cannot give anyone information about me without including my love for hockey. I am a die-hard Red Wings fan and a dedicated fan of both the Springfield Falcons and Bridgeport Sound Tigers of the AHL, where I have very close friends whom I consider to be my brothers on the roster."

Johnston added she was not ready to leave the Sault area after graduating from LSSU, "I had come to fall in love with the U.P., and the Sault especially." While looking for work, she saw a posting on the tribe's website for the public involvement and records clerk opening and saw an opportunity to use the education and skills she received from studying and working at the university.

Describing her duties, Johnston said she works closely with the department's Brownfields program coordinator fulfilling requirements for grant funding.

The U.S. Environmental



Protection Agency (EPA) defines Brownfields as lands contaminated to the point that it complicates any expansion, redevelopment or reuse for economic development. The EPA Brownfields Program supports the Brownfields programs of other agencies to "prevent, assess, safely clean up and sustainably reuse brownfields."

Johnston said she redesigned and maintains the website for the Brownfields program and manages the files kept on tribal properties along with helping with in-house planning and development for responses to chemical and hazardous waste spills.

Outside of working with the Brownfields program, she said, "I handle day-to-day tasks to keep the department functioning. By me handling some of the clerical work required of our department's members it allows them to focus on the larger mis-

sion of their positions. I also spend time planning and executing outreach events such as the Honoring Mother Earth Fair that our department hosts every spring. Perhaps the part I enjoy most about my job is writing up articles printed in the tribal newspaper. I've always had a passion for writing and I feel like our newspaper is a wonderful way to reach tribal members not just in the U.P., but across the country. It's a unique way for the Environmental Department to keep in touch with members and make them aware of environmentally friendly practices we encourage or inform them about current issues the department is working to combat."

Working for the department has brought focus into Johnston's understanding of environmental issues. "Before working for the Environmental Department, I was aware of all

the issues facing our planet. However, thanks to my experience here and the knowledge of my coworkers and supervisor I have a better understanding of said issues and more of an idea on how to personally help combat global climate change," she said. She noted the improved understanding is even reflected in her daily living in things "from increasing the amount of things I recycle to decreasing the amount of energy I use in a day." She said she clearly sees the impact the department has made in her life just since joining the team.

She added, "I am deeply honored to be working for the tribe and celebrating the memory of my grandmother every day. I remember growing up hearing her tell us stories about how ridicule and bullying led her and her siblings to often deny their tribal blood as children. Two

generations after that ridicule, I am a proud tribal member and employee. I think it speaks to the evolution of the tribe and of my family. Though my Irish roots may dominate my appearance, my tribal blood will always dominate my heart."

## Family gratitude

My family and I thank the community for the successful fundraiser for me, Maggie Lane. During my surgery and recovery, I was humbled by the outpouring of love and support of family, friends, coworkers and the community.

I truly felt all the prayers and well wishes that everyone sent my way.

We are fortunate to live in a caring community and express a heartfelt thank you for all.

— Maggie Lane and family

## MAKENNA J. SHIREY

Lee and Kellie (nee LaVictor) Shirey of Deerfield, Mich., are pleased to announce the birth of their second child, daughter Makenna Jean.

She was born Aug. 16, 2015, in Maumee, Ohio, at 4:08 a.m. and weighed 7 pounds, 6 ounces. Makenna joins proud big brother, Austin James.

Grandparents are Alan and Suzie LaVictor of Sault Ste. Marie, Mich., and Jim and Kathy Shirey of West Branch,

Mich.

Great-grandparents include Eleanor LaVictor of Petoskey, Mich., Jerry Crowley of St. Helen, Mich., Caryl Shirey of West Branch, Mich., and Barb Shirey of The Villages, Fla.





# WALKING ON . . .



## LUCY A. HANK

Lucy Ann "Cookie" Hank, 73, of Sault Ste. Marie, Mich., passed away peacefully on Nov. 9, 2015. She was born in Sault Ste. Marie where she lived for her entire life. She was a member of the Sault Ste. Marie Tribe of Chippewa Indians.

Lucy was the daughter of Walter and Agnes Sterling who predeceased her. She is also predeceased by brothers Paul Michau, Patrick Sterling, and her sister Mary Lou Reno.

Lucy is survived by her son, Donald (Michelle) Hank, grandchildren, Donald, Shauna, and Cassie; and great-grandchildren, Tyler and Sharren; sisters-in-law, Trish Michau and Joyce Sterling; brother-in-law, Chester Hank; and several nieces and nephews, cousins, and many friends.

Lucy enjoyed traveling often, visiting with friends and relatives, going to bingo, the casino and playing cards. She also loved baking and cooking for her family – she made the best cookies ever. Lucy was very proud of her native ancestry and was constantly learning and practicing her native language and traditions. She was also very proud of her polish heritage and loved her polka music.

During her lifetime, she was employed as bookkeeper at the "coal docks," a member of the St. Isaac Jogues Catholic Church women's guild and active in the VFW.

Lucy had a way with animals – especially dogs- who immediately loved her unconditionally.

A gathering in her honor took place on Nov. 13, 2015, at the Niigaanagizhik Ceremonial Building in Sault Ste. Marie. Final services were conducted on Nov. 14, at the Niigaanagizhik Ceremonial Building with Brother John Hascall officiating. Burial is at Oaklawn Chapel Gardens.

At her request, in lieu of flowers please donate to the charity of your choice. Clark Bailey Newhouse Funeral Home is assisting the family with arrangements. Online condolences may be left at [www.clarkbaileynewhouse.com](http://www.clarkbaileynewhouse.com).

## Yevonne C. Horton

Yevonne C. (nee Keyandwy) Horton, aged 82, of Farmington Hills, Mich., and formerly of Honor, Mich., passed away on Oct. 27, 2015, at Providence Novi Hospital in her sleep. Yevonne was a loving mother, grandmother, great grandmother, sister, sister-in-law and aunt.

She was married to the late Joseph Horton. Yevonne is survived by her daughters, Terry Mahony and Unise (Rob) Rosner; son Ivor (Linda) Edmunds; grandchild, Corey Edmunds;



great-grandchildren, Alisha and Ryden; her dog, Buddy; and brother, Eugene (Joann) Keyandwy; sisters-in-law, Betty Cogan, Carol Keyandwy and Lori Keyandwy; many nieces and nephews; and many wonderful neighbors and friends.

Born in Lumberton, British Columbia, Canada, on June 6, 1933, to Jessie (nee Wilson) and Charles Alexander Keyandwy, they moved to the Upper Peninsula of Michigan when Yevonne was young and then moved to the Detroit area.

Yevonne was lucky in life to find and marry her soulmate, Joseph Horton of Garden City. They both worked together at United Airlines. Yevonne and Joe were able to retire together and moved up north to Honor where they built a house and lived up there for many wonderful years. They both enjoyed their retirement and they loved spending time together, going to auctions, going for long rides together and all the wonderful things that retirement lets you enjoy. Then they moved to Farmington Hills to hang out with their children.

Yevonne enjoyed music, dancing, knitting, sewing, shopping and spending time with her family who she loved so much and her dog.

Her death was a surprise to her family and was saddened in her passing. She was always filled with life and was such a loving mother. Her smile and sense of humor would make you smile and laugh.

Yevonne was proud of her Native American heritage along with her family.

There was no service per her wishes and she was cremated. Funeral home [McCabefuneralhome.com](http://McCabefuneralhome.com).

## MARIEANNE E. KING

Marianne Elizabeth "Ozaa Waa Nim Kee Kwe" (nee Houghton) King, 58, of Engadine, died on Nov. 9, 2015, at Mackinac Straits Hospital in St. Ignace.

Born on Feb. 18, 1957, in Manistique, daughter of the late Vern and Elizabeth (nee Johnson) Houghton, Marianne was raised in Gilchrist and later moved to Engadine and attended Engadine Consolidated Schools. She was employed as a rural route carrier for the United State Postal Service Naubinway office for 21 years. Marianne was a member of the Sault Ste. Marie Tribe of Chippewa Indians and enjoyed caring for others through cooking, canning, gardening, sewing and craftwork. She also enjoyed writing poetry, the outdoors and spending time with her family and friends.

In addition to her parents, she is preceded in death by her siblings, Bill and Keith; nephew, Adam, and niece, Elizabeth.

Survivors include her long-time companion Ron Irwin of Engadine; children, Bridgette (Dan) Shoemaker of Sault Ste.

Marie, Jeremy (Deanna) Loebach of Gould City, Blake Loebach (Glenda) of Engadine, Jacob (Sherry) Loebach of St. Ignace and Joey King (Brianna) of Gould City; pet companion dog, Maddy; step-son, Clint Irwin of Jackson; eight grandchildren; one great-grandson; siblings, Daryl Houghton of Manistique, Kim (Cathy) Houghton of Engadine, Mike Houghton of Engadine and Patty (Terry) Teeples of Manistique.

Per request, cremation services were accorded. Services took place on Nov. 14 with Rev. Tim Callow officiating, Native American committal rites will take place at a later date at the Naubinway Cemetery.

Condolences may be expressed at [www.beaulieufuneralhome.com](http://www.beaulieufuneralhome.com).

Beaulieu Funeral Home in Newberry assisted the family.

## ROBERT F. LAPOINT

Robert F. "Bob" LaPoint, 85, of Drummond Island, Mich., died Nov. 4, 2015, in Cedarville. He was born April 20, 1930, in DeTour to Paul Felix and Marion Isabella (nee Bell) LaPoint.

Bob grew up in DeTour and then attended Michigan State University for two years. He served in the United States Army in Germany during the Korean War. Bob returned to DeTour and worked for Standard Oil for 14 years.

He married D. Patricia "Pat" Cleary on March 5, 1966, in Newberry, Mich. They made their home in DeTour and Drummond Island. He was an entrepreneur who worked all of the time. He owned and operated several different types of businesses over the years and enjoyed the challenges of each. He served terms on the board of directors of the Sault Tribe of Chippewa Indians and War Memorial Hospital.

Bob is survived by his wife, Pat; sons, Paul (Lareen) LaPoint, Alec (Kristen) LaPoint, Rob (Jennifer) LaPoint; daughter, Marian (Bill) Burton; 15 grandchildren; and seven great-grandchildren.

He was preceded in death by a son, Charles C. LaPoint; and sister, Pauline Tominack.

Funeral services were Nov. 7 at R. Galer Funeral Home in Pickford, Mich., conducted by Pastor Larry Whitte. Burial will



be at Hills Cemetery in DeTour Village.

Memorial contributions may be made to DeTour Area Schools Athletic Department or DeTour Area Schools Robotics Club.

Condolences may be sent to the family at [www.rgalerfuneralhome.com](http://www.rgalerfuneralhome.com).

## RHONDA L. RITTER

Rhonda Lynn Ritter found everlasting peace on Aug. 16, 2015. She passed away at Marquette General Hospital, Marquette, Mich.

Rhonda was a loving mother, grandmother, daughter, sister, cousin, aunt and dear friend.

She was born in Manistique, Mich., on April 9, 1957, the second child of Theodore "Cookie" and Patricia "Pat" Vertz Ritter.

Rhonda leaves behind three sons, Tyler Haddon, of Gladstone, Mich., Alex Rivers of Pickford, Mich., Lewie Miller of Manistique, Mich., and daughter-in-law, Mindy (Tarmutzer) Rivers of Pickford, Mich.; six grandchildren, Brooklynn Haddon, of Gladstone, Mich., Caden Johas and Eli Rivers of Pickford, Mich., Aiden (Bartholomew) Miller of Cooks, Mich., and Isaiah (Costello) Miller of Manistique, Mich., father and step-mother, Theodore (Cookie) and Leah Ritter of Gladstone, Mich.; sisters and brothers-in-law, Monica (Emery) Rochefort of Manistique, Mich., and Lenora (Rick) Beckman of Marquette, Mich.; brother, Theodore (Ted/TeddyPat) Ritter of Marquette, Mich.; niece, Shawn Beckman of Marquette, Mich.; nephews and nieces-in-law, Beau and Jessica Rochefort of Manistique, Mich., Eric and Kerri Beckman of Marquette, Mich.; great-nieces, Paige and Madison Rochefort, of Manistique, Mich., Ally Beckman of Marquette, Mich.; great-nephews, Isaac and Gabe Rochefort of Manistique, Mich., and Henrik Beckman of Marquette, Mich.; close cousins, Clara (Peter) Markham and Robin Marchand all of Manistique, Mich. She also left behind several other dear cousins, aunts and uncles too numerous to name.

Rhonda was preceded in death by her loving mother, Patricia "Pat" Vertz Ritter; sister, Lisa Ritter; maternal grandparents,



Mittie and LeRoy Vertz; paternal grandparents, Clara and Amos Ritter; dear aunts and uncles, June "Junie" and Richard "Dick" Marchand, MaryLou and Robert "Bobby/Boop" Ritter, Elieen and Ken Ritter, Alice and Bill "Junior" Popour, Alice and Bill "Chief" Ritter, George "Ace" Ritter and Lew Ritter; along with many more aunts, uncles and cousins too numerous to name.

If there were just a few words to describe Rhonda, it would have to be these: Beautiful, outgoing, beautiful red hair, freckles, awesome smile and such wonderful dimples and most of all a heart filled with an over-abundance of love. She always greeted everyone she knew, family, friends or strangers, with a big smile, a hug and a kiss.

Rhonda will truly be missed by her entire family and friends, especially her grandchildren, of whom she loved very much.

A memorial luncheon celebrating her life took place on Sept. 12, 2015, at the Sault Tribe Community Center in Manistique, Mich. Rhonda's ashes will be forever intertwined with her loving mother and sister at Lakeview Cemetery, in Manistique, Mich. As her mother welcomed her in life, she will also welcome her in death.

Dear cousin, hope you're busy frying burgers and making chocolate chip cookies with aunt Junie. And you no longer have to worry about the spiders in the night, surrounded by so many people who love you and will never be alone.

Love you always!

## The Loss of a Cousin

Our eyes filled up with tears as we heard the news. It never occurred to us how much we could lose. We find ourselves wishing that it wasn't real, and every time we think about it, pain is all we feel. Tears fall from our eyes, we can barely see.

But our hearts tell us that she'll always be with us. We are glad she feels no more pain, now she lives in a perfect land. We can still feel the soft touch on our shoulder of her loving hand. We lie in bed and cry at night and we don't feel any better in the morning light.

And we will love and miss her forever until the day we are again together in that perfect place above filled with caring, sharing and love. But until that day comes, we will wipe our tears away and hopefully see her again someday.

# Feds launch Native One Stop page

## BY RICK SMITH

The U.S. Department of the Interior (DOI) and other federal agencies launched a website portal last September specifically for individuals of American Indian ancestry of all ages and tribes to find and learn about federal benefits and resources they may need. Native One Stop page is described as a "one-stop shop" and is found on the web at [www.benefits.gov/nativeonestop](http://www.benefits.gov/nativeonestop).

Visitors soon discover information is split into two categories — resources for youth and resources

for everybody else. Selecting the youth category brings up an alphabetized roster of 14 categories from Assistance for Indian Children with Severe Disabilities to Tribal Temporary Assistance for Needy Families. Other categories have information on a variety of education and scholarship programs, arts and crafts development, Indian Child Welfare Act programs, health programs and other services.

A list of 32 alphabetized links guides those looking into choices for adults and families starting

with American Job Centers and ending with Weatherization Assistance Program for Low-Income Persons. In between are links covering subjects from housing, direct loans and grants, health and education and other matters.

While visitors are there, they can also sign up for newsletters from Benefits.gov to keep abreast of the latest news and events.

Links also invite visitors to explore the website to learn more information that may be valuable to them.





# JKL voted best tri-county middle school



Photos by Jennifer Dale-Burton

JKL Bahweting Middle School was voted Best Middle School in Chippewa, Mackinac and Uce counties by readers of the local paper, *The Sault News*. Above, middle school students, teachers and administrators take a bow.

## National Diabetes Month

**EVERY 17 SECONDS** someone in the US is diagnosed with diabetes.



**NEARLY 1 OUT OF 6** AMERICAN INDIANS/ALASKA NATIVES HAS DIABETES.



### COMMON MYTHS

- Diabetes doesn't run in my family, so I'm safe.
- Diabetes is caused by eating too much sugar.
- People with diabetes need to follow a special diet.

### THE FACTS

- Family history is only one of several risk factors for type 2 diabetes.
- Type 2 is caused by genetics and lifestyle factors. Being overweight increases your risk for developing type 2, and a diet high in calories from any source contributes to weight gain. Research has shown that sugary drinks are linked to type 2 diabetes.
- People with diabetes benefit from the same healthy diet that is good for everyone else: plenty of whole grains and fruits and vegetables, with a limited amount of fat and refined sugar.

People diagnosed with diabetes, aged 20 years or older.

LEARN MORE ABOUT LIVING WITH TYPE 2 DIABETES AT [DIABETES.ORG/TYPE2PROGRAM](http://DIABETES.ORG/TYPE2PROGRAM)  
1-800-DIABETES (342-2383)



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Toll Free: (877) 256-0009

**Grand Island Chippewa Community Center**  
622 W Superior,  
Munising, MI 49862  
(906) 387-4721  
(800) 236-4705

**Escanaba Tribal Community Health Center**  
1401 North 26th Street  
Suite 105  
Escanaba, MI 49829  
(906) 786-2636

**Sault Tribe Health & Human Services Center**  
1140 N State, Suite 2805,  
St. Ignace, MI 49781  
(906) 643-8689  
Toll Free: (877) 256-0135

**Newberry Tribal Community Health Center**  
4935 Zeez-ba-tik Lane,  
Newberry, MI 49868  
Phone: (906) 293-8181

**Marquette Tribal Community Health Center**  
1229 W. Washington Street  
Marquette, MI 49855  
(906) 225-1616

**Manistique Tribal Community Center**  
5698 W Hwy US-2,  
Manistique, MI 49854  
(906) 341-8469  
Toll Free: (866) 401-0043

**Hessel Tribal Community Health Center**  
3355 N. 3 Mile Rd, Hessel,  
MI 49745  
(906) 484-2727



JKL Middle School lead teacher, Heather Purple, proudly displays the school's 2015 "best middle school" certificate.

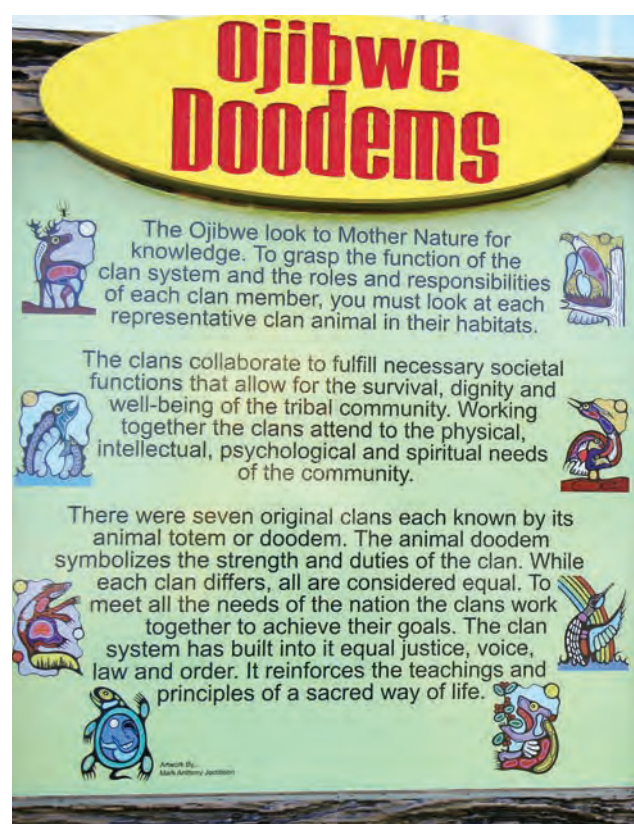
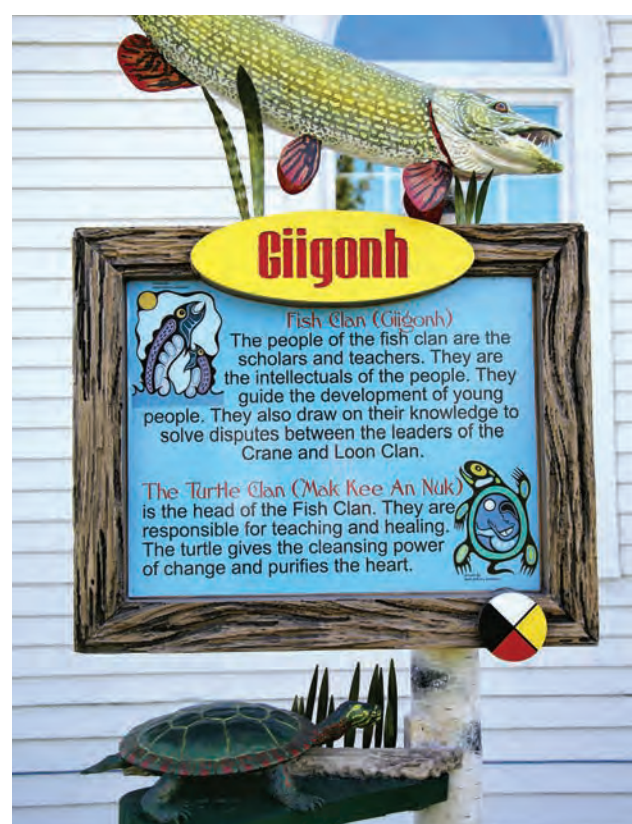
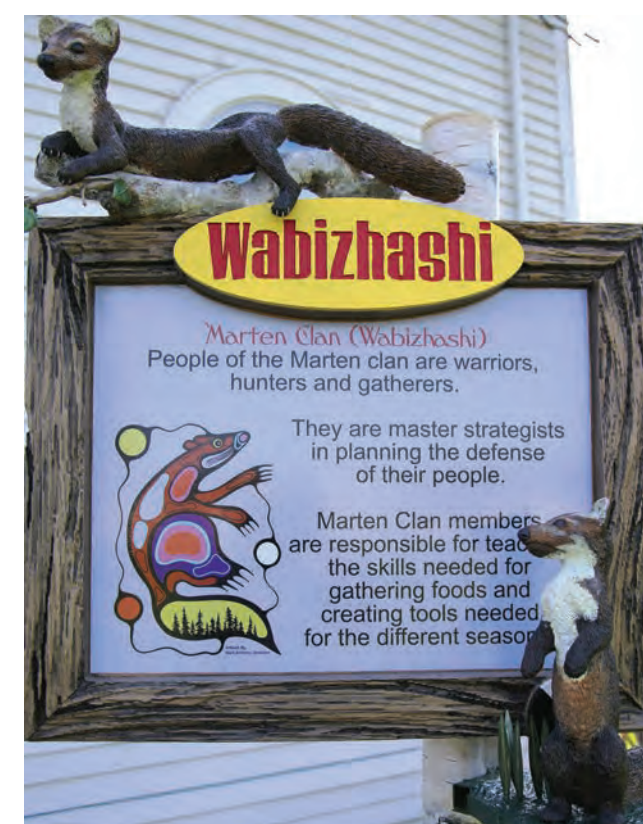
## Optical services "Best of the best"



The tribe's optical services in Sault Ste. Marie recently garnered top votes in the annual *Sault News* competition for "best of the best" in the tri-county area voting. From left, optometric assistant Brenda Corbiere and optician Linda Hammonds display their certificate.



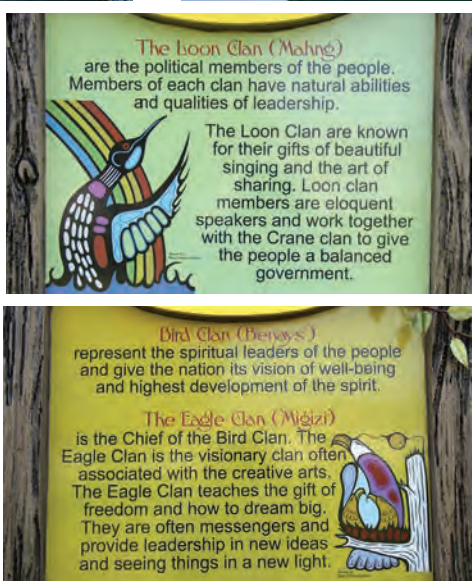
# Museum of Ojibwe Culture gets new outdoor display



**BY BRENDA AUSTIN**

The Museum of Ojibwa Culture in St. Ignace, Mich., has a newly installed outdoor exhibit featuring clay representations of seven Anishinaabe clan animals by Pickford artist Jennifer de Vos from Graphix Garage.

The sculptures include the fish clan, loon, bird (usually eagle), crane, marten, bear and hoof (sometimes deer or elk) clans. All of the animals are life-sized with the exception of the bear and deer and are permanently displayed in an area that spans about 100 feet long and 10 feet wide.



benefit both the museum and Anishinaabe people.

Sorrels said, "For some time I had wanted to develop a project based on the Ojibwe clan system of government that would have a lasting impact and create a museum exhibit relating to this topic. This seemed like a good opportunity to develop something new for the museum."

The museum grounds were the location of the study and Ross agreed the Anishinaabe clan system would be an excellent topic. Sorrels, Ross, tribal elders and cultural teachers worked collaboratively to develop the project and document intergenerational teachings to local tribal youth.

Elder and teacher interviews and lessons were video recorded and photographed. Youth writings and drawings were generated pre- and post-elders' cultural teachings on the clan system. Museum visitor surveys were conducted on the short film and photographic wall panels developed from the project.

Within the study, elders' stories, strategies and goals on the topic of the Ojibwe clan system were documented. Youth interpretations and knowledge from the elders' lessons were analyzed. Museum visitors' knowledge growth was examined.

"Together, the data represented an important intergenerational exchange that transferred culture, language and knowledge from one generation to the next for the preservation of Anishinaabe culture. Oral storytelling, narratives and talking circles were also used as a means to transfer knowledge," Sorrels said.

Youths' writings showed their knowledge increased before and after the elders' lessons and their drawings provided their interpreta-

tions on the topic of the Ojibwe clan system and grew more detailed after the lessons. Sorrels said that participating tribal members were John Causley, Russel Rickley, Tony Grondin and Marge Bekins. Sue St. Onge, YEA coordinator from St. Ignace, was also involved in the project and provided valuable teachings.

When Ross presented her dissertation at Oakland University, tribal elder Tony Grondin traveled to the university to take part in the dissertation. Her dissertation review committee agreed unanimously for approval of her doctorate based on this project.

Since that time, Ross has traveled to Chicago to present their project at a national conference. A chapter will appear in a book to be published in 2016 on the study, and an article will appear in the American Indian quarterly scheduled for August. A proposal has also been submitted to present the work at a Washington D.C. conference in April.

"This important project is now far reaching and people from all over the world are learning about the Ojibwe clan system of government," Sorrels said.

The almost completed project was funded through a competitive grant from the Michigan Humanities Council and Sault Tribe 2 percent funding. Sorrels said all that remains to be done is the installation of a protective steel fence this spring that will be painted to resemble birch bark.

The Museum of Ojibwa Culture is located at 560 N. State Street in St. Ignace, Mich. They can be contacted by phone at (906) 643-9161 or by email at [museumofojibwa-culture@yahoo.com](mailto:museumofojibwa-culture@yahoo.com). You can also visit their website at <http://www.museumofojibwaculture.net>.



# Domestic Violence Awareness Walk an annual event



SAULT STE. MARIE — Over 300 people participated in the Domestic Violence Awareness Walk sponsored by the Sault Tribe Advocacy Resource Center and the Diane Pepller Resource Center on Oct. 12. The theme of the walk was "Violence is not traditional." Participants received a free sweatshirt and pizza dinner. If you or someone you know is a victim of domestic violence and would like to speak to an advocate, call the Advocacy Resource Center at (906) 632-1808.



Photos by Brenda Austin

The Soo Eagles team came out to support the cause.



Midge Dow and her cute dog.



Kamryn Kinney, Shelter Manager Bridget Akre, Anne Marie Akre and Stephanie Clow.





# Tribe hires new web administrator - Matt Peabody

BY BRENDA AUSTIN

Matt Peabody, 31, is Sault Tribe's new web administrator.

Currently a student at Lake Superior State University (LSSU), Peabody is working to complete his bachelor's degree this spring in computer networking and web development. At the end of this current semester, he will have also earned an associate's degree as an Internet/network specialist.

As the tribe's web administrator, he will be maintaining and updating the saulttribe.com website, the tribe's intranet and for Kewadin Casinos, he

will be managing and updating their website, Facebook pages, and other social media – working closely with the casino's Marketing Department to offer an online view of their latest promotions.

Peabody grew up on Sugar Island and graduated in 2002 from Sault Area High School. After graduation he attended classes at LSSU for a year before enlisting in the U.S. Air Force, where he spent over three years in England before being stationed in Grand Forks, N.D.

Returning home after a year's extension in the Air Force, he

took a position with Hiawatha Behavioral Health as a PC specialist from 2008-2013. For a short while after returning to college, he went to work for the LSSU Foundation as a student worker until April of 2014, and in May 2014 he took on the position of systems repair specialist for Sault Area Public Schools.

He said he saw his position with the tribe advertised online and after encouragement from friends and his girlfriend he applied for it. Holding down a 40-hour a week job and pushing through the final year of his

bachelor's degree is tough he said, and although he has no spare time to boast of right now, he said he is happy in his new position and is looking forward to this spring's graduation ceremonies.

A world traveler, Peabody said his girlfriend Jen Gurnoe (who works for Tribal Court) and himself will be flying to Singapore for a two week stay over New Year's, and while there will also be briefly visiting Thailand.

To contact Peabody, call the tribe's administration offices at (906) 635-6050 ext. 26029.



# Berger takes board chairman's executive assistant post

BY RICK SMITH

Sheila Berger recently accepted employment as executive assistant/membership liaison for the chairman of the Sault Tribe Board of Directors, Aaron Payment.

"Sheila is an extremely well organized administrative professional," Payment noted. "Her organizational skills are matched by her compassion for our members and her tenacity to get the job done completely and effectively. I am pleased to have her on my team."

As executive assistant, Berger said, "My job is to make sure he is on track with his schedule, do his travel and reimbursements for travel, coordinate his agendas,



attend meetings for and with the chairman. Anything else the chairman may need my assistance with."

In her role as membership liai-

son, the Sault Tribe member indicated she helps guide members in getting help to resolve issues and follows up with members to see if satisfactory help was received. She also logs and tracks all membership issues in a database and helps with senior executive projects. "I am also available to meet with members who would like to meet with me instead of speaking to me over the phone," she added. "Or, members can drop in anytime to speak to me in the office, if they so choose."

Berger, 57, is native to Sault Ste. Marie and lived in Lapeer, Mich., from 1991 to 2001 where she worked as a customer representative for a Chrysler dealership and later as an office assistant in

a body shop before returning to Sault Ste. Marie in the spring of 2002. She accepted a position as an administrative assistant with the Sault Tribe Housing Authority the following June. She also took on the responsibilities of work place United Way Committee member participating in fundraising efforts, which she found to be rewarding and enjoyable.

"In the fall of 2012 I returned to school at LSSU to finish my Bachelor's degree in business management," said Berger. "I will be graduating in December 2015 with that degree."

Her duties with the chair's office began on Oct. 5 and, in spite of some beginner's jitters, she is settling into her new role

and is working on developing whatever routine may be possible in the office. "I am always a little apprehensive when I start a new position or job, but as time goes on it seems that everything falls into place," Berger noted. "Everyone in administration has been very welcoming and has offered any help if I should need it and that is very comforting."

She added, "I do look forward to my adventure as the chairman's executive assistant and hope I will fit into the culture of the administration building and the tribe as a whole."

Contact Sheila Berger by email at: sberger@saulttribe.net or by phone at (906) 635-6050, ext. 26359.

# Wallis and West announce engagement

Bree West and Robert Wallis announce their engagement. Parents of the couple are Lucy West and Terrence Smith of Kincheloe, John West of Connecticut, Mark Wallis of Pickford and Sheri Mastaw of Sault Ste. Marie.

Miss West graduated from Pickford High School in 2013. She is employed at Tender Care in Sault Ste. Marie. Mr. Wallis graduated in 2012 from Pickford High School and from United States Marine Corps boot camp at Marine Corps Recruit Depot San Diego and is stationed at Camp LeJeune, N.C.



A wedding is planned for Nov. 25, 2015. The couple will reside in North Carolina.

# Woodgate gets her bear



Photo courtesy of Amy Shampine  
Shyann Woodgate of Coopersville, Mich., poses with a 350-pound black bear she killed on Sept. 13 in Lake County.

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# Meyer, Chase recipients of 2015 EAC scholarships

Maria Chase and Samantha Meyer are the 2015 recipients of the 2015 Elder Advisory Committee Scholarships for \$500 each. Both students express gratitude for the committee's selection.

Chase said she intends to use the funds to ease her education financial burdens so that she can focus on her studies at Central Michigan University.

Meyer indicated she will apply her scholarship to her college tuition to continue her pursuit of a degree in the health care field.



Maria Chase



Samantha Meyer

# JKL boys cross-country team wins EUP conference meet

The JKL Bahweting Eagles boys cross-country team won the final EUP conference meet on Oct. 17 at the Rudyard course with four top 10 finishers and three others placing in the top 20. The girls didn't have a complete team but two finished in the top 20.



Photos courtesy of Kate Hoornstra

Pictured, from left, front to back, Oct. 17 EUP conference meet winners, JKL Middle School boys with time and placing: Andrew Innerebner (15:26, 17th), Carson Mackety (13:43, 4th), Zackery Cole (14:48, 12th), Daniel Hedges (14:04, 8th), Nicholas Passage (15:08, 16th), Zachary VanAlstine (13:58, 7th), Noah LaHuis (16:37, 23rd), Cameron Hoornstra (14:21, 9th) and Christopher Alshab (15:51, 19th).



Pictured, from left, JKL Middle School girls with time and placing: Brynn Beaulieu (16:14, 17th place), Sagen Nolan (15:59, 15th), Khloey Kirkpatrick (17:09, 21st).

# Loonsfoot earns CDA credential

Photo courtesy of Dawn Fegan  
Dawn Loonsfoot of the Sault Tribe Child Care Center in Sault Ste. Marie recently received a Child Development Associate credential.



# GED programs underway for 2015-16

Thanksgiving is nearly here, and the 2015-16 GED program is in its third month. Start your journey to a high school credential today – don't wait for a new year's resolution!

Free classes take place at several locations in the eastern U.P. In Sault Ste. Marie, classes meet at the MI Works! agency every Monday through Wednesday from 12:30-4 p.m.,

and at the JKL Bahweting Middle School every Monday through Thursday from 6-8:45 p.m. Contact Tanya Pages at 632-6098 or [tpages@eupschools.org](mailto:tpages@eupschools.org) for more information.

For information on other area programs, please call the CCSS main office at (906) 495-7305 or visit our website (<http://ccss.eupschools.org>) or Facebook page.

# Sault Tribe Construction gets trucks for snow removal

Sault Tribe Construction recently acquired two used trucks for snow removal tasks. According to supervisor Bill Sams, Frank Toms, who began working for the company about a year ago, did a great job refurbishing one of the trucks along with a front-end loader. Sams said the new equipment is more suited than previous equipment for plowing in the Sault Tribe housing and Odenaang areas. Sams also commended crewmembers Ed LaPoint, who oversees snowplowing staff, along with Mike Romano, Ken LaFaver and John McKelvie in their work taking care of the Sault area snow removal as well as Joe Paquin, who oversees the St. Ignace operations, along with Jeff Tamlyn. As the need may rise, Sault Tribe Construction may also hire temporary help to cover snow removal at about 30-plus sites in Sault Ste. Marie, St. Ignace and Hessel.



Photos by Rick Smith

Above, refurbished truck and front end loader which will be used for snow removal in Sault Ste. Marie, Hessel and St. Ignace along with the recent acquisition below.





# U-M students visit Mary Murray Culture Camp

BY BRENDA AUSTIN

Learning about Native American culture and history from a non-Native perspective is like looking through a set of binoculars. Even though what you see seems close and distinguishable, you aren't seeing the view in the same way as the person standing next to you. What we see is colored by what we watch on television, learn from those around us, what we read, from our own personal biases, or from high school history class. Knowing this, a diverse group of students from the University of Michigan (Go Blue!) visited the Mary Murray Culture Camp on Sugar Island for a weekend immersion into the tribe's culture and history.

Before visiting the camp, students were asked, "What is an Indian?" Halfway through their stay they addressed that same question, and also on their return to campus.

Emma Bertman, from Silver Spring, Md., is in her junior year and is majoring in inter-arts performance. She said, "I think the main point of the project was to see a historical perspective that we hadn't seen before. Growing up in the mainstream education system in the U.S. you learn a lot about Native people from the perspective of white people. We wanted to learn a more multifaceted history and become exposed to different practices." She said the group participated in a sweat lodge, sunrise ceremony and talked to different people trying to learn as much as they could about storytelling and Native American culture.

"When we started our trip, most of what I knew was a stereotype, or from a perspective that is old," she said. "A lot of what I knew I learned in early elementary school and had a lot to do with Native Americans back when the colonists were first arriving. What I have learned through this experience is that this culture is still thriving and exists and is changing - just like every culture does over time."

Yisei Liu is from China and



said he came to America to experience the culture. "Native American culture is very interesting to me. In China we don't know a lot about Native American people (who we call Indians), and so the first time I found the word "Native American" I didn't know what it meant. Then I found the word Native, and it means this place belongs to these people."

"Now I am the guest so I have to know the culture of the host, so I came here to try and learn more about the Native American culture," he said. "The TV shows we see in China show Indians in old traditional perspectives, but with technology Native Americans are keeping their traditions and moving forward at the same time." Liu is a junior at the U-M majoring in industrial engineering.

Justin Gordon is majoring in screen arts and cultures, with a minor in global theater. He said the group visited Culture Camp to expand their knowledge of their neighbors. "It would be an unful-

filled life if you didn't understand the walk that others have to walk and go through. If you just saw your existence through your own lens or what your parents or television have exposed you to, you would be missing out on the other six billion perspectives. The ways of the Native Americans, the Anishinaabe, is really one way that was very different from a Detroit, Mich. upbringing, or West Bloomfield, or a Washington D.C. upbringing; different even from a black or white perspective. We are becoming globally smarter, not just academically smarter - it's about being knowledgeable about people - because at the end of the day everyone is a professor if you allow them to be and your ears, heart and mind are open enough."

"When I was first asked the question what is an Indian, I was almost attacking the term Indian because I was angry with the Native Americans because they allow people to call them Indian. Because from my research

and through my lens, I read that Christopher Columbus came over and sailed to the wrong coast and called these people completely wrong names. Then I began to think about my history and how the "n" word was put onto black people and how we still use that word today, and I began to be less critical. Then I got to come up here and realized how rich the Native culture is and how very original their culture is - that it isn't what society and television tell you, those were the stereotypes that were fabricated. These people made sure the new generations knew the history of the previous generations. Just like my grandfather did with me," Gordon said.

"If I were going to write a paper, I would start it off by saying that these people (Anishinaabe) are human beings with certain qualities that no other type of human beings can give you. I couldn't get this type of learning or instruction from anywhere else in the world - this is a

very specific and special group of people, just like I think my people that I come from are special. We all go through trials and tribulations, and these people have given something to the world that cannot be found anywhere else."

"When we are done here, what I want to do is go home to Detroit and tell others what I learned. If I keep this information to myself then it's worth nothing, so all I want to do is take this information and apply it to everyday life and apply it to that young seven year old second-grader from Detroit who has no inclination that this is going on, that sweat lodges even exist, that people come from different clans and tribes and what that really means. I have to - that is my obligation and responsibility to take that information I learned and apply it - and put it into my art," he said.

Sault Tribe Cultural buildings coordinator Jackie Minton organized the student's stay, including programming at the camp. The annual corn camp was held that weekend (Oct. 16-18), and students were introduced to the traditional way for removing dried corn from the cob. Students also visited the tribe's learning center where tribal elder and former Sault Tribe repatriation specialist Cecil Pavlat shared stories about some of his experiences.

Students also toured Bay Mills Community College, Mission Hill Cemetery, took a guided tour of historic homes on Water Street in the Sault, learned how to make traditional rattles and dream catchers and participated in talking circles and drum teachings and singing.

These students looked through the same set of binoculars three times, and three times saw the same group of people. But because their perspective changed, so did their perception of what they were seeing. First hand knowledge and experience had an impact on these students, who returned home to share their new understanding with friends, family, other students and co-workers.

# Escanaba health staff host women's gathering

BY TARA DUCHENE

Staff of the Escanaba Tribal Health Center hosted a women's health gathering on Oct. 30 to celebrate Breast Cancer Awareness Month. Nineteen women gathered and enjoyed a potluck lunch, health screenings,

pumpkin painting, games and a presentation with group discussion on breast cancer awareness.

All who attended enjoyed this event, chi miigwech to everyone who helped make it a success.

Photos by  
Tara Duchene



Above, elder's Joan Gravelle (left) and Eleanor Artley. Above, left, Eileen Valencic happily shows off her work of art! Far left, Heather Jarvis CHT, does a blood sugar check on participant Kelly Constantino as part of the wellness screening.





# Manistique gathering indicates need for more

The Manistique Health Center's Fall Health Enrichment Gathering was a huge success! The event brought together 65 people from Schoolcraft, Luce, Delta, Mackinac, Chippewa and Alger counties. In attendance were a mix of four generations and both genders.

The collaborated effort by the Traditional Medicine, Cultural and Rural Health programs made for an enjoyable night of sharing and learning about Anishinaabe approaches to health and wellness. Plans are in place to offer more events like this in Manistique as well as to develop future opportunities across the tribe's service area.

The response to this event strongly suggests there is a desire among the people to learn traditional ways about health and wellness.

Chi miigwetch to Keith Smith, Peggy Hollapa, Marybeth LeVeque, Colleen and Joe Medicine for helping the Manistique Community Health staff to make this event possible. We also appreciate our young drummers for the opening song.

If you have ideas for or would like to be a part of events like this, please contact Gail Sulander or any of the people mentioned above. Together we can make a difference.



Cultural Repatriation Specialist Colleen Medicine



Traditional Healer Assistant Peggy Hollapa



Traditional Healer Keith Smith talked about accessing the services of traditional healers.



Mary LaVeque presented information about fall feasting for Traditional Medicine.

## Community Health offers wellness programs

BY BRENDA AUSTIN

Sault Tribe Community Health is located inside the Sault Tribe's Health Center on the first floor and is currently offering services through two new Centers for Disease Control and Prevention grant funded programs: Good Health and Wellness in Indian Country (GHWIC) and Partnerships to Improve Community Health (PICH).

Health and Wellness Manager Lisa Myers works with a team of Health Educators and a Project Coordinator to provide a variety of programs and services. The Good Health and Wellness in Indian Country grant focuses on the tribal community, whereas the Partnerships to Improve Community Health project focuses on the communities across the tribe's seven county service area. "One is more tribal focused and the other is more community focused," Myers said. "They both have the same three priority areas, which are: Increasing physical activity opportunities, increasing access to healthy local foods and

tobacco free living."

As part of the grants, Community Health hosted the "UP4Health Summit" on Mackinac Island in September that provided educational opportunities for community coalition members, community partners, Sault Tribe leadership and staff in the areas of nutrition, physical activity, and tobacco free environments.

Colin Welker and Heather Hemming, both Health Educators, have partnered with Youth Education and Activities (YEA) and have begun work to get youth to step up and become leaders and advocates for tobacco initiatives in our communities. A number of students from across the seven counties have been selected to attend various leadership and tobacco trainings around the country; including a Leadership Camp in Oklahoma and the White House Tribal Youth Gathering in Washington, D.C. "We're so grateful that Community Health can provide our youth with these opportunities and it is excellent

that Sault Tribe is being represented on a national level," Welker said. Welker also traveled with a Sault Tribe youth to attend the National Indian Health Board Youth Summit in Washington, D.C. where issues surrounding tobacco in our community were discussed.

Through the PICH grant, Myers said that Tyler LaPlaut, a health educator working on the west side of the tribe's service area, is working with the U.P. State Fair Authority and Public Health Delta and Menominee Counties to designate public areas of the fairground as smoke free. She said the Community Health team has also assisted approximately 15 townships across the tribe's service area establish tobacco free recreation areas.

Community Health is also partnering with the Sault Tribe Housing Authority to help designate more units as "smoke-free," including the new Elders Center in St. Ignace. To assist housing residents, Community Health will be offering cessation programs at

some of the housing sites. "If we are asking residents not to smoke, then we need to assist them with their cessation efforts," Myers said.

To increase access to healthy foods, Community Health is currently collaborating with Sault Tribe's Early Childhood Programs to initiate a Farm to Preschool project. There are plans in the works to offer canning and preserving classes, traditional foods education, and support for community garden projects.

Community Health's efforts to improve physical activity opportunities include the "Let's Get Moving Challenge," which is a community wide challenge that promotes physical activity and healthy eating. The challenge ran from June 6 to Aug. 1. Nine communities across the seven-county service area participated. "The challenge is a great way to get everyone out and active during the summer months," Hemming said. Health Educator Katia Hughes and Hemming are also working on the development of a

physical activity referral system as a service to Sault Tribe patients with the goal of chronic disease prevention and management.

The Health Education team is also involved in the completion of a comprehensive community health assessment, the development of a strategic plan for the Health Division and public health accreditation efforts through the Public Health Accreditation Board. Community Health offers both community based and tribal member only services depending on the funding and requirements of each program.

Myers said, "The goal of these grants and programs is to improve the health and quality of life of our tribal families across the seven-county service area and to prevent chronic disease in our population. I think that every step is a step in the right direction."

For more information, visit [www.up4health.org](http://www.up4health.org), you can also call Sault Tribe Community Health at (906) 632-5210.

## Mediterranean diet may cut breast cancer risk

BY COMMUNITY HEALTH STAFF

For years, we've heard a lot about the heart health benefits of the Mediterranean diet. Now, an analysis from a randomized trial suggests this diet, supplemented with extra-virgin olive oil and nuts, may help lower risk of breast cancer.

The analysis, published in the Journal of the American Medical Association, is from the PREDIMED trial — a six-year study that includes data from over 4,000 women, 60-80 years old and at high risk for cardiovascular disease. The women had been assigned to follow one

of three diets, a Mediterranean diet where they received extra virgin olive oil, a Mediterranean diet with provided mixed nuts, or they were advised to follow a low fat diet. The women had quarterly sessions with a dietitian to assess how well they were following the diet.

At the end of the study, the women following the Mediterranean diet with olive oil showed a 62 percent lower risk of malignant breast cancer than the control, low fat diet group. When researchers put the olive oil and nuts groups together, there was a 51 percent

relative risk reduction compared to the control group.

A Mediterranean diet plate contains plenty of legumes, nuts, grains, vegetables and fruits with olive oil providing most fat. This traditional diet from Greece and southern Italy also includes fish, moderate amounts of poultry and dairy, just small amounts of red and processed meats and moderate alcohol with meals. Eating a diet with mostly plant foods is linked with lower cancer risk and is one of American Institute for Cancer Research's recommendations for cancer preven-

tion.

In this study, the addition of extra virgin olive oil may contribute to lower cancer risk, the authors say, due to some of olive oil's active compounds like polyphenols or oleic acid.

The authors caution this a secondary analysis — the primary purpose of PREDIMED was to study the Mediterranean diet's effect on cardiovascular disease. In addition the number of breast cancer cases was small — 35 women — and because the women were at high risk for cardiovascular disease, these results may not apply to all

women.

In the meantime, we know there are evidence-based steps women can take to lower risk of postmenopausal breast cancer: stay a healthy weight, be physically active at least 30 minutes every day and don't drink alcohol. And there are lots of reasons to follow a diet with plenty of plant foods, which includes helping you get to and stay at a healthy weight. Learn how to do that with our free online New American Plate Challenge.

Source: American Institute of Cancer Research (<http://blog.aicr.org/>)



# Baama Pii, Negee ~ Vice Chair Bob LaPoint



Ahneen, BooZo, Negee:

I have some sad news this month. On Nov. 5, 2015,

we lost my former Vice-Chairperson Bob LaPoint. He was born April 20, 1930. Bob was first elected to the Tribal Board of Directors in 1998, and was re-elected in 2002 and 2006 with significant margins. He also ran for Chairperson in 2000 under the "Straight Arrow" slogan and nearly defeated a 13-year incumbent.

I owe my Chairpersonship to Bob LaPoint as he ran in 2004 as I was not sure the time was right for me to run. He encouraged me to run and

in his "straight talk" way, he told me, "I'll run until you can figure out if the time is right." As it turns out, the time was right; I did run in '04 and was endorsed by Bob LaPoint after winning the primary.

After I was re-elected in '12, Bob then 83 years old, drove from Drummond Island to the Sault to greet me at my office on my first day back. I count Bob as a friend and will miss him but his spirit of activism and change lives on.

~ Chi McGwitch, Bob.



Vice-Chair Bob LaPoint with Tribal Members Bonnie and Ron McKerchie at my 2004 Tribal Victor Party picnic. Bob enjoyed himself but got right to business to make change.

## REPRESENTATION AT THE HIGHEST LEVELS: TRIBAL LEADERSHIP STALLED AT HOME

As I think of the various reforms that have permeated board and chair campaigns since 2000 when Bob LaPoint first ran, I can't help but be disappointed. While, undoubtedly, we have made great strides, there are some reforms that Bob and others brought to light that have been entirely ignored by the governing body. One item for example is that of becoming a real government and a true representative democracy by divesting the central and

oligarchical power structure that is the Tribal Board of Directors and creating a true separation of powers. Clearly, given the board is the judge, jury and executioner that writes the laws, interprets the laws and enjoys a judicial branch that serves at their benevolence, they do not want let go of a power structure that supports and reinforces arbitrary and capricious decision making.

While I do believe it is a corruption of power, to

Please see my welcome at 1:06 time index at: [https://www.youtube.com/watch?feature=player\\_embedded&v=axLO4ebKoyc](https://www.youtube.com/watch?feature=player_embedded&v=axLO4ebKoyc)



Far Left, White House Tribal Leaders Conference agenda where I had the distinction of being the Tribal Leader selected to do the welcome. In the middle with US Department of Interior Secretary Sally Jewell just before going on stage. To the right, giving my address. I dedicated my presentation to Bob LaPoint and our Tribal Leaders who paved the way who are now deceased. I was humbled to do so.

**WHITE HOUSE TRIBAL NATIONS CONFERENCE**  
 Ronald Reagan Building and International Trade Center, Amphitheater  
 1300 Pennsylvania Avenue NW, Washington DC 20004

**Pre-Conference Activities:**  
**Wednesday November 4, 2015**  
 1:00 pm - 5:00 pm Early Registration - Ronald Reagan Building Amphitheater Foyer  
 2:00 pm - 3:30 pm Pre-Conference Breakout Sessions

**White House Tribal Nations Conference:**  
**Thursday November 5, 2015**  
 6:30am - 8:30am Registration - Ronald Reagan Building Amphitheater Foyer  
 8:30am - 9:20am Morning Plenary - Ronald Reagan Building Amphitheater  
 Valerie Jarrett, Senior Advisor to President Barack Obama  
 Secretary Sally Jewell, Department of the Interior  
 Chairman Aaron Payment, Sault Ste. Marie Tribe  
 Rory Taylor, Pawnee Nation of Oklahoma  
 Deputy Secretary Heather Higginbottom, Department of State

9:45am - 10:45am Cabinet Town Halls  
 Secretary Sally Jewell, Department of the Interior  
 Secretary Julian Castro, Department of Housing and Urban Development  
 Secretary Tom Vilsack, Department of Agriculture  
 Secretary Sylvia Burwell, Department of Health and Human Services

11:00am - 12:30pm Breakout Sessions

1:00pm - 5:30pm Closing Session - Ronald Reagan Building Amphitheater  
 First Arm Chair Session  
 Participants: Secretary Sally Jewell, Department of the Interior  
 Deputy Attorney General Sally Quillian Yates, Department of Justice  
 Deputy Secretary John King, Department of Education  
 Director Cecilia Muñoz, White House Domestic Policy Council

Second Arm Chair Session  
 Participants: Acting Director Beth Cobert, Office of Personnel Management  
 Administrator Maria Contreras-Sweet, Small Business Administration  
 Deputy Secretary Elizabeth Sherwood-Randall, Department of Energy  
 Secretary Thomas Perez, Department of Labor

Third Arm Chair Session  
 Participants: Director Dr. John Holdren, Office of Science & Technology Policy  
 Director Christy Goldfuss, Council on Environmental Quality  
 Deputy Secretary Mike Connor, Department of the Interior

President Barack Obama



hold so tightly onto such power, I believe it is simply the nature of the beast. After all, if you had complete dominion over your surroundings, would you also hold on to such power? If we truly followed the Seven Grandfather Teachings rather than put on a little show like some, we would respect the inherent sovereignty of our people and immediately move to put the draft new constitution to a vote of the people. In 2012, my opponent for chair acknowledged that the felt our people were not smart enough to vote on comprehensive constitutional reform.

Guess what, he lost his seat. Pay close attention to those who are stalling while sitting back and enjoying their unfettered and unchecked exercise of dominion over the lives of our people.

### WHITE HOUSE VISIT 2015

While our efforts at home have stalled due in large part of inside squabbling and power struggles at the power level including various camps who refuse to work together and backbiting and clique like behavior, I have chosen to do my best to manage the budgets and lead the team members to ensure quality services and fiscal integrity, I have not given up on reform efforts back home, I am merely putting in the

effort where I can effectuate positive change including at the national level.

This past year, I have worked hard to create a greater focus on improving the lot of our members' lives with emphasis on addressing the worst of the worst statistics our people experience like: the lowest high school and college graduation rates. On the next page, you will see that Native students lag behind "white" students at a rate of nearly 20 percent. This disparity is unacceptable and is the at the heart of both my dissertation research, as well as, my professional contribution. Based on my efforts in Education, as well as, leadership roles in Health, Contract Support Costs, and data related committees to improve the







**MM123 CLOSURE WAS AVOIDABLE**

In August of this year, the Great Lakes Conservation Committee presented several options to reduce our lake trout harvest to avoid a fishing closure. While six board members voted to approve a change, we needed seven. Thus, an overharvest occurred, which required a closure that now effects the lives of our fishers. The proposed change would have prevented the overharvest but economics and likely illegal campaign contributions of a few prevented sound decision making. This issue has been portrayed as an issue for all fishers but until the closure occurred, it was really an issue of the 1 percent who control not only their own captain's license but also that of several co-captain operations. In fact, more than half of the harvest of Lake Trout is controlled by one individual. Unfortunately, clouded perspective or illegal campaign funds prevented a wise choice that would have prevented the closure.

**Chi McGwitch, Negee!**

**Table 1**

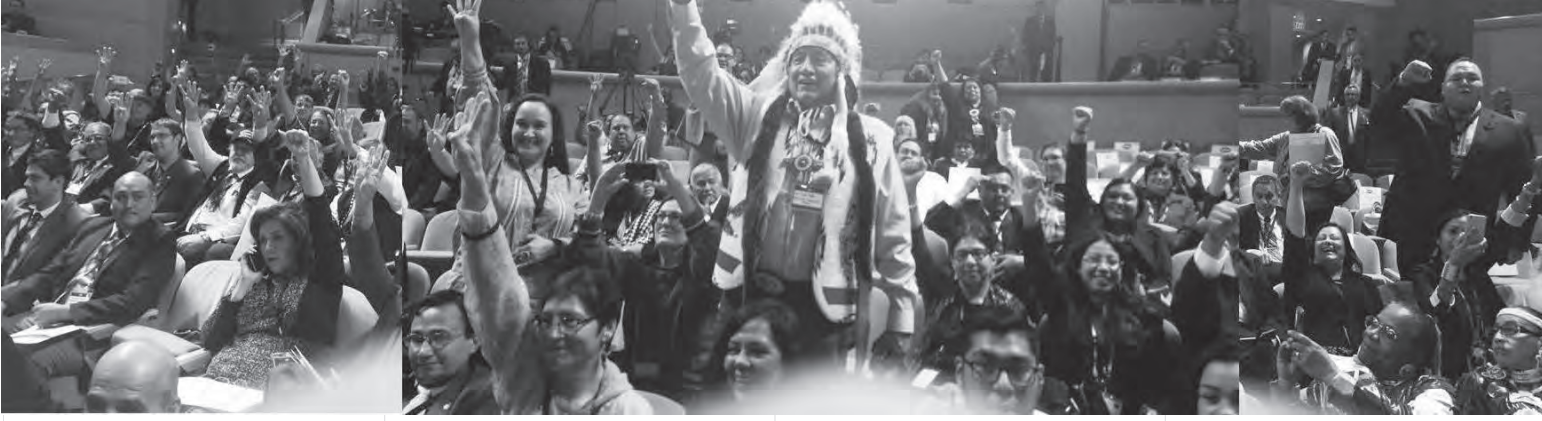
*Model: Differences in Outcomes for Natives versus All Students from entry into high school through to college graduation [N=100, White n = 65, Native n = 35]*

	A	B	C	D	E	F	G
	n	% graduate HS <sup>1</sup>	(A*B)	% who enroll in College <sup>2,3</sup>	enroll in College	% who graduate college <sup>4</sup>	graduate college (E*F)
White	65	84%	55	60%	33	60%	20
Native	35	65%	23	20%	5	40%	2

Values above .5 are rounded up

<sup>1</sup> National Center for Education Statistics (2010b). Public high school four year on-time graduation rates and event drop-out rate: School years 2010-11 and 2011-12. U.S. Department of Education Institute for Education Sciences. Retrieved from <http://nces.ed.gov/pubs2014/2014391.pdf>  
<sup>2</sup> Lanmore, J. & McClellan, G. (2005). Native American student retention in U.S. postsecondary education. *New direction for student services: Special issue: Service Native American students. Vol 2005 (109)*, 17-32.  
<sup>3</sup> Tierney, W.G. (1992). An anthropological analysis of student participation in college. *Journal of Higher Education*, 63, 603-618.  
<sup>4</sup> National Center for Education Statistics (2010a). Student effort and educational progress: Public high school graduation rates by state. U.S. Department of Education Institute for Education Sciences. Retrieved from <http://nces.ed.gov/programs/coe/2010/section3/table-scr-1.asp>

**White House Tribal Leaders Conference 2015**



lives of our people, I was asked to do the welcoming at President Obama's Annual White House Tribal Leaders Conference in Washington, DC. To see my welcoming, please go to the link at the top of the picture of we at the lecture on the previous page.

In interpreting the data in Table 1 above using a hypothetical split of 65 percent to 35 percent white versus Native, we see that out of 20 Native youth who graduate high school, only 2 (10 percent) will matriculate though to college graduation. This is in stark contrast to 20 out of 35 (57 percent) whites who make it though to college graduation. This disparity is unacceptable and borders and is clearly a civil rights matter.

My doctoral dissertation research and expected post-doc research will be to understand why; what variables make a difference; a ben-

efit-cost analysis of investing the most effective intervention strategies; and, ultimately, how to erase such disparities. Thankfully, this message and my efforts are reverberating and others have taken notice. Completing my doctorate in Educational Leadership should provide an additional level of credibility to my message such that I am better able to effectuate change at the high levels.

**\$300,000 TRIBAL EDUCATION GRANT AWARDED**

While I have been pushing the tribal education agenda at the national level, my administrative team back home deserves the credit for securing a tribal education capacity building grant. Through cuts that happened after I left office in 2008, we have not had a dedicated tribal education director. This grant will allow for us to ded-

icate the resources to creating what I anticipate will be a national tribal standard that focuses attention on our tribal youth from early head start though to college graduation.

I want to recognize our long time Head Start Administrator Anne Suggit and my niece Nichole Causley for writing this grant. Nichole ran for the board in 2012. While she was not elected, our tribe has benefitted many times over as a result of her contributions as a grant writer for the tribe. She went back to school and will soon earn her Master's degree in Public Administration (my first graduate degree). I also want to thank our planning division and our Executive Director Christine McPherson for her leadership in applying for grants. Next up, I will draft merit pay system for successful grant writing! Those who bring in hundreds of thousands should be rewarded.

**Chairperson's Christmas RAFFLE for a Chance to Win a**

**\$500 SHOPPING SPREE**

- 1st Prize: \$500 Cash**
- 2nd Prize: \$300 Cash**
- 3rd Prize: \$200 Cash**

Drawing Will Take Place 6pm, Monday, December 21, 2015 at the Kewadin Art Gallery in the Sault.



Since the 1970s, the Sault Tribe has held an annual Children's Christmas party and provided gifts to Tribal youth. Last year, the Tribal Board budgeted \$12,000 and I matched this with a personal donation of \$1,000 and raised another \$11,000!

With the number of Tribal children across of 7 county service area, our fundraising provides for \$20 gifts. Please help us to raise as much as we did last year and bring joy to a tribal child while getting a chance to win a shopping spree of your own!

**Chi McGwitch, Negee!**  
Chairperson Aaron Payment

Tickets cost \$5 each

Tickets are available at all Kewadin Gift Shop and Hessel's Bar or by calling the Tribal Chairperson's office at 906-635-6050. Please bring tickets to the draw barrel located at the gift shop.

**All Proceeds benefit the Sault Tribe Children's Party**

2015.11.03  
15:13:09  
-05'00'



Fundraising for the Sault Tribe Children's Christmas Party. This raffle is authorized by the Tribal Gaming Commission. Contestants do not need to be present to win. Contestants must fill out entire ticket. Winner is responsible for all applicable taxes associated with prizes.



# Time to take on changes and challenges head on



**DJ HOFFMAN**  
DIRECTOR, UNIT I

As we near the end of 2015, the tribe has faces many difficult decisions to make. It is time that the tribe takes these corrective actions to ensure the financial health and prosperity of our tribe and its enterprises.

## CASINOS

It has been over 11 months since the Gaming Authority authorized hiring a temporary Casino Executive Officer. The premise of this temporary position was based upon an RFP issued in August of 2014 which stated:

*Temporary Overall Management of Gaming/Hospitality Operations with the ultimate goal of assisting with selection of a permanent Chief Executive Officer of Kewadin Casinos.*

Policy dictates that temporary positions shall not exceed six months; it has been over 11 months since the temporary position was hired. Some have argued that we need to let people do their respective jobs and help the tribe move its casinos forward. First, the temporary position was brought in to assist the tribe in selecting a permanent CEO for its casinos. Second, we are not moving forward.

In those 11 months the casino revenues have continued to steadily decline, as well as the

## Former board member Bob LaPoint walks on November 4



**CATHERINE HOLLOWELL**,  
DIRECTOR, UNIT II

Sault Tribe lost a beloved leader on Nov. 4 of this year, when former board member Bob LaPoint walked on. Bob represented our Unit II district from 1998 until his retirement from office in 2010. I ran for his vacant seat that year and I am deeply appreciative of the wisdom, support and encouragement he gave to me.

Bob was loved by many in his community and throughout the tribe. He always made time for people and many folks would attend tribal board meetings simply to visit with him and enjoy



tribal tax revenues that are earmarked for membership services. In a year-to-year comparison (2014-2015) though September, revenues are down over \$12 million and year-to-date tribal tax payments are down over \$1.7 million.

For the Nov. 17, 2015, meeting of the board of directors, multiple board members have co-sponsored a resolution to finally post the position of chief executive officer of Kewadin Casinos. The position is a key employment position, approved in the 2015 Casino Budgets. Hiring of this "key employee" requires seven votes of the Board of Directors. Under the tribe's adopted personnel policies, all positions must be posted.

While members of the board will once again argue that the resolution will send the wrong message to the temporary Casino Executive Officer, my concern continues to be the message of not following policy, adopted by tribal resolution, and what it conveys to the membership and our employees as a whole.

## HUMAN RESOURCES AUDIT

The Sault Tribe Board of Directors recently approved a resolution to audit the performance of the tribe's Human Resource Department. Human Resources is the central hub for all employment related actions: pre-employment, hiring, discipline, retention and termination. As a tribe, we need to ensure that these areas are performing in an optimal manner and in accordance with adopted policy to ensure that all employees are treated in an equitable manner. The audit will address the strengths and weaknesses within the department so that they may be assessed and addressed.

## ECONOMIC DEVELOPMENT

The tribe has a large list of candidates for the Economic Development Director position. To be clear, the board has only been provided qualifications (no names) regarding potential candidates.

In an effort to ensure that the tribe hires the most qualified candidate for this position, I have proposed the following to the board:

— I have suggested that a committee be formed to conduct an initial round of interviews with all of the qualified candidates.

— I have also suggested inviting experienced community business leaders (tribal and non

tribal) to sit on the initial panel, as well as members of the board, to provide the board with their recommendations of the three to five most qualified applicants to be considered by the board for a second round of interviews.

It is my hope that the Economic Development Director will be able to move our businesses in a more profitable manner, as well as lead the charge towards new business development and diversification. I am also hopeful that our corporate charter, approved by the BIA, will one day be utilized. This would afford our tribe with the opportunity to develop and maintain businesses free from the meddling of politics, thus ensuring that they have a chance to be successful and provide revenues to tribal services.

The most successful tribes in America run their businesses through their corporate charter. Examples include Seminoles Inc. and Ho Chunk Inc., and hopefully one day Sault Tribe will share in this success.

One thing is perfectly clear, the need for diversification is essential to our tribe's long term economic survival.

**JKL BAHWETING SCHOOL**  
The gymnasium continues to progress nicely. At this time, the roof has been completed and the

final sides of the building are being installed. By the time this report is published, the contractors will be inside the building working on the dry wall, electrical and flooring. I am extremely pleased with the progress on such an incredible project for our tribal and community children within JKL Bahweting School. While at times it may appear that the tribal board does nothing more than "argue, fuss and fight," it is projects such as this that provide a glimpse to the type of productivity that can be found in working together. Once again, I would like to thank the board for supporting this project and looking out for the future of the school and its children.

I will continue to push forward with members of the board that wish to be progressive.

I will also continue to work with members of the Board to ensure that we become innovative in our approach to economic diversification, membership services, and stepping out of the non progressive box that we appear to be confined to.

Sincerely,  
DJ Hoffman  
Cell: (906) 203-0510, tribal e-mail djhoffman@saulttribe.net, personal e-mail djwhoffman@hotmail.com.

## Board resolutions passed in October 2015 meetings

The Sault Ste. Marie Tribe of Chippewa Indians convened a meeting on Oct. 6, all were present.

A fiscal year 2015 capital expenditures budget modification was approved for buildings for an increase of \$1.2 million coming from the building funds account with no effect on tribal support.

A fiscal year 2016 budget modification was approved to the school Fiduciary Committee for an increase to expenses of \$153,700 with funding coming from the fund balance and no effect on tribal support.

A fiscal year 2016 budget was established for tribal victim assistance with U.S. Department of Justice funding of \$120,726 and no effect on tribal support.

Submission of requests to the U.S. Department of the Interior to

accept title to five parcels of land in trust for the benefit of the tribe to accommodate school grounds expansion.

The 2016 Indian Housing plan was approved and funding requested from the U.S. Department of Housing and Urban Development (HUD).

An application was approved to be submitted to HUD for a fiscal year 2015 grant of \$600,000 to correct the drainage system on JK Lumsden Way on the reservation along with crawl spaces of 20 homes.

The board confirmed the Housing Authority met federal requirements to gather and consider comments from the entire tribal community about the possible use of block grant funds.

The board met again on Oct. 27 with all present.

A fiscal year 2015 budget was established for Great Lakes Restoration Initiative American Marten of \$62,137 with funding from the U.S. Bureau of Indian Affairs and no effect on tribal support.

The Compensation Administrative Guidelines for the Health Division was amended to be in effect for fiscal year 2016 and forward.

A fiscal year 2016 Head Start budget was approved consisting of \$661,193 in federal funds, \$29,716 in state funds and \$123,980 in tribal support.

A fiscal year 2016 Strategic Planning budget was approved for \$48,839 in federal funds and no effect on tribal support.

An FY 2016 Drug Court Enhancement budget was approved for \$137,953 in federal funds.



# Human Resource Department will be audited



**BRIDGETT SORENSON,  
DIRECTOR, UNIT III**

At the Oct. 27 meeting in St. Ignace, Director Hoffman and I brought forward a resolution to do a performance audit of the Human Resource Department. The vote ended in a tie with the chair voting no. We put the resolution on again at the Nov. 3 meeting in the Sault and it passed.

There is much concern as to why we wanted to audit the Human Resource Department when we have issues tribal wide. We feel that Human Resources are the hub of the employment world of the tribe. All applicants must go through HR and all employees interact with the HR Department also. Some want to portray we are targeting team members, I say if you are afraid of an audit, then you must have something to hide. We should be auditing every department periodically.

odically.

The board members interested will be establishing the parameters of the audit. Next, an outside person or company will be hired to conduct the audit. As long as politics don't come into play, the board should implement the recommendations.

Recently, we found out if you are a tribal member and qualify for the position, that does not mean you will be interviewed for that position. I have never heard of that since I worked in the HR Department from 2002 to now. A member came to the meeting to ask why he/she was not granted an interview. Apparently out of about 10 qualified applicants, only a handful were interviewed. This was for a \$17-an-hour job, which are far and few between for our members. If I were hiring for an executive level job, I would rather interview a dozen people first, then bring back the handful for a second interview. At least everyone would receive an opportunity to sell themselves. We were told there isn't a policy saying a person must get an interview, but we do have a preference policy and nothing stating they won't get an interview if qualified.

I asked when a job posting closes that the department manager or supervisor screens the applications with the Human Resource Department. Many times applicants are screened out of the interview process because

they don't have exactly what the posting requires. This does not mean people cannot perform the job. I have seen two casino department heads and one vault cashier screened out for a Midjim manager. These people have supervised around 30 people and are not qualified to supervise six?

We also need a working promotion policy. Our proven team members should be able to advance in the organization. There should be training and succession planning which would all improve morale.

The Nov. 3 board meeting time was changed from 6 p.m. to 5 p.m. An email was sent out within the five days' notice and I objected. All our regular meetings always start at 6 p.m. Members have the opportunity to address the board from 4-6 p.m. So with the meeting time change, members only had from 5-6 p.m. With the change, team members or anyone else who worked until 5 p.m. could not address the board.

As I write this article, we have yet to pass our 2016 budgets. It seems that we can only meet on Tuesdays to discuss anything. We are lacking in commitment to meet more frequently to get things taken care of. We rarely can meet with our divisions for semi-annual reviews. I am a take care of business type of person and this kind of scheduling and lack of forward movement is driving me crazy.

We have to constantly change

meetings for travel. We do have a vice chair to fill in. Business must go on with one or five of us missing. We don't close the casinos because the CEO is out of town. There is not one person that the tribe can't live without. Let's move forward by splitting up and covering as much ground as possible.

On Oct. 28 and 29, the tribal action plan (TAP) group met with our technical advisors to start writing this plan. I was only able to attend on the 28th and would like to thank the staff who committed to attending and participating.

Also on the 28th, I was able to attend the adoption of a tribal child into the Feleppa family. Congratulations, Feleppas! AJ is a very lucky little girl.

If there is anyone who maybe would be interested in becoming a foster parent, there is a great need for our Native children to have loving homes. Please contact Shirley Brown or the ACFS Division for more information.

The St. Ignace Head Start program will be having their annual powwow at the Shores Event Center on Wednesday, Nov. 25, at 11:30 a.m.

The St. Ignace elders are planning a Christmas cookie sale for December at the McCann School. Please contact Brenda Garries or another committee member for details or watch Facebook.

The well replacement has taken place at the Grimes prop-

erty next to Wequayoc Cemetery. We would like to be able to use this for feasts, spiritual gatherings or teachings in the near future. The house needs to be completely furnished. If anyone is interested in donating utensils, cookware/bake ware, plates, cups, counter-top appliances, etc. please contact me or the chairman's office.

The youth sponsorship program is still accepting applications to help with student activity fees, sports fees, senior pictures, drivers ed, etc. Please contact the Big Bear at (906) 635-RINK for an application.

The LIHEAP heating assistance program opened on Nov. 1. Please contact Angie Gilmore at the St. Ignace Health Center, 643-8689.

The annual elders holiday dinner will take place in the Sault on Tuesday, Dec. 8, at 11:30 a.m. For sign up and transportation arrangements please contact the Elder Services Division at (906) 635-4971.

The St. Ignace Christmas carnival will be held on Sunday, Dec. 6, at the Shores Event Center from 1-4 p.m. Santa will be there along with food and games.

I hope everyone has a safe and wonderful Thanksgiving holiday.

If you need to contact me, please call (906) 430-0536 or email me at bsorenson@sault-tribe.net or bridgett91@yahoo.com. I do schedule appointments for office visits.

# McLeod addresses DOJ on Violence Against Women



**JENNIFER MCLEOD,  
DIRECTOR, UNIT I**

Aaniin, Anishnaabek! Since 2013, I have been a member of the Department of Justice Intertribal working group focusing on the implementation of the Violence Against Women Act (VAWA) in Indian Country. It has been an historic couple of years as tribes across the nation have implemented the federal authorization to prosecute non-Indians who harm Indian women on tribal land. Nov. 1, I traveled to the Squaxin Island Indian Community for two days of domestic violence meetings, and then on Nov. 4, I attended the consultation session of the Department of Justice. As usual, the DOJ paid for my travel, not the tribe.

I wrote the following speech and read it when it was my turn to speak. Many people from many tribes were there to also offer their testimony, and share the hardships of their communi-

ties. It was a mix of victories and sufferings, however after listening to the testimony of our Alaskan brothers and sisters, I became stronger in my tone and went off script a couple of times.

The Alaskan testimony that affected me the greatest, was the story of an eleven-year-old girl who was beaten to death, stripped naked and had to lay in wait for law enforcement to arrive for three days. THREE DAYS AND NIGHTS her family could do nothing for their baby girl, knowing she had been killed, knowing that precious little girl lay in wait for help, for dignity, for justice.

I felt the heartbreak of the grandma who was there, as she told how they protected the body. I saw tears fall from her eyes and watched as other Alaskan women got up and put a hand on her shoulder, a tissue in her hand and stood close to her in solidarity and love.

It was so very hard to realize that the Alaskan tribes are almost totally neglected by a federal government that so recently took everything from them. It was hard to realize how desperate their lives are. I was humbled by their pain. When it was my turn to speak, I first introduced myself in our language with the proper protocol. I acknowledged two of our tribal women who were also there (Lori Jump and Jami Moran) for their dedication to the protection of our women and the fight against domestic violence. I could not do my job without Lori and Jami's help and guidance.

Jennifer's testimony — My tribe will provide its formal consultation remarks in writing. I am speaking to you today as an elected official of the tribe, an elder, grandmother, mother and an Anishnaabekwe (Ojibwe woman). By profession, I am an educator and school administrator. I spent many years in the classroom teaching my students many things, including the 3Rs — 'readin', 'ritin' and 'rithmetic'.

Today, in my teacher mode I desire to teach the Department of Justice and the federal government another set of 3Rs — RECOGNITION, RESPONSIBILITY and RESPECT.

The first R — recognition. Our status is embedded in and thus acknowledged by the Constitution of the United States of America. We are NOT colonies, municipalities or states. We are nations. Nations with whom TREATIES were made. In those treaties, our tribal nations agreed to allow the nation of the United States to grow and become its own sovereign in exchange for various goods, services, etc. The "trust relationship" was formed. The United States willingly accepted the second R — RESPONSIBILITY to fulfill their part of the treaties. Through those treaties, every service of the Department of Justice to tribal nations have been pre-paid. We have upheld our part. In my best "teacher-speak," I am saying this is not acceptable.

The third R — RESPECT. How

do tribal nations gain the FULL respect of the DOJ and the federal government? Because I don't see it.

It is NOT respectful to treat nations in such a manner that they must deal with a lower-level government (states) for access to federal dollars that are needed for the protection of their people. Does the U.S. do that to the Middle Eastern nations that ask for federal monies to protect their citizens? No. Are they required to "apply" and meet 61 criteria first? No. But, it IS what tribal nations must do.

It is also NOT respectful to pit tribal nation against tribal nation to COMPETE for resources. To me, this is history repeating itself. The tribe that successfully signs an "X" on the paper gets everything, and the other tribes get nothing. Again, unacceptable. To the five board members who voted "yes," I say "miigwetch," and appreciate your support of the work that I am doing for our people. To the other four, there is nothing to say. Their vote is their vote. But, it does show me one of two things: either it's personal or they do not support my work against domestic violence. I was surprised at first, but perhaps I shouldn't have been. The reasoning for the "NO" vote is of no concern to me. I know this work is important, just ask the families of any woman who has been abused or, better yet, ask the family of the eleven year old girl who lay dead for three days waiting for a police officer to come.

VAWA, other domestic violence and lack of DOJ funding are important issues that I am proud to work on for our tribe and I intent to continue doing so.

In this month of Thanksgiving, I have so much to be thankful for. My family, my students, my work and the members of our tribe who made it possible for me to be where I am today. I am grateful for the gift of knowing that what I am doing matters. But this year, I am grateful for so much more, things I never thought about, like roads. Alaskan women and children are living in desolation with only airplanes and boats for transportation. They have no roads. I am also grateful to our law enforcement and emergency personnel. I know if I need help, they have roads that will get them to me quickly, and they will gladly come at a moment's notice. This month, I am humbled by the many blessings that I have, both known and unknown. On this Thanksgiving holiday, may you all have the love of family, the blessings of good health, safe homes and happy lives.

Shawindekaa (Many blessings),

Anishnaabe gagige (Anishnaabe for always) - Jen (906) 440-9151

JmcLeod1@saulttribe.net or jennifer.mcleod.2012@gmail.com.

Feel free to contact me with questions, comments, or if you or someone you know could use my help. Happy Thanksgiving!



# Board voted to audit Human Resource Department



**KIMBERLE GRAVELLE**  
DIRECTOR, UNIT I

Hello. During our last meeting, the board of directors voted to audit our Human Resource Department. There have been several resignations and morale seems to be very low. It appears there are too many inconsistencies in our hiring process.

The interview process is being questioned because of a "blind application" practice.

The audit will give us a clear picture of the steps that are taken to provide an applicant with an interview and hopefully eliminate the blind applications.

If an individual is qualified

for a position, they should get an interview. Further, all applicants and employees should be treated equally.

It was announced this week during the annual White House Tribal Nations Conference in Washington, D.C. that the Sault Ste. Marie Tribe of Chippewa Indians was among eight tribes that will receive a federal grant. We were awarded \$300,000 by the U.S. Department of Education and the U.S. Department of Interior to help our educational programs and develop initiatives for achieving

self-determination. More information will be forthcoming.

"Let's put our minds together to see what we can build for our children," a quote by Chief Sitting Bull.

I'm a member on the Water Trails Committee. This is a program that is working on heritage water trails and routes on navigable waterways in order to foster a historical education experience.

We are at the stage now where we're looking to gather information about original historical names of places so we

can tie in some native history to the water trail sites which may include Chippewa, Luce, and Mackinac counties. After this information is compiled, there will be historical markers posted to highlight historic events related to the waterways.

We will work closely with the Cultural Department in order to ensure the information is correct and no sacred places will be disturbed.

If you have any questions or comments, you can contact me at (906) 203-6083 or at [KKGavelle@saulttribe.net](mailto:KKGavelle@saulttribe.net).

# Massaway selected to attend National Congress of American Indians with others in tribal delegation



**KEITH MASSAWAY,**  
DIRECTOR, UNIT III

A tribal delegation was sent out to the National Congress of American Indians (NCAI) conference last month and I was selected to attend. It was a very busy conference and all the tribal board members and chairman worked hard on many aspects of our tribal needs.

My focus was mainly on government-to-government relations. This encompassed many different topics, but the one I will elaborate on is the consultations. When I first became a tribal board member nearly eight years ago, tribal consultation with other government entities was non-existent. The idea of

consulting with the tribes was thought to be worthless and the governments knew what was best for the tribes. We kept insisting to the federal government and the state, counties and cities that we were to be contacted and have meaningful discussions on anything that could affect the tribe. This usually fell on deaf ears.

As the years went by and our constant educating of people of the laws, we began to make headway. I have to say now that recently the federal government has finally taken up its role to include the tribes in nearly all aspects of the government con-

sultations. We have our voices heard at senior levels on subjects far and wide. Topics like education, environmental, housing and health to name a few. We have not gotten full inclusion on some other areas, but we continue to seek inclusion on those topics also.

Working with the state has been more difficult and a slower process. Their understanding of consultation seems to be that they contact us and tell us what they are going to do and then do it whether or not we agree or disagree with the item. I must say this area has also gotten better since I first arrived on the

board. Back then, they did not even acknowledge they had to talk to us at all. With the counties and the cities, it has been great in some areas and non-existent in others. Usually we find that just sitting and talking to the parties involved we arrive at a good understanding of what is expected and mandated to occur. Have a safe and fruitful hunting season and a happy Thanksgiving.

Thank you always for the phone calls and the e-mails.

Keith Massaway 702 Hazelton St., St. Ignace MI 49781, [kmas-saway@msn.com](mailto:kmas-saway@msn.com), (906) 643-6981.

# International Bridge toll plaza ribbon cutting and dedication marks end of \$8.9 million project

The Sault Ste. Marie International Bridge celebrated the completion of the 16-month-long, 8.9 million toll plaza project with a ribbon-cutting and public open house on Oct. 21. Below, local veterinarian Chris Hall drumming with the Bay Mills drum group. Right, ribbon cutting in front of the new administration building. Below right, the new toll plaza.





# Working on 2016 budgets for operations and services



**LANA CAUSLEY,  
DIRECTOR, UNIT II**

As reported last month, we have been reviewing budgets for the 2016 annual program services and operations. During this time, there is additional information that I have been requesting to come to a decision about the annual budgets. It is difficult as I have continuously requested that we need factual budgeting to determine the number of members served with the dollars funded to each program. I know that we have certain programs that only service a limited amount of members and the amounts for administration are heavy. We still have not completed the reviews and we are now working with a continuing resolution with last year's amounts. We do address each program's needs once identified to make certain there is minimal interruption in the day-to-day, but it's the administration's responsibility to point these out for smooth operations. I not only have many questions of my own but many staff come to me with questions, ideas and concerns on our budget, so weighing all this out is never an easy process. I will update when we complete, as there are still many questions from many board members.

We finally met on our tribal action plan (TAP) to begin the tribal justice system planning process face-to-face with Fox Valley Technical College. The

planning to write the actions were done with nine modules:

- Module 1: Assess the needs, assessment findings. This was done with the survey and focus groups we did many months ago. We identified gaps, lack of services, validate what is working effectively and what major service is needed.

- Module 2: Prioritize issues. We used methods to prioritize problems and issues with each service.

- Module 3: Develop a problem statement. Who is affected, how are we affected, a strategy to have the best approach, etc.

- Module 4: Review desired outcomes.

- Module 5: Identify goals.

- Module 6: Strategy and action steps. Identify appropriate tasks involved in each step and identify internal and external stakeholders who will support each goal.

- Module 7: Timelines. Calendar each task and identify who is responsible.

- Module 8: Evaluation.

- Module 9: Written plan overview, plan for sustainability and next steps to complete written plan.

I have written this all out to show the lengthy process taken to write the plan. We are in the process of hiring for a position in the court (grant funded) with the skills and expertise to accomplish this written plan with all the material and planning the TAP group has completed this far. I would like to personally say chi-miigwetch to all the program staff involved in this. Sitting through the meetings when I could attend showed me the dedication and knowledge of the staff knowing what our problems are and bringing to the table what is needed to advance our services for substance abuse. We talked about out-of-the-box thinking so that we could help in the emergency time of need and making sure we sustain all programs to keep things up to date. As we were sitting in some of

the sessions we came to realize even new problems and certain dangerous drugs coming to light just from our last sessions. Our court staff have firsthand knowledge of where the problems lie and their input is invaluable. We now have to continue to commit to these and make it a priority. I have been frustrated through this process but seeing the experienced technical trainers come in to assist did give us the help to move forward. Now we have to complete it. I will report next month on the status.

As most know, the Chippewa Ottawa Resource Authority (CORA) made the decision to close fishing down in Lake Michigan for the remainder of the fishing season this year. This was due to the over harvest of lake trout due to all five tribes' fishing efforts. This was a very hard outcome for our fisherman and their families. We held discussions on two separate meetings thus far and many problems have been identified (some are the same ones I have been bringing up for awhile based on conversations with the fishermen). We need to address the amount being stocked and we also need to change the way we count the catch. It's obvious that we have cards stacked against us when it comes to the state, feds and sport fishing groups, but I believe this will finally make eyes open to the lack of attention we show on these problems. Again, we fail as a government to address or act on the issues that create problems. I'm not saying much more about this publicly, but I have spoken to most all the fisherman in our area and the message is the same. I will continue to be at the table pushing the items that need to be addressed to sustain and keep our industry going. We will be holding a special discussion workshop with all involved and ask that all of the fisherman attend. We have requested that all get a notice sent in the mail for date and location. I'm afraid to place what I

know about the date due to the fact I've seen it get changed on a moment's notice and that's quite embarrassing and frustrating (trying to stay professional). I will also call fisherman when the date is committed to by our administration. I can assure you that these issues are the priority of Director Hollowell and myself at the present time.

I would like to give you all a very brief update on a few of our legal issues pending. In the Greentown holdings U.S. bankruptcy court case we prevailed in our argument that we did not waive our tribe's immunity. This was very good news for us, now we will file all the papers and continue to see this through for an outcome to finally get this case behind us. We are now in the active process of discussion and sitting at the table for revised or replacement compact negotiations with the state per our 1993 compact. There has been minimal discussion up to this time and now it seems that we will be committing to real planning and discussions about the future of each tribe's compact. I'm confident we are becoming prepared and would hope that our entire board is involved in this process.

Our mandatory trust request and application for Lansing and New Boston is still under review in the solicitor's office. We are still right on timeline and mark for the Lansing project as we knew and expected this. Both projects have representatives from the board, our legal department and casino to go through all phases and stages. We still have many obstacles to overcome, our legal department and outside attorneys have been consistent with moving this along as well.

We did receive some very good news from the U.S. Department of Education. We applied for a \$300,000 grant for planning and preparation of additional education services for members. This application includes the salary for an education director for our tribe. I advo-

cated for this position ever since it was vacated years ago and I'm very happy that this direction is being taken again. Look for the posting in the near future and please spread the word around to any qualified members. We do need many items addressed in our education needs, especially in the rural areas, so new directions, goals and ideas are encouraged.

I had the opportunity to attend our veterans' powwow in Kinross this past weekend. Chi miigwech to Jackie Halfaday Minton, the participants and our drums who attended. It was a relaxing time and I watched many very young ones dance for their veterans and it was good to see. These youth are around 4 and 5 years old and it impressed me so much. To the parents that had their children there and dancing, chi miigwech, it does my heart good to see that.

In closing, I would like to take a moment to remember our past unit representative, Robert (Bob) LaPoint, who passed on this past week. I had the opportunity to work with Bob on many projects as well as sit with him during many hours of debate on topics for our tribe. I will say that he always treated me with respect, kindness and was a gentle leader who was dedicated to our tribe for many years as an elected official. I will always be grateful for certain teachings he gave me as a leader and also as a friend. I smile thinking about a couple actions with him, he sure was one of a kind and he will be remembered by me for his gentle kindness as a leader. Chi miigwech to his family for loaning him to us all those years and supporting his role as a representative for our tribe.

As always, please contact me if you would like to meet. I'm always available by phone or in person for a visit. Contact me by email at lcausley@saulttribe.net, or by phone at (906) 484-2954 or 322-3818.

Baamaapii,  
Lana Causley-Smith  
Unit II tribal representative.

## Munising kids Christmas party scheduled for Dec. 12



**RITA GLYPTIS  
DIRECTOR, UNIT V**

The Munising kid's Christmas party will be held on Dec. 12, 2015, from 1-3 p.m. in the Munising Tribal Health Center Community Room. Call the tribal center at 387-4721 to sign up your children (up to 14 years old). The Marquette kid's Christmas party will be held on Dec. 19, 2015, at the NMU University Center from noon to 3 p.m. To sign up (up to 14

years old) call (866) 279-8323.

To kick off the holiday season, the Marquette elders' holiday dinner was held at the Holiday Inn in Marquette on Nov. 12, 2015. A great time for fellowship, thanksgiving and remembering the reason for the season. The Munising elders' Christmas dinner is on Dec. 14, 2015, at the Munising Tribal Community Room at 6 p.m. Come early to relax and enjoy the festivities and a Christmas carol sing along.

LIHEAP opened Monday, Nov. 2, 2015. The Low Income Home Energy Assistance Program is designed to offset the heating costs for tribal households in the tribe's seven-county service area. Eligibility for assistance includes: Established residency in the seven-county service area of Chippewa, Alger, Mackinac, Luce, Delta, Schoolcraft, or Marquette County. Enrolled Sault Tribe member head of household or enrolled Sault

Tribe member children living in the residence. Be at or below 150 percent of the 2015 poverty threshold. Applications are available at any of our office locations or online. To access the online application, follow the link below and then «Direct Services» followed by «Low Income Home Energy Assistance Program. <<https://www.saulttribe.com/membership-services/acfs>>. For assistance, call Heidi Cotey at the Munising Tribal Health Center.

Another resource I have been made aware of is through the Superior Watershed Michigan Energy Assistance Program (MEAP). The SWP, in cooperation with St. Vincent DePaul and partners is offering energy assistance for U.P. residents in need during the 2015-16 crisis season or until funds are depleted. Assistance with energy bills (for qualified applicants) is available for electricity, natural gas, propane, fuel oil and

firewood. Proof of income is required as this is an income based program. For further information call Superior Watershed at (906) 228-6095 or Carol Verbunker at the local Friends in Need office (906) 387-4470.

**Note: The Dental Department at Manistique**

**Tribal Health Center will be closed for emergency visits Thursday, Nov. 5, through Friday, Nov. 20, and Wednesday, Nov. 25.**

Happy holidays!  
Rita Glyptis  
Unit V Director  
(906) 202-3224  
rglyptis@saulttribe.net

### Western end children's Christmas parties and elders' holiday dinners

The Munising kid's Christmas party will be held on Dec. 12, from 1 to 3 p.m. in the Munising Tribal Health Center Community Room. Call the tribal center at (906) 387-4721 to sign up your children (up to 14 years old).

The Marquette kid's Christmas party will be held on Dec. 19, at the NMU University Center from 12 to 3 p.m. To sign up (up to 14 years old) call (866) 279-8323.

To kick off the holiday season, the Marquette Elders' holiday dinner was held at the Holiday Inn in Marquette on Nov. 12. A great time for fellowship, thanksgiving and remembering the reason for the season. The Munising elders' Christmas dinner is on Dec. 14, at the Munising Tribal Community Room at 6 p.m. Come early to relax and enjoy the festivities and a Christmas carol sing along!



THURSDAY, DECEMBER 31<sup>ST</sup>

NEW YEARS

*Celebration*

2016

4 p.m.-11:45 p.m.

Win your share of over  
\$20,000 in free play & cash!

Hors d'oeuvres, FREE champagne toast,  
party favors and more!

REGISTER AT NORTHERN REWARDS CLUB.



CHRISTMAS - ST. IGNACE - MANISTIQUE - SAULT <sup>DU</sup> MARIE - HESSEL