

# Win Awenen Nisitotung

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



Frances Hank and Mona Gugen at the Hessel Tribal Center with one of USDA nutrition educator Marlene Porcaro's delicious pumpkin pies she baked for a Hessel elders' meal this fall. See more photos on 12 and 13.

## Sault Tribe board approves bonuses and raises

SAULT STE. MARIE, Mich. — At the Dec. 8 regular meeting at the Sault Kewadin Casino, the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors approved 2015 bonuses and 2016 cost of living adjustment (COLA) increases for its governmental, enterprise and casino employees.

Chairperson Aaron Payment said, "I proposed bonuses and raises and included these in the draft FY2015 and 2016 budgets, respectively. In subsequent years, raises will happen in a predictable pattern per a resolution enacted to establish an annual COLA equal to the Consumer Price Index to a maximum of three percent."

The bonuses will be paid out before Christmas in the amount of \$500 for full-time employees, \$250 for part-time employees and

\$150 for seasonal employees. The tribe's cost is over \$800,000.

The three percent raises will take effect in January.

Incoming settlements, revenue stabilization, land in trust approvals resulting in lower taxes and increased federal revenues were some of the factors cited in the tribe's ability to afford raises for the first time in seven years.

"I am grateful for all team members for what they do to sustain our operations as a tribe," said Payment. "I perceive a social contract between our tribe and our team members that ensures the value of their compensation keeps pace with the cost of living."

Payment added, "I hope this comes as great news to our team members as we enter the holiday season."

## Be of Good Cheer!

Sault Tribe elders across the service area enjoyed Christmas gatherings mostly at tribal facilities in Sault Ste. Marie, St. Ignace, Hessel, Newberry, Naubinway, Manistique, Escanaba, Marquette and Munising, featuring good food and a chance to socialize. Sault elders enjoyed a Christmas luncheon at the DreamMakers Theater at the Kewadin Casion and Convention Center in Sault Ste. Marie.



Photo by Rick Smith

From left, Fanny Aslin, Roberta Chippewa, Kathy and George Egert wait for the festivities to begin at the start of the Christmas luncheon in Sault Ste. Marie on Dec. 8. Elders could take advantage of raffles and heard an address from Sault Tribe Board of Directors Chairman Aaron Payment including an introduction of board members. An elder volunteer of the year was also recognized who will be highlighted in a coming edition of *Win Awenen Nisitotung*, and attendees enjoyed live music by Gentlemen George and friends.

## Gardner named to national advisory council

### FROM SAULT TRIBE EARLY CHILDHOOD PROGRAM

Sault Tribe member Samuel Gardner was recently selected to serve on the American Indian/Alaskan Natives National Head Start Collaboration Advisory Council. Gardner traveled to Washington, D.C., in November with Early Childhood Programs Manager Anne Suggitt and attended two days of meetings in the nation's capital.

The council's membership is drawn from national, state and local governments and other indigenous-based organizations. The diverse membership of the advisory council ensures the voices of American Indians and Alaska Natives and low income children and families are represented in all policy making and planning decisions. The council is committed to establishing partnerships that cultivate a strong educational environment for all American Indian and Alaskan Native communities by shaping the future while preserving the past through indigenous cultures, beliefs, language and values.

"I just want to say what an honor it has been working with the Early Childhood Education program, then to be selected for the NAIANHSCO Advisory Council," Gardner said. "It is so nice when hard work pays off in the most rewarding ways. I am very grateful to everyone who has helped along the way to get me to where I am now, like the



Stopping for a photo while in Washington, D.C., from left, collaboration Director Mike Richardson, Sault Tribe Early Childhood Programs Manager Anne Suggitt, Samuel Gardner and Office of Head Start Senior Program specialist WJ Strickland.

ECE program, but most importantly my family."

He added, "All I want to do is make sure that everything I learn and take away from these opportunities can be used in return to help better our community."

Gardner has been a strong advocate for the tribe's Early Childhood programs. He has volunteered many hours, served on the policy council and was chairperson for two years. He is a student at Lake Superior State

University majoring in social work and he is completing an internship in Early Childhood Education programs focusing on family services.

The Honoring our Children (Kellogg Foundation) grant is supporting Gardner's efforts in obtaining his degree through this internship.

Gardner is married to Katrina Gardner and they have five children, Sabrina, Jasmine, Elizabeth Temperance and Samuel III.

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## IFWD to hold public meeting on habitat for local migratory birds

The Inland Fish and Wildlife Department (IFWD) is working on a project to restore St. Mary's River habitat for migratory birds. Its latest project treated 10 acres on Sand Island by removing invasive cattails and re-vegetating the area with native bulrush, an important species for migratory birds and fish. See page 12 of October's WAN.

The scope of the project includes the upper St. Mary's River from the north end of Sugar Island to Munscong Bay. In that area are over 190 islands

with a lot of places that are potential worksites. Work on this project during the winter is prioritization and planning, which includes having public meetings and forming and working with a technical advisory committee composed of experts on migratory bird habitat.

The IFWD has its first public meeting starting at 4 p.m. on Monday, Jan. 4, during the beginning of the Inland Conservation Committee meeting at the Sault Ste. Marie Kewadin Casino.

## Farmers' Market vendors wanted in Bay Mills



WANTED — Vendors for a 2016 Farmer's Market in the Brimley and Bay Mills area starting July 28 through Oct. 6, every Thursday, 4-7 p.m. at the Bay Mills Resort and Casino. The space for vendors is free with one canopy and one table are provided. The goal of this Farmer's Market is to provide healthy, locally home grown or unique natural produce along with Native American art from tribal members, to the community and the general public. For more information contact Connie Watson, [cwatson@baymills.org](mailto:cwatson@baymills.org), (906) 248-8363.

## Sault beauty school opens

Danielle Eggart announces the opening of her new 727 School of Cosmetology on Tuesday, Jan. 5, 2016. Full and part-time class schedules are available.

Visit their website for information about financing or to register at [www.727schoolofcosmetology.com](http://www.727schoolofcosmetology.com), or call 635-0800 for more information.

The school is in downtown Sault Ste. Marie at 101 Ashmun Street, across from the U.S. Army Corps of Engineers.

## Corrections . . .

A headline on the front page of the Nov. 20, 2015, issue of *Win Awenen Nisitotung* read "Chippewa Ottawa Resource Authority closes northern Lake Huron to commercial fishing," and should have read, "Chippewa Ottawa Resource Authority closes northern Lake Mich. to commercial fishing."

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



### Sault Ste. Marie support groups

Families Against Narcotics (FAN) meets on the third Wednesdays of every month, 5:30 p.m., at the Huntington Bank meeting room in Sault Ste. Marie. For more information, email [chipewa@familiesagainstnarcotics.org](mailto:chipewa@familiesagainstnarcotics.org).

The Prescription Drug Abuse Support Group if you have experienced loss due to someone else's use of prescription drugs.

The group meets on the first and third Mondays of each month, 6 p.m., at the Huntington Bank in Sault Ste. Marie. Call Linda at (906) 440-7252 or Suzy at 248-3545 for more information.



# Sault proceeding caps National Adoption Month

BY RICK SMITH

November was National Adoption Month. Promoted by the Children's Bureau of the Administration for Children and Families of the U.S. Department of Health and Human Services, the designated month has been celebrated for 19 years to promote child adoption in the United States. Sault Tribe Anishnabek Community and Family Services (ACFS) and the Sault Ste. Marie Chippewa Tribal Court ended the month with an official adoption proceeding on the afternoon of Nov. 30.

Tribal Court Chief Judge Jocelyn Fabry noted, "Adoption month is aimed at raising awareness and encouraging potential adoptive and foster parents to step forward. Adoption hearings are usually private, but the Odbert family graciously allowed us to open their hearing to the public so that we could share the event with the membership and provide a glimpse into the adoption process."

The Odbert adoption involved adoptive parents Albert and Rachel Odbert and toddler, Julia, who becomes two years old in February. The couple previously adopted Julia's older brother, Austin. Their daughter, Amelia, turns two years old in March. The cases exemplify the primary aims of the tribal court's adoption goals — keeping adoptees among family and in touch with their tribe. In the event a suitable adoption cannot be arranged among a child's family, officials look into prospects among other Sault Tribe members, then other options are considered if nothing viable is found. ACFS Child Placement Program Director Melissa VanLuven said, "Last year, 100 percent of our children were adopted by relatives."

VanLuven indicated Sault



Photo by Rick Smith

**Key figures in the Julia Odbert adoption after the proceedings. From left, the child's representative, attorney Charles Palmer; Anishnabek Community and Family Services case worker Melissa Tominac stands with Odbert's adopted son and Julia's brother, Austin; Rachel Odbert holding Julia, Albert Odbert holding daughter Amelia, and Sault Ste. Marie Chippewa Tribal Court Chief Judge Jocelyn Fabry.**

Tribe is the only tribe in Michigan licensed through the state to place children in foster care or with adoptive families. If needed, ACFS can work with other child placement agencies based in Michigan or other states along with counterpart agencies of other tribes in handling cases involving interests of Sault Tribe members. The Odberts adoption, for example, required working with an out of state agency to bring Julia to Sault Ste. Marie.

Depending on circumstances, adoption cases can take a minimum of about six months of exploration and examination of many details to ensure a placement is in the best interests of a child, According to VanLuven. By the time the official adoption pro-

ceeding comes to court for final approval, it may only be a matter confirming facts in the case and affirming the adoptive parents will provide a safe, comfortable and nurturing environment for a child, as was the case in the Odbert proceeding.

"Providing a home for a child, whether its temporary in the case of foster care or forever in the case of adoption, is the absolutely the greatest gift a person can give a child," said Fabry. "To reach their fullest potential, children need to have stable, permanent homes. It was truly an honor to be a part of giving Julia her forever family."

The conclusion of the Odbert adoption generated smiles all around the courtroom signifying

another success of keeping a child in her family and the tribe. About a dozen invited observers included three officials from the Sault Tribe Board of Directors, the chairman, Aaron Payment, and Unit I directors Cathy Abramson and Jennifer McLeod. Payment thanked the Odberts for having the heart and wherewithal to take the children into their care.

The objective of adoptions conducted through the tribe's agencies conform to the overall mission of ACFS to promote, advocate and develop programs that provide dignity, support family life and promote personal growth informed by our ancestral cultural and spiritual mores. The Binogii (Child) Placement

Agency is tasked by ACFS to reunite and strengthen families through direct foster care, foster home licensing and adoption services to children and families of Sault Tribe who live in the tribe's service area.

VanLuven noted Sault Tribe has a great need for adoptive homes. "There are currently Sault Tribe children who are eligible for adoption who are not matched with a family," she said. "The more resources the tribe has available for children, the better the odds of achieving a successful match and creating a forever family for tribal children." She added that by having adoptive homes available, the tribe could relocate children who may live away from the tribe's service area back to the tribal community. "On any given day," she explained, "children can come into care and need a foster home or adoptive home." So, the more foster or adoptive resources that can be available on a daily basis increases the chances of ensuring the tribe's children remain in their tribal community. "There is a need for all different types of families who can provide a home for all types of children, including special needs children," said VanLuven.

Fabry concurs, "In the state of Michigan alone, there are 300 children available for adoption who are waiting for a potential adoptive family to step forward and provide them with a home. I simply can't imagine a child not having a family of their own or a place to call home. I encourage anyone who has ever considered foster care or adoption to contact ACFS to learn more about their options."

Anyone interested in learning more about fostering or adoption should call ACFS at 632-5250 or call toll free at (800) 726-0093.

# Ann Arbor joins cities dumping Christopher Columbus Day to recognize indigenous folks

BY RICK SMITH

Ann Arbor, Mich., recently joined the growing number of U.S. cities switching from observing Christopher Columbus Day to celebrating Indigenous Peoples Day. The Ann Arbor City Council unanimously voted in mid-November to recognize the second Monday of October as Indigenous Peoples day instead of Columbus Day.

Council member Chuck Warpehoski introduced the resolution after conferring with indigenous groups in the area. "Of

course, I'm grateful that the city council unanimously decided to respond to the request of so many Native American leaders and the example of a growing number of communities to change the holiday," said Warpehoski. "But it's important that this be more than just a change on the calendar. It should be a call to recognize that Native Americans aren't just figures from the history books. They are valued members of our communities. Native Americans have enriched our community in countless ways, yet they still face

discrimination and marginalization. To truly observe Indigenous Peoples Day means to commit ourselves to the ongoing struggle for indigenous sovereignty on tribal lands and indigenous civil rights in our communities."

Warpehoski indicated Washtenaw County is also taking up the issue and the city has discussed the matter with the local school district to improve education about American Indian history and culture.

Cities across the country are breaking with a popular-culture

tradition of observing Columbus Day, a holiday largely based on historical inaccuracy, errors of omission and outright glossing over massive-scale crimes against humanity committed in the names of European monarchs and God. The shift comes after decades of street protests by American Indians activists in some cities along with urging various governmental officials to dispose of Columbus Day.

Momentum is reported to have started last year when the City of Minneapolis, Minn., adopted

a measure to change its local observances of the federal holiday of Columbus Day to observances of Indigenous Peoples Day. Later in the year, the City of Seattle, Wash., likewise opted to change their observances. This year, the switch of the holiday to Indigenous Peoples Day was in a number of other cities — among them were Olympia, Wash.; Portland, Ore.; Albuquerque, N.M.; Anadarko, Okla.; and St. Paul, Minn. Other cities are considering the issue.

## Win Awenen Nisitotung

The official newspaper of the Sault Ste. Marie Tribe of Chippewa Indians.

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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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# Federal judicial forum convened in November

BY BRENDA AUSTIN

To further its work in the area of Indian child welfare and domestic violence crimes, the Michigan Tribal State Federal Judicial Forum convened in Sault Ste. Marie in mid November - during national Native American Heritage Month.

“Our goal is to continue building and strengthening relationships among Michigan’s tribal, state and federal courts,” said Justice Bridget M. McCormack, who serves as the Supreme Court Justice Liaison on tribal issues. “By working together, we can make sure that children and families benefit from a unified and seamless approach that protects their health and welfare.”

Created by administrative order of the Michigan Supreme Court, this was the forum’s third meeting since adopting its charter last fall in Petoskey. The forum is co-chaired by the Hon. Timothy Connors, 22nd Circuit Court, and the Hon. Allie Greenleaf Maldonado, chief judge of the Little Traverse Bay Bands of Odawa Indians.

During the meeting, the forum engaged in strategic planning and goal setting, addressed current issues surrounding Indian child welfare and shared information about using federal law to prosecute domestic violence crimes in Indian Country.

Retired justice of the Michigan Supreme Court Michael Cavanagh said, “In a nutshell, the forum’s purpose is to maintain an ongoing dialog, discuss problems

of mutual concern – things such as jurisdictional disputes. I supervised our dealings with the federal tribes for the Supreme Court while I was on the court, and Justice McCormack has now succeeded me in that role.”

Justice McCormack, said, “He won’t say this, but he really is the reason we are all here. Throughout Justice Cavanagh’s career, he made Michigan a national example in our excellent relations between our state and tribal courts. This forum is only doing what it is doing because of his hard work over the last couple of decades, and his continuing work even though he no longer draws a paycheck from the State of Michigan - yet here he is. I feel lucky to be able to continue what he has started.”

During its first year, the forum added three federal representatives to its ranks: Federal Magistrate Timothy Greeley, and Assistant United States attorneys Jeff Davis and Hannah Bobee.

The forum consists of chief tribal judges from each of Michigan’s 12 federally recognized tribes, or their designated alternate judges, and 10 state court judges, who are appointed by the Michigan Supreme Court from among a pool of currently serving or retired Michigan judges or justices.

Retired Supreme Court Justice Michael Cavanagh continues to serve as a member. “In Michigan within our legal system there is



The Michigan Tribal State Federal Judicial Forum convened in Sault Ste. Marie in mid-November to continue building and strengthening relationships between federal, state and tribal courts

significant interaction between our 12 federally recognized tribes and our state and federal courts. I think it certainly behooves us as citizens of this state to try and resolve as amicably as possible different disputes and problems that arise. I think people don’t fully appreciate that within our state boundaries there are 12 federally recognized sovereigns. It is an ongoing process for us on the state side to educate our state members not just of the existence

of the tribes but how they interact,” Justice Cavanagh said.

In addition to conducting its regular business, forum members received a tour of the Sault Ste. Marie Tribe’s Tribal Court from Chief Judge Jocelyn Fabry, and participated in peacemaking training with Kay Pranis. As part of its national tribal and child welfare initiatives, the Casey Family Programs Foundation sponsored the meeting.

Judge Fabry, said, “It was an

honor to host the meeting here in Sault Ste. Marie. The chance to meet regularly affords all of the judges in the forum the opportunity to foster continuing good relations between our court systems, and allowed us the opportunity to engage in open and frank discussions of issues of mutual concern and identify priorities as we continue to move forward.”

For more information visit [www.courts.mi.gov/tribalcourts](http://www.courts.mi.gov/tribalcourts).

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# JKL students may get required high school credit in learning foreign language for successfully completing Ojibwe language instruction

BY RICK SMITH

Thanks to an amendment enacted by Governor Rick Snyder in 2014, students at JKL Bawheting Public School Academy in Sault Ste. Marie now have the opportunity to acquire a high school credit for learning the language of the Chippewa — Anishinaabemowin. Michigan Public Act 208, signed into law by Snyder, amended Public Act 451 passed in 1976, which provides education standards for awarding high school diplomas.

“In short, our sixth grade students are now eligible to receive one high school credit in world language for Anishinaabemowin,” explained Dr. Chris Gordon, who teaches Anishinaabe language and customs at the school. “The state changed the law in the fall of 2014 that allows schools with [grades] K–6 language programs to award the credit if students meet the proficiency requirements. This year’s sixth graders will be the first to have the opportunity to earn the credit. The credit goes with them regardless of where they go to high school.”

A section of Act 208, which went into effect earlier this year, states high school diplomas shall not be awarded to students unless they have successfully completed at least two credits in grade-appropriate studies of a language other than English during school years from kindergarten to grade 12. The language standard is referred to as the “world language” requirement.

Gordon indicated he chairs the Eastern Upper Peninsula Intermediate School District World Languages Curriculum Review Team, composed of most of the language teachers in the area, which has been working for several years on building curriculum measures for acknowledging student proficiency in the three

languages taught in the school district. According to the school district, the team began in 2011 and ensures the curriculum meets the most current standards and benchmarks for high school graduation.

“I had been pushing the state for a number of years to allow our students to earn the credit,” said Gordon, “but the law didn’t allow it. The problem was how it was written. They needed two years and those years needed to be consecutive in the same language, and the first year, at earliest, could be eighth grade. That did not work for us because we don’t have a high school and our curriculum does not have Anishinaabemowin for eighth grade students.”

Gordon noted the actual process for students to acquire the needed credit is essentially just taking part in the regular Anishinaabemowin classes and successfully passing the proficiency exam. “They are assessed on speaking and listening, but also take a written assessment for reading and writing,” Gordon noted. “Although we could probably be exempt for the reading and writing, we encourage it to show equal status for our lan-



Dr. Chris Gordon



Photos by Rick Smith

**The inaugural sixth grade class at JKL Bawheting Public School Academy that can take advantage of an amendment to state education standards that went into effect this year. The amendment allows the students to receive one language credit needed to satisfy requirements to graduate from high school. The students need only demonstrate proficiency in Anishinaabemowin, which is taught as part of the regular curriculum at the school.**

guage, it puts us on equal footing as those who might learn French or Spanish.”

Gordon added that students who become proficient in Anishinaabemowin through the school reach a level described as beginner high level. He said the students are able to converse on specific topics with limited range. He explained the time it takes for someone to achieve true fluency would take about 4,000 to 6,000 hours, based on Foreign Service Institutes World Language guidelines. He also noted, “I know we aren’t the first program in the state to have students earn credit for Anishinaabemowin, but I am fairly sure we are one of the only ones in a K-6 program to award the credit.”

A few language programs

achieve fluency, according to Gordon, such as the immersion programs. “Our program is an example of what is called a FLEX program — Foreign Language Exploratory — which means the students explore various aspects of the language and culture, but are only able to reach a beginner mid to beginner high level of fluency on the American Council for Teaching Foreign Languages proficiency scale.

In spite of the exciting development of the school’s students becoming eligible for the high school credit by learning Anishinaabemowin, Gordon noted the irony in the terms used in the names of the language programs and institutions and expressed amusement at how it handled by a colleague who

is a professor of Ojibwe. “It’s kind of odd,” Gordon pointed out, “because all this language terminology incorporates the use of “foreign” when our language, as well as any of the indigenous languages, are the only ones not foreign. I like the humor Dr. Anton Truer uses at Bemidji State University in Minnesota — when people call and ask for the Department of Foreign Languages, he sends them to the English Department.”

JKL Bawheting PSA offers classes ranging from kindergarten to eighth grade and, along with its regular curriculum, features programs for students with disabilities as well as programs for gifted and talented students.

The average number of students is about 475 every year.

## Board resolutions passed on Nov. 17

The Sault Tribe Board of Directors convened a meeting on Nov. 17, all were present except board member Catherine Hollowell.

Annual liquor licenses renewals were approved for the tribe’s MidJim convenience stores, Kewadin Casino Hotel and Convention Center, and the casinos in Hessel, St. Ignace, Manistique and Christsmas.

Government travel policy was amended to eliminate requirement to join frequent travelers’ programs, receipts for day trips

and time notations on travel vouchers.

A variety of roadway, trail and sidewalk improvement projects throughout the service area received approval as listed in the 2016-19 Tribal Transportation Improvement Plan.

The Human Resource Department was directed to post the position of chief executive officer for Kewadin Casinos.

A 2015 budget modification for buildings was approved for 2390 Shunk Road with tribal operations funds of \$2,618.26. A

2016 budget was established for same with building funds not to exceed \$15,000.

Continuing funding was approved for services between the expiration of fiscal year 2015 and approval of budgets for fiscal year 2016 for a period not to exceed 30 days.

A School Fiduciary Committee budget modification was approved for an increase in expenses of \$186,000 with funding coming from prior year Bureau of Indian Education funds and no effect on tribal support.

## First part of video on U.S. Constitution available for viewing on tribe’s website

**Second part of *The U.S. Constitution and You* can be seen on YouTube**

BY BRENDA AUSTIN

*We the People . . . The U.S. Constitution and You - Part 1* is an informative 18.5 minute video that is available for viewing on the Sault Ste. Marie Tribe of Chippewa Indians’ website, at [www.saulttribe.com](http://www.saulttribe.com).

The regional DVD is sponsored by Sault Tribe and includes

a segment on the unique treatment of American Indian tribes in our Constitution, which is explained in the video by the only enrolled tribal member in the U.S. Congress, Congressman Tom Cole.

Sault Tribe Board Chairman Aaron Payment gives a special introduction with narration pro-

vided by Caroline Kennedy.

The Committee for Citizen Awareness produces the DVDs in each congressional region, speaking with local representatives and covering issues of importance to that region.

*The U.S. Constitution and You - Part 2* can be viewed by doing a search on Youtube.com.

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# Filmmaker visits Bay Mills Indian Community

BY BRENDA AUSTIN

Timothy David Jagielo is the associate editor of the Tri County Times (tctimes.com) in a small town just south of Flint, Michigan. The Times is published twice a week, both in print and online.

In addition to taking photos and videos for the paper, Jagielo has made two full-length documentaries. The first one, filmed in 2011, is about life in Benghazi, Libya, after the Libyan revolution. His most recent documentary was shot in 2012 and released earlier this year detailing life in rural Appalachia. Both of his documentaries were supported and partially financed by the Times.

His latest project brought him and his audio tech Alexa Dexa to the Upper Peninsula's (U.P.) Bay Mills Indian Community where they filmed tribal members talking about Native culture, visited the home of a local artisan, filmed local attractions and recorded background audio for six days. "It is a personal and professional need to make things like this for me. To go out and cover things that are not the normal daily newspaper topics and to have works that I can be proud of," Jagielo said. "I am compelled to hear people's stories."

Jagielo said he pursues documentaries at the pleasure of his employer. "I want to make documentaries as often as I can and make increasingly more challenging ones. I also like my daily newspaper job," he said. His associates at the newspaper liked the idea of a documentary about artisan crafts by Native people. So he picked up the phone and called the Sault Tribe and Bay Mills Newspapers and was linked up with people like Sault Tribe member and employee Josh Homminga and his girlfriend Bay Mills tribal member and employee Sarah Bedell, who make black ash baskets; Bay Mills tribal fishermen, culture and language teachers from Ontario and students from local schools.

Homminga and Bedell brought the filmmakers into their home and showed them the process of making black ash baskets and explained why they make them and why it's important to them to carry on that tradition.

"It was an honor to be asked to be in a documentary on Native artisans," Homminga said. "Everything I know about working with black ash I learned from my great aunt Bernie Azevedo and great uncle Roger Azevedo, and they often state how proud they are to have someone in the family carrying on this tradition that was taught to them by their elders. It was a great experience to be able to share some of the knowledge that was passed down to me."

Jagielo said they were able to see some of the baskets on display in their home and at the Dancing Crane Coffee House.

The Bay Mills biology department also arranged for the duo to spend two mornings filming on gill net and trap net boats with tribal fishermen. Wanting to experience and document as much as they could during their stay, they also attended the veteran's powwow held each year at the Kinross Recreation Center. "We talked to as many people as we could and visited some beautiful area attractions such as the Tahquamenon Falls," he said.

The finished documentary should be between 30 and 60 minutes in length and be complete sometime in late 2016. Jagielo said that Dexa, in her role as the field recorder, composer and sound designer, would be making a stand-alone score of recorded audio and music for the documentary. "It will be a very beautiful, visually dense, documentary," he said. "The music and audio recordings will also be very vibrant and immersive." Jagielo said that Dexa cares deeply about getting the story right and sharing the vision and narrative of the people they met.

As Jagielo was recording people talking to synchronize with the video, Dexa was recording the sounds of whatever was happening around them. "So if it was basket weaving, then it was the sounds of each step of the process that we were seeing with that basket being brought to life," she said. "At the powwow it was the sounds of the dancing, drumming, and singing and on the fishing boats it was the sounds of the boats and the nets coming over the boat as they were brought up. I want this to be a sound composition that reflects the area that it came

from, that tells some of the story in a way that can stand alone outside of the documentary and

still be a piece that any composition should have – with some sort of flow and buildup."



Photo by Josh Homminga

One of the many types and colors of baskets that Homminga and Bedell make together.



Photo by Sarah Bedell

Above, from left, Timothy Jagielo and Josh Homminga.



Photo by Bucko Teeple

Josh Homminga and Sarah Bedell.

Dexa is from Long Island NY and is familiar with their local tribe - the Shinnecock. "I found such a huge difference between the Bay Mills Indian Community and the Shinnecock community. The Shinnecock are in the Hamptons area – a very rich area where a lot of celebrities live and the Shinnecock are right in the heart of the Hamptons. The non-Natives are ignorant to the fact that the tribe is there, or they are ambivalent. There is no blending of the communities. If you are non-Native you are not welcome on the reservation unless there is a powwow going on that is open to the public. The Bay Mills Indian Community is so much more open to the public. I saw Native culture classes being taught in public schools for anyone who wants to learn. Everybody was to be welcomed into the community and shared with – it was a very special experience for me because of how little I see that in my own community," she said.

Dexa said she is excited about the documentary and being able to show people how some Native and non-Native communities successfully intermingle. "I think a lot of the conversations that we had were really wonderful and hit on some key points about how important ritual is, and how important ancestral history is to the present and how to move forward with that information and build a better community for everybody. In that way I think there is a very important message within the documentary."

Jagielo said he learned a lot and also had a lot of fun during his time in the U.P. "Everyone was incredibly gracious and they also weren't afraid to tell me if I was doing something wrong."

In addition to his other talents, Jagielo plays guitar for his band, named Odd Hours, and Dexa is also a musical artist and calls the genre she partakes in Toychestral Electronic Pop. She says it has a pop feel and makes use of many toy instruments and her handcrafted electronic beats. She tours throughout the country and Europe.

Jagielo can be contacted by email at: jagphotovideo@gmail.com; while Dexa can be contacted at: lopsidedart@gmail.com or by visiting her website at: www.alexadexa.com.

## 2016 Black Lake Sturgeon Lottery Application

Sault Tribe has an allocation of sturgeon from Black Lake in Cheboygan County in 2016. A lottery will be conducted on on January 6, 2016 to determine who will have the opportunity to harvest a sturgeon. Please fill out the following application and return to Sault Tribe Inland Fish and Wildlife Department at: **2428 Shunk Road, Sault Ste. Marie, MI 49783. Application must be received by 5:00 pm on January 4, 2016. Applications received after 5:00pm on January 4, 2016 will not be accepted.**

First Name  Middle Name  Last Name

Address  City  State  Zipcode

File Number (Red # on Tribal ID)  Phone Number

STS #  Date of Birth  Sex  email address



# Help opens for Native agriculture through FARM Program

HARBOR SPRINGS, Mich. — Northern Shores Community Development Inc. (NSCD) is broadening support to all Native farmers and ranchers in Michigan. This service will help Native farmers, agricultural growers and ranchers in Michigan in providing technical assistance in identifying additional funding sources to increase their capacity to grow, maintain and increase their ranch, agri-business or small farm.

“There are grants out there right now that will assist our community and time is limited

to apply,” said NSCD Executive Director Tim LaCroix. “Although we do not have additional capital to provide more farm loans this year, we are encouraged that there are grants and other funding sources available for our tribal community and we can assist you in helping identify those funding sources.”

LaCroix added, “Our tribal community has a history of farming. For example, my great-grandfather owned and operated a dairy farm in Charlevoix County. It was called Hillside Farms and my

great-grandfather and his sons would deliver dairy products locally. This proud tradition is not only with my family but many families locally and throughout Michigan.”

To get information about potential grants or funding sources, contact NSCD at (231) 347-6753 or by writing NSCD at 1131 West Conway Rd., Harbor Springs, MI 49740.

Also call NSCD concerning its energy efficient loan program, artisan loans up to \$1,500 with generous terms, or financing of new and existing businesses.

NSCD’s service area for appliance, artisan loans and FARM program loans (when available) is the entire state of Michigan.

Business loans include the following counties:  
Alcona, Alpena, Antrim,

Arenac, Bay, Benzie, Charlevoix, Cheboygan, Clare, Crawford, Emmet, Gladwin, Grand Traverse, Iosco, Isabella, Kalkaska, Lake, Leelanau, Manistee, Mason, Mecosta, Midland, Missaukee, Montmorency, Newaygo, Oceana, Ogemaw, Osceola, Oscoda, Otsego, Presque Isle, Roscommon and Wexford in the lower peninsula of Michigan.

## Education incentive awards deadline Jan. 31, 2016

SAULT STE. MARIE — The Sault Tribe Higher Education Self-Sufficiency Incentive Award Program is accepting application packets and grade reports between Dec. 1, 2015, and Jan. 31, 2016, for the fall 2015 semester. This program pays an estimated \$30 per credit hour for classes passed with a grade of C or higher as long as it is not a repeat course. Deadline for applications is Jan. 31, 2016.

Eligibility requirements: Students must complete 2015-16 Higher Education application packets and submit them along with copies of their tribal cards and fall 2015 grades. The grade reports can be unofficial transcripts printed directly from the college website as long as they contain the student’s full name, college name, state courses are for fall 2015, show credit hours

per course and show final grades per course.

For more information, full program details or applications, please visit our website at [www.saulttribe.com/membership-services/education/15-membership-services/education/44-higher-education](http://www.saulttribe.com/membership-services/education/15-membership-services/education/44-higher-education).

Contact person for the program is Brandi MacArthur at [bmacarthur@saulttribe.net](mailto:bmacarthur@saulttribe.net). All students who submit documentation to the Higher Education office will receive confirmation email from Brandi. If you have previously submitted documentation but have not received your confirmation email, please contact Brandi.

Emails go out within 48 hours of submission unless it is the weekend, in which case your paperwork will be processed on Monday.



Photo courtesy of LaCroix family  
Pictured above is Vivan LaCroix delivering dairy products locally in the very early 1900s using one his father’s (Ben LaCroix’s) delivery wagons. Their logo was on the side of all of their delivery wagons.

### SAULT STE. MARIE TRIBE OF CHIPPEWA INDIANS BOARD OF DIRECTORS 2016 CALENDAR

<b>January 5</b>	Newberry	<b>January 19</b>	Sault Ste. Marie
<b>February 2</b>	Sault Ste. Marie	<b>February 16</b>	St. Ignace
<b>March 8**</b>	Sault Ste. Marie	<b>March 29**</b>	Manistique
<b>April 5</b>	Kincheloe	<b>April 19</b>	Munising
<b>May 3</b>	Sault Ste. Marie	<b>May 17</b>	Naubinway
<b>June 1**</b>	St. Ignace	<b>June 14**</b>	Escanaba
<b>July 5</b>	Sault Ste. Marie	<b>July 19</b>	Manistique
<b>August 2</b>	Kincheloe	<b>August 16</b>	Marquette
<b>September 6</b>	Sault Ste. Marie	<b>September 27**</b>	Munising
<b>October 3**</b>	Sault Ste. Marie	<b>October 18</b>	St. Ignace
<b>November 1</b>	Sault Ste. Marie	<b>November 22**</b>	Hessel
<b>December 13*</b>	Sault Ste. Marie		

Per the Constitution and Bylaws, Article 1 – Meetings of the Board of Directors, Section 1: .....provided that at least one meeting per year shall be held in each of the five election units established pursuant to Article V, Section 1 of the tribal constitution.

General meetings of the Board of Directors are held the 1st and 3rd Tuesdays of the month All general meetings start at 6:00 p.m. All Sault meetings will be held at the Kewadin Casino and Convention Center, other locations to be announced. Meetings with \*\* are changed to accommodate the Chair/Board attendance at MAST, NCAI, United Tribes, various Wash. D.C. meetings.

All special meetings will be announced.

For further information please call Joanne Carr (ext. 26337) or Linda Grossett (ext. 26338) at the Administration Office, 800-793-0660, 906-635-6050.




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# CCCF awards Rosemary Gaskin scholarships

BY DEBBIE JONES

“One interesting fact that I learned from Mike Willis, a professor of mine when I attended Bay Mills Community College, was that historians consider Native Americans to be a dying breed with an expiration date of our culture in the year 2050. So as a Sault Tribe member what can I do as an individual to help revive our Native American culture and beliefs? To me I think the best place to start is by educating our youth.” Wrote Cody Jodoin – 2015 Rosemary Gaskin Memorial Scholarship recipient.

The Rosemary Gaskin Scholarship honors the memory of Rosemary Gaskin and essays are written about topics she was passionate about - activism and advocacy, Native American rights and equality, education, and a revival of Native American culture and spiritual beliefs (*Anishinabe-bii-maadzi-win*). A



**Executive director of the Chippewa County Community Foundation, Debbie Jones, 2015 Rosemary Gaskin Memorial Scholarship recipient Cody Jodoin and Sault Tribe Chairman Aaron Payment.**

selection committee that reviews the essays chooses the winners. This year, there was one \$1,000 scholarship awarded and four \$150 textbook scholarships. Scholarship recipient Cody Jodoin (Lake Superior State University) focused on how his

education at JKL Baheweting put him in touch with his Native American heritage and culture. He wrote, “I often think about how my life would be different today if I had not been exposed to my culture when attending JKL. Would I have been exposed to my

culture at all? I say this because too often our tribal members are not exposed to their culture until they reach high school and take a U.S. history class. Despite discussing the Trail of Tears, Sitting Bull and Geronimo, a typical U.S. history class doesn’t even skim the surface of our rich culture.”

In addition to Cody Jodoin receiving the \$1,000 scholarship, Darak McLeod – Northern Michigan University, Katy Matson – Northern Michigan University, Natasha Myhal – University of Kansas and Samantha Hillock – Ferris State University, will each receive \$150 towards textbooks. Aaron Payment established the fund in 1998. “Rosemary mobilized our community when we had nothing,” he said. “She volunteered her time to give Indian youth opportunities. She promoted education and helped

us to see beyond our conditions and circumstances – to dream and become anything we set our minds to. So it is fitting we honor her memory and continue her good works.”

Any Sault Tribe member who attends (full-time or part-time) any trade school, vocational school, community college or university is eligible to apply for the scholarship. The Chippewa County Community Foundation manages the Rosemary Gaskin Memorial Scholarship Fund independently.

For more information regarding the scholarship or how to donate to the fund, contact the Chippewa County Community Foundation at (906) 635-1046, or via email/website at [cccf@light-house.net](mailto:cccf@light-house.net), [www.cccf4good4ever.org](http://www.cccf4good4ever.org).

*Debbie Jones is the executive director of the Chippewa County Community Foundation.*

## Congress seeks reforms in support of Indian education

BY RICK SMITH

Some members of Congress are pushing bipartisan support for reforms ensuring tribes, American Indian students and schools serving American Indian students are included in an updated reauthorization of the Elementary and Secondary Education Act (ESEA), the nation’s preeminent education law passed in 1965.

Part of the goal of the original ESEA law was to close large academic achievement gaps between folks of different races and levels

of wealth. The act established “title” designations for programs to suit specific groups failing to meet academic achievement standards — Title VII, for example, applies to federally funded education programs for American Indians.

According to a joint release from the primary sponsors of the reforms in the updated Senate bill, U.S. senators Tom Udall and Martin Heinrich said the new provisions would:

- Require local and state edu-

cational agencies to consult and partner with tribes on policies impacting Indian students;

- Strengthen programs to improve the academic achievement of Indian students;
- Allow funds to be used to train school personnel on suicide prevention and conflict resolution;
- Support schools that primarily instruct in Indian languages;
- Require a study to identify need and increase the recruitment and retention of effective

educators and improve student outcomes;

- Expand tribes’ eligibility for funds to improve family engagement, early learning and after-school programs; and
- Preserve education programs to train teachers, offer fellowships for Indian students and support gifted student programs.

According to the U.S. Department of Education, the ESEA was reauthorized with bipartisan support in 2002 and President George W. Bush

signed the law and gave it a new name — No Child Left Behind — which established measures that exposed achievement gaps among disadvantaged students and started the national dialogue on making improvements.

The need for an updated reauthorization is widely seen as long overdue to expand opportunities for all students in the United States and to strengthen the country’s education system and economy.

## Head Start tots introduced to drumming and dancing



Photos by Rick Smith

Students from JKL Baheweting Public School Academy helped Dr. Chris Gordon, the school’s Ojibwe language and cultural instructor, introduce drumming and dancing to tots in the tribe’s Early Head Start and Head Start education programs on Dec. 8 in Sault Ste. Marie. The encounter took place at the Nikomis/Mishomis Building on the tribe’s reservation. Above: Dr. Chris Gordon explains nuances of drumming and dancing to youngsters.



Drummers and dancers demonstrate a drum song and dance for the tots.



Tots and adults try dancing with the drum.

## BMCC students get computer networking articulation agreement with LSSU

COURTESY OF SHANNON JONES/  
BAY MILLS NEWS

A recent meeting between Lake Superior State University and Bay Mills Community College led to a new articulation agreement for students in computer networking. The new agreement allows BMCC students to complete an associate’s degree and then transfer to LSSU for their third and fourth years to earn a bachelor’s degree in computer networking. Lake State also has similar agreements in business, engineering

and health sciences with Sault College in Ontario. Pictured, from left, LSSU President Tom Pleger; Nancy Kirkpatrick, dean of the schools of Biological Sciences and Mathematics and Computer Science; Duane Bedell, chair of BMCC Computer Information Systems/Technology Department; Bay Mills Community College President Mickey Parish (seated, right); Kimberly Muller, chair of LSSU’s School of Mathematics and Computer Science; and LSSU Provost Morrie Walworth.



### 2015-16 EUP GED programs underway

Now is the perfect time to start your journey to a high school credential. Free classes are available at several places in the eastern Upper Peninsula. In Sault Ste. Marie, classes meet at Michigan Works! Mondays through Wednesdays 12:30-4 p.m., and at the JKL Baheweting Middle School Mondays through Thursdays 6-8:45 p.m. Contact Tanya Pages at 632-6098 or [tpages@eupschools.org](mailto:tpages@eupschools.org) for information.

CCSS main office is (906) 495-7305 or visit their website at <http://ccss.eupschools.org> or their Facebook page.



## CDC visits Sault Tribe

SAULT STE. MARIE — Top staff from the Centers for Disease Control and Prevention visited Sault Tribe Nov. 8 through 10.

Capt. Carmen Clellum, assistant to OSTLS Director Judith Monroe, OSTLS Deputy Director Stephen Reynolds, Deputy Associate Director for Tribal Support Annabelle Allison, Associate Director of Policy Georgia Moore and CDC Principal Deputy Director Ileana Arias arrived the evening of Nov. 8 for a dinner and presentation by Environmental Manager Kathie Brosemer.

On Nov. 9 they were up early to hear a presentation by ITFAP environmental coordinator Mike Ripley on fish contaminant monitoring and education.

They traveled to St. Ignace to tour the tribe's health center in

Mackinac Straits Hospital and then visited the Straits.

They had a fish lunch at Wilcox Fisheries and Restaurant on Lake Superior. Tribal fisherman Ralph Wilcox spoke to them about the tribal fishery and and its importance to our people. The group stopped at Bay Mills Community College Waishkey Bay Farm for a talk with Connie Watson and Dan Tadgerson.

Nov. 10, CDC staffers headed to ITC of Michigan to meet staff and tribal leaders gathered there for a meeting that day. The rest of the morning was spent at the tribe's Health Center for staff presentations and a traditional lunch prepared by Peggy Holappa. The group wrapped up their visit at the Sugar Island Mary Murray Culture Camp with Traditional Medicine staff.



Photo by Jennifer Dale-Burton

Stephen Reynolds and Ileana Arias of the CDC, Sault Tribe Health Director Bonnie Culfa, Georgia Moore and Annabelle Allison of the CDC, Director Cathy Abramson and CDC Capt. Carmen Clellum (L-R).

## Helping Native grassroots orgs meet the challenge



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LONGMONT, Colo. — NativeGiving.org has incredible news that will help Native children and families during this season of giving. A generous donor has announced that they will match contributions for each organization featured on NativeGiving.org up to \$500 through Dec. 31, 2015.

NativeGiving.org is a project of First Nations Development Institute. NativeGiving.org is dedicated to strengthening and improving the lives of Native children and families while raising awareness of their needs. Consistent with Native American values of sharing and reciprocity, the goal of this unique initiative is to increase giving to philanthropic efforts in Native communities. NativeGiving.org aims to direct more investments to worthy non-profits such as those featured on the site. The featured non-profits have developed successful and innovative projects that promote educated kids, healthy kids and secure families.

Created by and for Native people, this giving platform exists to raise awareness of the remarkable initiatives making a real difference in the lives of Native children and families. All of the participating organizations are small, community-based non-profits that rely on grants and generous donations to do good work in their communities.

NativeGiving.org was initiated by First Nations Development Institute (First Nations) because it recognizes that Native American youth are the very future of our communities. Ensuring their well-being is crucial to the prosperity of Native communities. In addition, a goal of this online giving platform is to help democratize philanthropy and address the lack of funding directed to Native initiatives and non-profits, par-

ticularly at the grassroots level. According to the Foundation Center's 2011 report, "Foundation Funding for Native American Issues and Peoples," the overall foundation funding directed to Native communities declined from 0.5 percent in 2000 to 0.3 percent in 2009.

During this season of giving will you please help them meet their matching-gift challenge?

If you make a donation to any of the organizations through the NativeGiving.org fundraising platform, it will be matched by another generous donor — dollar for dollar — up until we hit a total of \$500 in gifts for each of the eight organizations. That's a \$4,000 match! What a great way to double the impact of your gift to any one or more of these organizations.

And, of course, your gift to us is tax-deductible as allowed by law.

Beyond that, your gift will have even more power! That's because each of the organizations is eligible for additional incentives that will help further their missions. A generous donor has pledged to award a prize of \$1,000 to the participating organization that raises the most funds through the website by the end of the year, plus a \$1,000 prize to the organization that raises the largest number of individual gifts through NativeGiving.org (regardless of the total dollar amount).

Please give today or soon, because the match and the prize opportunities will end at midnight on Dec. 31. A gift to a grassroots Native initiative on NativeGiving.org will allow them to greatly increase their reach and effectiveness in their communities.

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We will be closed at 12:00 noon on December 24<sup>th</sup> and all day on December 25<sup>th</sup> for Christmas

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# Wisconsin Wildlife Services partners with tribal conservation units to mentor interns, develop next generation of scientists

By Robert C. Willging

Wisconsin's rich and vibrant network of Native American communities are committed to promoting the ecological sustainability of Wisconsin's natural landscapes. To support that goal by developing the next generation of scientists and managers, their leaders participate in an internship program administered by the Wisconsin Tribal Conservation Advisory Council.

This is a shining example of how individual tribes can partner with United States Department of Agriculture (USDA) agencies to provide summer training and mentoring opportunities to Native American students. The first tribal conservation advisory council in the nation developed under the authority of the 1995 Farm Bill, the Wisconsin council offers an internship program pairing eligible college students with a participating USDA agency mentor.

Wildlife Services in Wisconsin has hosted four tribal interns since 2011. The program exposes interns to all aspects of the agency, both administrative and fieldwork. The intern also must develop a special research project, which requires networking with a Wisconsin tribe and presenting the results to the Wisconsin tribal council board



Photo Courtesy USDA

Ashley Archer, MSU wildlife major and Sault Tribe member, interned with Wildlife Services in Wisconsin this past year.

of directors.

In 2015, Ashley Archer, a Michigan State University wildlife major and enrolled member of the Sault Ste. Marie Tribe

of Chippewa Indians, working in north-central Wisconsin, participated in a wide variety of activities. On the service side, she frequently spent time

with wildlife specialists in the field, learning about the tools, methods and strategies Wildlife Services uses to address human-wildlife conflicts, including work with deer, Canada geese, bear and beaver.

She also helped implement non-lethal wolf depredation management tools, primarily fladry. She spent time with a former Wildlife Services/council intern on a wild rice research project and with a U.S. Forest Service tribal intern, funded by a Wildlife Society grant. She was exposed to complex public policy related issues by attending state and tribal meetings, including the Voigt Inter-Tribal Task Force, which develops and recommends policy related to natural resource management on ceded territory for member Chippewa tribes, a public hearing on the state's new beaver management plan and a wild rice management committee meeting. The internship demonstrates the important government-to-government relationship between tribes and federal agencies.

The internship is a two-way street, however, so Wildlife Services staff learned about Ashley's tribe and her perspective on natural resources management, which enables Wildlife Services to understand

and respect tribal perspectives and culture at a personal level. While attending a joint Great Lakes Indian Fish and Wildlife Commission - Wisconsin Department of Natural Resources wild rice committee meeting, Archer recognized the need for an evaluation of the comparative rice abundance between lakes managed or unmanaged for beaver, which became her special internship project and complemented a significant portion of her Wildlife Services field work. Although working with a small sample size of three-paired lakes, she found that managed lakes have a higher abundance of wild rice than unmanaged lakes.

Wherever Archer pursues a career following graduation, Wildlife Services believes she will do so with the skills, insight, and understanding gained during her summer council internship.

Wildlife Services is a strategic partner of the Wildlife Society.

*Reprinted with permission. Robert C. Willging is a certified wildlife biologist and district supervisor for USDA Wildlife Services. A member of The Wildlife Society - Wisconsin Chapter, Willging has supervised all four WTCAC interns for Wildlife Services-Wisconsin.*



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## Hewitt and Mattson earn Child Development Associate Credential



Joanne Hewitt (left) and Lindsey Mattson of the Sault Tribe Early Childhood Education Program have each been awarded a Child Development Associate (CDA) Credential by the Council for Professional Recognition in Washington D.C., which represents the early childhood profession.

## Roger Young wins Ford Focus at Kewadin Casino!



Photo by Christina McKerchie

Roger Young of Sault Ste. Marie, Mich., had to drive his winnings out of the Kewadin Casino Sault Ste. Marie on Nov. 27 — because he won a brand new 2015 Ford Focus SE! Young said he was shocked at first, thinking he had broken the machine, then a security guard told him he won the car. The car is valued at \$23,000.

## Unit I elders hold pie sale



Photo courtesy of Sheryl Hammock

Elders of Sault Tribe Unit I conducted a pie sale in the foyer of the tribe's clinic in Sault Ste. Marie on Nov. 25, just in time for Thanksgiving. Pictured from left, Barb Wilson, Lora McMahon, Bill Marsh and Theresa Little.

## Enjoy the holiday without the weight gain with a few strategies

On average, Americans gain approximately one to two pounds during the holiday season. While this weight gain isn't dramatic, research shows it tends to stick and accumulate over the years. With just a few strategies, you can avoid holiday weight gain while still enjoying friends, family and the holiday feast!

In preparation for a big holiday party or feast, do not skip meals throughout the day. This can result in overeating later. High-fiber foods will satisfy hunger and can be lower in calories, so include fruits, vegetables and whole grains in your meals.

Holiday meals tend to be large, buffet-style and include second and third helpings. While most wouldn't consider eating an entire cake, a common mistake is eating large portions of foods that are perceived as healthy. Including nutrient-rich foods in your diet is great, just remember that these foods have calories too and should be enjoyed in moderation.

There are many strategies to help you avoid overeating. Using a smaller plate, for instance, allows you to put less food on your plate and encourages proper portion sizes. Also, start by filling your plate with vegetables and salad before going to the entrees and desserts. Research shows eating a

salad before your meal can help you eat fewer calories overall. Eat slowly and savor every bite, and before you go back for seconds, wait 10 minutes to see if you really are still hungry.

Using this approach at the holiday dinner table will allow you to maintain a healthful eating plan — one that can also include dessert!

For more information on eating healthy during the holidays and all year round, consult a registered dietitian nutritionist in your area or visit [www.eatright.org](http://www.eatright.org).

Mashed turnips with chives, makes five servings, serving size: half-cup, prep time: 10 minutes, cooking time: 20 minutes.

Ingredients:

- 2 large turnips, peeled, ends trimmed, cut into chunks
- 1 tsp. kosher salt
- 1 tsp. sugar
- Water to cover
- ¼ c. olive oil
- ¼ c. minced fresh chives

Directions:

In a large saucepan, add the turnips, salt, sugar and enough water to cover the turnips. (Salt and sugar are added to mellow the flavor of the turnips).

Cover the pan and bring to boil. Cook for 20 minutes, until the turnips are tender. Drain well.

Add the turnips to a mixing bowl and beat with electric beaters until smooth, drizzling in the olive oil while beating. Fold in the chives and serve.

Nutritional information — Serving Size: half-cup, calories: 115, fat: 11g, carbohydrate: 5g, fiber: 1g, protein: 1g.

Reviewed by Jill Kohn, MS, RDN, LDN; published Nov. 24, 2015; recipe from American Diabetes Association.

## Traditional medicine practice hours

Keith Smith has traditional medicine clinics in Sault Ste. Marie scheduled for Dec. 21, 22 and 23.

For appointments call either Kim Vallier at 632-5268, Peggy Holappa at 632-0220 or Tony Abramson Jr. at 632-0236.



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# Fall USDA classes held in DeTour, Cedarville, Hessel, Sault Ste. Marie and St. Ignace



DeTour - Abigail Newell, Tiffany Papin, Timothy Papin and Logan Bennett.



Logan Bennett and Lisa Burnside preparing potato soup in jars to take home. Nutrition educator Marlene Porcaro also made potato soup for the kids to eat on-site for the after school program.



Cedarville after school program - Brandy Plank eating a taco she made with fresh vegetables.



Ethan Bigelow and Jacob Goodrich tasting squash.



Hessel - Shirley Braun, Sharon Hawes and Nemia Johnson.

Photos by Marlene Porcaro

**Pastie recipe used for the Oct. 22 USDA class**

<p><b>Filling:</b>          2 pounds ground chuck          6 cups diced potatoes          2 cups diced carrots          1 1/2 cups diced rutabaga          1/2 cup chopped onions          1 1/2 tsp. salt          3/4 tsp. pepper</p> <p><b>Dough:</b>          8 cups flour</p>	<p>3 cups Crisco          3 tsp. salt          Cut Crisco into flour well then add 1 1/2 cups cold water (more or less) until it can be easily rolled out into an 8- or 9-inch round.          Mix filling ingredients together well and use 3/4 cup of filling for each pastie.          Bake at 400 degrees for 50 minutes.          (makes 16)</p>
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The ladies from Hessel enjoyed the fruits of their labor - a picture perfect apple pie.



Dorothy Currie



Beatrice Willis, Gerry Izzard and Jackie Sageau in the food line.



Sault Ste. Marie - Rose Armstrong



Kathy Reno, Les Ailing and Betsy Gravelle.



Melvin Hamilton and Sharon Porcaro



Barbara Pass and Terry Perry



Betty Freiheit



Kathy Reno



Harley Willis, Lilly Brown and Alex Payment.



Rose Armstrong, Betty Freiheit, Les Ailing, Betsy Gravelle, Kathy Reno, Terry Perry and Barbara Pass.



St. Ignace - Connie Cadotte



Helen Hyslop eating some of the goodies the St. Ignace ladies made.



# Indian taco sale benefits United Way of the EUP

The first Indian taco sale put on by Sault Tribe staff to benefit the United Way of the Eastern Upper Peninsula took place on Nov. 20 at the Niigaanagizhik Ceremonial Building in Sault Ste. Marie. Bakery items were also available during the sale.

Clients could dine in or take out and delivery was available for larger orders. Those who came to the ceremonial center could also take part in a 50/50 drawing and raffles for assorted prizes.



From left, Barb Reed of the United Way, helps Frank Porter greet and tend to the first customers to arrive for Indian tacos.



Photos by Rick Smith  
Table spread with a variety of bakery goods on sale.



Delivery driver Mike "Sam" Moran gets help from event coordinator Lisa Moran in taking the first delivery order out to the vehicle.



From left, Shelly Mastaw and Nichole Causley prepare delivery orders while Tom Moran looks on.



Lisa Moran writes information on a delivery container as Shelly Mastaw helps prepare orders.

## Good Way of Life Circle holds monthly meetings

**FOCUS OF COMMUNITY GROUP IS ON SAULT TRIBE CULTURE, TEACHINGS, STORYTELLING AND POTLUCK FEASTS**

BY BRENDA AUSTIN

Anishinabe Bimaadiziwin Waawiyeyaa means Original People Good Way Of Life Circle or Committee. This is the tribes new culture committee, and they invite tribal members and the community to participate in their monthly potluck dinner, meeting, and cultural teachings.

The meetings begin at 4 p.m. on the fourth Monday of each month at the tribe's cultural building across from the Big Bear arena. Those who are able to are asked to bring a dish to pass for the potluck meal.

There are 15 seats on the committee, five each for sitting board members, women and

men. Current members include co-chairs John Causley and Lisa Burnside, Ron Monroe, Leona Christine Kay, Nancy Griffin, LouAnne Bush and Paulene Andrews. Tribal representatives sitting on the committee are Keith Massaway, Lana Causley and Jennifer McLeod. Support Staff (not considered committee members) are Colleen Medicine, Jackie Minton and Jessica Dumback.

There are two seats currently open for seated tribal representatives, and three for men. If you are interested in one of the three available seats reserved for men, you will need three letters of recommendation and a letter

of intent stating why you would be a good candidate for that seat. Those should be mailed or turned in to Joanne Carr at the tribe's administration building.

A list of suggested cultural teachings is being generated and at this point includes ideas such as powwows or mini powwows, dance and drum socials, language revitalization, promotion and marketing of current events, talking circles and ceremony, medicine harvesting, importance of elders, veterans and mentors, craft classes, more funding for cultural programming and language revitalization efforts, understanding what culture means, make a list of cultural

teachers willing to teach, seven grandfathers, history, more veteran's ceremonies, gender-specific teachings, and culture as a way of life, for example; fishing, preserving foods, berry picking, sugar bush, harvesting plants, trees and roots for medicine.

Past teachings include the medicine wheel, pipe and fire.

Causley said, "We want to see our tribal elders come to these meetings and share some of their stories with us and help pass them on to our youth. That is important. These meetings are open to the community – it's a nice time."

Causley and Burnside said members were expressing an interest in forming the culture committee again, so last year a handful of people met and formed bylaws and approached the tribe's board of directors who reaffirmed the committee. "There is no budget – but we were allocated to be reimbursed for mileage. We have no authority. Our main objective is to teach and get members involved in the culture of our tribe," Causley said.

Having no budget makes it difficult for the group to pay for

teachers to travel to the meetings to present to the group. Burnside said they have been reaching into their own pockets and giving them what they can for travel expenses, in addition to making them homemade gifts.

Tribal representative Lana Causley said, "It took us a while to get this new structure in place. One of the things we did was come up with a mission and vision statement to correspond with the seven grandfather teachings. We changed the entire committee format and we encourage people in the community to attend. One of the best things about the committee's new bylaws is the committee members don't vote; we do everything by group consensus. So when we disagree, if the whole group doesn't consent by the third time around the circle, we move on to something else. It's real respectful that way."

If you would like further information, have a suggestion for a cultural teaching, or would like to volunteer to do a teaching, email Lisa Burnside at [lburnside@saulttribe.net](mailto:lburnside@saulttribe.net).

## Inaugural veterans ceremony conducted at cemetery

The Wequayoc Cemetery Committee held its inaugural flag removal ceremony on Nov. 11, 2015. The committee and other community members gathered to remove the flowers and flags from the cemetery.

A ceremony was conducted to honor the veterans and the Mukwa Giizhik Singers were present to provide songs during

the ceremony. The committee thanks Tony Grondin for facilitating the ceremony, Mukwa Giizhik for providing the beautiful songs, the community members and family members (pictured below) who attended and all the veteran's past, present and future.

The committee apologizes for any family members and loved ones who were unaware of the

removal.

This event will be an annual event on the same day each year where the committee removes the flowers and the flags from the cemetery.

If you do not wish to have any items removed from your loved one's resting place, you may call Russ Rickley at (906) 440-5696.



## Thanks to community

Our family would like to extend a heartfelt thank you to the community for the love and support you have shown us after the recent loss of our mother, Marianne.

It is hard to put into words the thanks we would like to give for all of the help, thoughtfulness and sympathy you all have given us during this difficult time. Thank you to everyone who brought food by the house, sent beautiful flowers and plants, cards and to all

those who came out to honor our mother.

Special thanks to the Hendricks Township first responders, straits area ambulance crew, Beaulieu's Funeral Home, Pastor Tim Callow of the Engadine United Methodist Church, Bill Bouschor of the Sault Tribe of Chippewa Indians and to the Hessel drummers for assisting us with the memorial service and burial.

She will be greatly missed. Sincerely,

— The family of Marianne King (Houghton)



# Walking on — Gaa-ishkwaa-ayaashijig

## SHEILA M. COMPTON

Sheila Mary Compton, 66, of Sault Ste. Marie, Mich., passed away on Nov.

27, 2015, at McLaren Northern Michigan Hospital in Petoskey.

Sheila was born in Germany on Oct. 20, 1949, to the late Patrick and Mary (nee Stubbs) Compton. She graduated with the class of 1969 from Sault High School. For the last 29 years, she worked for Kewadin Casinos. Some of the jobs she had with the casino were as bartender and in Human Resources, Purchasing, and for the last 15 years, in Executive Services.

She enjoyed helping others. She would volunteer at Tendercare and would give to anyone in need. Sheila loved animals and over the years had many dogs. She also fed every stray cat in the neighborhood. Her family was most important to her. She loved spending time with her grandkids and her son, Sean, whom she affectionately called "Pally."

Sheila is survived by her son Sean (Terri) Compton of West Bloomfield, Mich.; two grandchildren, Brin and Zoey Compton; a brother, Patrick (Diana) Compton of Woodstock, Ga.; a sister, Kathleen Compton of Sault Ste. Marie; and several nieces and nephews.

She was preceded in death by her parents; a grandson, Patrick Compton; and a brother, Michael Compton.

Visitation and services took place on Dec. 1, 2015, at C.S. Mulder Funeral Home with Father Sebastian Kavumkal officiating and Cecil Pavlat giving a blessing.

In lieu of flowers, memorials may be left to help with funeral expenses. Condolences may be left online at [www.csmulder.com](http://www.csmulder.com).

## CHARLES E. MASTERSON

Charles E. Masterson, 26, of Marquette, died on Nov. 26, 2015. He was born on July 6, 1989, in Sault Ste. Marie, son of Bob and Renee (Paul) Masterson. Chuck moved with his family to Newberry in 1998. While attending Newberry High School, Chuck was a member of the football team and the National Honor Society.

In 2007, he graduated from Newberry High School and attended Ferris State University pursuing a career in the nursing field. He was formerly employed at Pioneer Surgical and most recently at RTI Surgical in Marquette.

Chuck enjoyed the outdoors, hiking, fishing, canoeing, athletics of all types and camping out at Pretty Lake every year on his birthday. Spending time with his family and attending family gatherings were important to him and

he enjoyed mom's home cooked meals and building projects with his dad. Chuck was a member of the Sault Ste. Marie Tribe of Chippewa Indians and was active with projects with the youth members.

Survivors include his parents, Bob and Renee Masterson of McMillan; siblings, Jason (Lindsey) Paul of Marquette, Alyshea (Alan) Bloch of Midland and Samantha Lynn (Maggie) Masterson of Tecumseh, Neb., and Sault Ste. Marie; paternal grandparents Robert (Iva) Masterson of Georgetown, Ky.; several nieces and one nephew; companion dog, Kage; several aunts, uncles and cousins; and special friend Kendra Winkelhorst of Newberry.

Services took place on Dec. 4, 2015, at the Beaulieu Funeral Home in Newberry. Memorials may be directed to the family in his memory. Condolences may be expressed at [www.beaulieufuneralhome.com](http://www.beaulieufuneralhome.com). Beaulieu Funeral Home in Newberry assisted the family.

## GARY MCLEAN

Gary McLean, 49, died unexpectedly on Nov. 25, 2015, at a friend's house in Bruce Township near Sault Ste. Marie. He was employed as general manager by Joe Plaza/Arrowhead Carriages for 30 years, caring for all the horses and carriages and was a master at caring for and training horses. He was a very good mechanic, and could fix anything, including electronics. Gary was known as the "go to guy" on Mackinac Island for repairing snowmobiles.

He was born Sept. 9, 1966, to Earl and Beverly (nee Brown) McLean in St. Ignace. Gary graduated from Mackinac Island Public School in 1986. He was a member of the Sault Ste. Marie Tribe of Chippewa Indians.

He loved old country music and could recognize any artist when he heard their music. He loved to fish, and hunted many years ago. He loved westerns, friends recalled, but not "Texas Ranger." He was also an avid snowmobiler, making cross-country trips in the Upper Peninsula.

His father, Earl McLean (Diana) of Indian River, and five children survive him, Christina McLean, Tyler McLean, Travis McLean, and Trevor McLean, all of Mackinac Island, and Catelyn McLean of Kinross. He is also survived by two granddaughters, Aubrey McLean and Aaliyah Roe; two brothers and their families, Jack McLean of St. Ignace and Robert McLean of Sault Ste. Marie; a sister, Michele "Shelly" McLean of Mackinac Island; two aunts and their families, Jodi and Dale Gough of Pickford and Bobbie Lee of Hessel; and uncles Clinton (Jessica) McLean of Florida and Calvin McLean of St. Ignace and their families; and very close best friends, Bobby Horn of Sault Ste. Marie and Paul

McGrath of St. Ignace.

Gary was preceded in death by his mother, Beverly McLean in 1982.

Services took place on Dec. 2, at Dodson Funeral Home in St. Ignace with Father Jim Williams officiating. Burial was on Dec. 5, in the family plot on Mackinac Island.

## MICHELLE MERCHBERGER

Michelle Mary (Lee, Vert) Merchberger left this world to be with the Creator, with her family by her side, on Oct. 9, 2015. She was born Sept. 24, 1966.

Michelle was a Sault Tribe member. She loved gardening, picking sweet grass and berries, cooking, baking and making people happy. She loved her family and friends more than anything. She also loved her puzzles, interior decorating, and cleaning, of course.

She almost always literally acted out her stories and jokes, making people laugh. Michelle loved going to bingo and the casino, associating with old co-workers, who nicknamed her "Cha-Ching." Her nickname came upon her while working at Kewadin Casino as a security guard for a good 10 years and she took pride in her work. Although she had a tough life with her illness, she was full of life and never took a day for granted.

Michelle is survived by her children, Steven Vert of Sault, Ste. Marie Mich., and Shawn Vert of Freeland, Mich.; her father, Ronald Lee Sr.; brothers, Ronnie Lee Jr. and Robert Lee; sister, Dawn (Lee) Wilson; all of the Sault; her love, Dale Matteson; one grandson, Jordan Vert; her lover boy (dog), Percy, an uncle, Raymond Lee; best friends, Chris Causley, Carol Benoit and Janet McDonald; many aunts, uncles, nieces and nephews as well as some great-nieces and nephews; and many friends she made throughout her life.

Michelle was preceded in death by her first husband, Milo A. Vert in 1990, her second husband, Joe Merchberger in 2005, her daughter, Shannon Vert in 2013; mother, Beatrice Lee in 2009; sister, Renee Lee in 2005; brother, Randy Lee in 2008; sister-in-law, Melody Fish (2015); grandparents, Francis and Grace Lee, and Charles and Jenny Shannon, as well as a few aunts and uncles.

Hovie Funeral Home served the family, while a sacred fire burned at the Niigaanagizhik Building.

She will be missed by many.

## JUNE A. NOLAN

June Arnela Nolan of Sault Ste. Marie, Mich., passed away on Nov. 24, 2015. June was born on Sugar Island on Aug. 29, 1927, to Florence and John McCoy of Payment. She was a sister to Willard, Hugh, Earl, Merlin, Ernest "Scotty" and Arthur "Nuggs", Marion, Jeanette "Chickie" Corbiere,

Marie DeMerse, Dorothy "Teenie" Menard and Marjorie "Marge" (Cousino) Boissoneau.

June married Albert "Chub" Nolan at the Holy Angels Church in Payment on Feb. 13, 1947. Together they had five sons and three daughters, John (Grace) of Lake Arrowhead, Calif.; Dennis of Adams, Tenn.; Ernest (Carol) of Brighton, Mich.; Kevin (the late Wanda) of Winnsboro, La.; Willard (the late Lisa) of Sugar Island; Beverly (Mark) Eavou of Sault Ste. Marie; Anita McKerchie of Sault Ste. Marie; and Carol (Al) Eavou of Brimley, Mich. She is survived by many grandchildren and great-grandchildren.

June was preceded in death by her husband, Albert, on June 28, 1975; a granddaughter, Dawn Marie Eavou; infant great-grandson, Zachary Nolan; daughter-in-law, Lisa Nolan; and daughter-in-law Wanda Nolan.

Visitation took place on Nov. 27, 2015, at Clark Bailey Newhouse Funeral Home. Mass of Christian Burial was conducted on Nov. 28, 2015, at St. Mary's Pro-Cathedral Church with Father Sebastian Kavumkal as celebrant. In lieu of flowers, memorial contributions may be made to the Hospice of the EUP. Final resting place is in Oaklawn Chapel Gardens.

Online condolences may be made at [www.clarkbaileynewhouse.com](http://www.clarkbaileynewhouse.com).

## JAMES K. PARKER

James K. Parker, 56, of McMillan, died on Nov. 17, 2015, at U.P. Health Systems in Marquette. He was born on Dec. 5, 1958, in Newberry, son of James and Anne (nee Smith) Parker.

Jim was a 1977 graduate of Newberry High School and served in the United States Navy until his honorable discharge on Sept. 3, 1981, attaining the rank of engineman second class and continued in the Navy Reserve until Jan. 24, 1983.

Jim was employed at the Marquette branch prison from May of 1984, transferring to the Newberry correction facility in August of 1995 and retiring in 2010 with the rank of lieutenant. Following retirement, Jim worked at the Newberry KOA and the Luce County Parks and Recreation. He was a member of the Sault Ste. Marie Tribe of Chippewa Indians and a volunteer groomer for the Tahquamenon Area Snowmobile Association. Jim enjoyed woodworking, hunting, fishing and traveling with his wife, Lisa.

Survivors include his loving wife, the former Lisa LeBlanc of McMillan, whom he married on July 21, 1990, in Marquette; mother, Anne Parker of McMillan; step-children, Heather Hoffman of Ypsilanti and Justin Hoffman of Menomonie, Wis.; siblings, Vicki Petty of Galveston, Texas, and Kathy (Tom) Grill of

Germfask; and several nieces and nephews.

Jim was preceded in death by his father, James, and infant brother, Karl.

By request, cremation services were accorded. A memorial service celebrating the life of Jim took place on Nov. 30, 2015, at the Newberry United Methodist Church with Pastor Mary Brooks officiating.

Memorials may be directed to the Tahquamenon Area Snowmobile Association in his memory.

Condolences may be expressed at [www.beaulieufuneralhome.com](http://www.beaulieufuneralhome.com). Beaulieu Funeral Home in Newberry assisted the family.

## NATHAN M. PAYMENT

Nathan "Toddy" Michael Payment, 39, who resided in St. Petersburg, Fla., formerly from Sugar Island, Mich., with great sadness, tragically passed away in a traffic accident in St. Petersburg on Nov. 27, 2015.

He was born July 6, 1976, in Sault Ste. Marie, Mich., to James and Lois (nee Smith) Payment.

He is survived by his mother, Lois Payment of Sugar Island; his brothers, Ed (Myrl) Payment of Hessel, Mich., Stephen (Debra) Payment of Sugar Island and Pierre Payment of Sugar Island;

his sisters, Krista Jones, Sandra St. Onge and Andrea (Rich) Payment of Sugar Island. He will be loved and missed dearly by all of his many nieces and nephews: Stephanie Payment, Kyle Cook, James St. Onge, Thea Jones, Nathan St. Onge, Steven Payment, Taylor St. Onge, Tiffany Jones, Ivan Payment, Cameran Waite, Meghan Payment and Chuckie Lee; and great-niece and nephew, Serenity St. Onge and Brantley St. Onge. He is also survived by his step-mother, Sharon Payment of Sault Ste. Marie. Toddy also leaves behind his closest friends, David Waite, Jeremy Wolski, Charlie Trembley and Ryan "Bo" Nolan, along with many others. He also left behind a few special pets of his, Fluffy, Milky and Cindy Lou.

He was preceded in death by his beloved father, James; his sister, Karen Beth; and grandparents, Louie and Helen Smith and Tom and Alice Payment.

Toddy worked as a transmission mechanic for many years. He was a passionate skateboarder, artist, dog lover, avid Red Wings and Tampa Bay Lightning fan. He always lived life to the fullest and never forgot those who were closest to him.

He will forever be missed by his family and friends.

Visitation took place on Dec. 5 at Clark Bailey Newhouse Funeral Home followed by a Catholic Mass at St. Mary's Pro-Cathedral with Father Sebastian Kavumkal as celebrant.

See "Walking on" page 16





# Environmental: We're dreaming of a "green" Christmas for Mother Earth

The holidays are a wonderful time of year for families and friends. However, usually one member of the universal family seems to be forgotten in the shuffle of cards, decorations and gift giving — Mother Earth. The holidays can be a hard time for her. Between the increased emissions from our vehicles as we travel over the river and through the woods, to the massive amounts of waste created throughout the season, Mother Earth often leaves the holiday season feeling as heavy and bloated as we do after our family feast.

The December holidays, like Christmas, is a time of great compassion and giving. Peace on earth and goodwill towards men generally puts us in a state where we care a little bit more about everything. Here at the Environmental Department, we decided to share some tips with you so you can exercise greater compassion for the mother that sustains us all.

**TRAVEL** — First, when it comes to holiday travel, try to cut down as much as possible. During the holidays we always seem to be going somewhere. We're heading to the store to shop for gifts or food for the holiday dinner. There's a flurry of events like holiday parties and family get-togethers that cause us to venture out much more than possible. Every gallon of gasoline used by your car releases 19.4 pounds of carbon dioxide. All this travelling to events pumps a lot of pollutants into our sensitive atmosphere. Try carpooling with people as much as possible to cut down the amount of emissions you are adding to the collective. Make specific lists so you're not making multiple trips to the store for forgotten items. We know it's almost impossible to eliminate holiday travel so we simply ask you be aware of your usage and cut back where and when you can.

**CANCEL UNWANTED SUBSCRIPTIONS AND BUY RECYCLED** — Around this time of year the catalogs and cards start to roll in. It can be a bit overwhelming, a mailbox stuffed to the brim with catalogs touting wares from the entire world and greeting cards full of warm wishes from the people that mean the most to you. Not only do these catalogs and cards usually clutter up your mailbox, they usually end up piling into landfills. Many



catalogs feature an automated 800 number for you to call and cancel your subscription. Take a few minutes to cancel your subscription to the ones you always find yourself tossing before even looking at. When it comes to greeting cards, consider encouraging cards made out of recycled paper or go the electronic route. There are a lot of unique cards out there made of recycled paper or paper alternatives like hemp. There are even unique cards made of recycled paper that contain seeds in the paper that can actually be planted and will grow festive holiday plants. Consider unique cards like this to spread holiday cheer.

**GO ELECTRONIC** — The Internet is a great place to find sites that offer fun and festive electronic cards, many of which have little or no cost to send. Instead of adding to the stack of cards sent out that many people simply glance at before tossing, you can send them a digital card with graphics and music that will really knock their socks off. Consider being a trendsetter and wait for the next year when your email inbox becomes packed with fun interactive cards from your friends and family.

Cutting catalog subscriptions and cards sent out it reduces the burden on your mailbox and it's one less catalog or card that has to be printed in the first place. For those stubborn companies that make it difficult to unsubscribe from their list or your traditionalist family members that insist on sending out cards remember to recycle what you receive. Recycling catalogs and

cards means there's less items in the massive stack of holiday waste and it will give you that warm and fuzzy feeling that comes from helping the planet.

It's become a pretty standard tradition here in the United States that the minute the turkey leftovers are packed in the fridge we are busting out the Christmas decorations. Lights, trees, wreaths, lawn ornaments and much more are put in place to inspire the feelings of the season. By shifting the focus to greener practices you are not only helping the environment, you are helping your wallet.

**SCALE BACK, SWITCH OVER, LIGHTING** — When it comes to lighting we tend to go a bit overboard during the holidays. The first simple thing you can do is scale back. There is no need for your home to rival the lighting at the airport. Besides, the cost of those blinding displays means less money in your pocket and during the Christmas season when for many of us, money is usually pretty tight.

Furthermore, consider making the switch to light emitting diode (LED) strands instead of those traditional Christmas lights. The savings are HUGE. According to EarthEasy.com, over a 30-day period traditional lights will cost you around \$18 while LED lighting will only cost you around 19¢. Or, completely throw out the electrical lights and switch over to solar powered Christmas lights. Not only are solar lights priced competitively, there is not spike in your electric bill.

Finally, when it comes to lights, remember to turn them

off each night or set them on an automatic timer. No one will be appreciating your lighting at two in the morning. Turn them off and save yourself the money.

**CHRISTMAS TREES: GO FOR THE REAL THING** — There's a great debate when it comes to Christmas trees. Should you buy a reusable tree or should you go with a fresh tree each year? When it comes to reusable trees, they are often made of petroleum products and they use a lot of resources to make, pack, and ship these fake trees. These trees generally get kicked to the curb after a few years of wear when they start to lose their authentic look. Most end up in landfills where, because of the fact they are made of plastic, they sit forever.

Live trees on the other hand are a renewable resource. Christmas tree farms are generally well managed and the trees are replanted every year and most farms are locally owned and operated. That means putting money into your local economy and cutting down on the emissions it takes to ship a tree from one end of the country to another. Consider buying a real tree with an intact root ball that you can pot and use for several Christmas seasons. If at the end of the holiday season you don't want the burden of the tree consider participating in your area's Christmas tree recycling program. Christmas trees after the season can be chipped and turned into mulch. You can donate it to the city for landscaping purposes or you can sometimes opt to take it home yourself for mulch or composting purposes. According to EarthEasy.com only around 40 percent of the 50 million trees chopped down each year are recycled. Trees provide oxygen, one of the key components to our existence, don't you think they deserve a better "after life" than rotting behind your house?

**GIFT WRAPPING** — The greatest amount of waste produced from the holiday season comes from gift wrapping. Environment911.org reports wrapping paper and shopping bags alone account for about four million tons of trash annually in the United States. Think back to all of those spirited holiday mornings when the festivities finished and there was a mountain of paper being stuffed into bags and boxes to dispose of. What a waste. Consider wrapping presents in something other than wrapping paper. Use old newspapers, calendars, maps or posters.

Or, completely opt out for the paper and wrap the gift in a gift, like a scarf, hat or T-shirt. If you still feel the need for that festive wrapping try and remember the following advice. Avoid wrapping paper that is foil or features foil details. This paper is almost impossible to recycle and because it crinkles so much isn't very good for reusing either. Purchase recycled or hemp based paper for wrapping, or consider a decorative box made out of recy-

clad materials. Instead of using massive amounts of tape to keep it all together consider a well-tied ribbon made out of hemp or jute. Finally, save the paper. If it hasn't been completely shredded by an overzealous relative there is a possibility of reuse for the next holiday season.

Finally, our last suggestion has to do with the true spirit of the holidays. Though modern consumerism has turned the season into this drive to buy and give the best gifts, it's not what it is really about. Consider giving handmade items with a personal meaning or buy locally made products that help others in your community put food on their tables and gifts under their tree. Search for gifts made from recycled items that will be the talk of the family at the dinner table thanks to their unique nature and resourceful thinking behind them.

Avoid gifts that require batteries. According to the Environmental Protection Agency, 40 percent of all battery sales take place during the holiday season. Most of these batteries are improperly disposed of and end up in landfills polluting the soil and water that connects us all.

For larger families where the number of gifts needed can become overwhelming consider a secret Santa like gift exchange. By drawing names from a hat you add a level of secrecy and excitement to the holiday season and you substantially cut down the number of gifts you need to buy (and gift ideas you have to come up with!) This will save you a lot of time and money and allow you to sit back and enjoy the holiday season in a much more relaxed manner.

**BEING MINDFUL OF MOTHER EARTH** — The holidays are a special time of the year. Our focus shifts from ourselves to the people around us. Sadly, we tend to forget about the mother of us all. We burn through electricity, we waste precious life sustaining resources like trees and we create tons of waste. By taking a second to consider the consequences of our holiday actions we can all make the holiday season more sustainable and enjoyable for all.

As stated in previous articles from the department, small changes can make a big impact. Be mindful of your actions and your purchases during the holiday season. In the end you will be able to save yourself and your family a lot of money spent unnecessarily and save the planet from a lot of unnecessary stress.

If at any time during the holiday season you have questions about saving energy, money and resources, don't hesitate to call the Environmental Department at 632-5575. We will gladly give you further tips and tricks in order to celebrate a green Christmas. From all of us here at the Environmental Department, happy holidays, may the Creator bless you with a wonderful holiday season and a joyous start to the new year.

## Memorial birthday wish to Jim Ailing

From "Walking on" page 15  
Memorial birthday wish to my son, James (Jim) Ailing  
11/22/54-7/16/13

The only gifts today will be the gifts you left behind, your laughter, joy, happiness and precious memories, the best kind.

Today I'll do my very best to try and find a happy place,

Struggling to hide my heavy heart and tears on my face.

I'll sit quietly and look at your picture, thinking of you with love, and hoping you're doing fine in

Heaven up above.

May the angels hold you close and sing you a happy song, and I'll be sending wishes to you today and all year long.

Happy birthday, son, love and miss you much.

Your mother, Vida Captain

Birthday wishes to our dear brother and uncle, James (Jim) Ailing

You're thought of every single day, whatever time of year.

But somehow more today than

ever, now your special day is here.

Each memory is shining bright and treasured so dearly too,

But memories cannot take the place of someone dear, like you.

We send our wishes up to you, to the place where you are now,

With sweet, tender love and care.

Happy birthday, we love and miss you dearly,

Your family, Robert, Timmy, Ada, John, Kristin, Tim, Traci and Bebie.



# Washburn concludes tenure at DOI, returning to teaching

WASHINGTON, D.C. – U.S. Secretary of the Interior Sally Jewell today announced that Assistant Secretary for Indian Affairs Kevin K. Washburn, after more than three years of leadership, will conclude his service to the Department and will return to the faculty of the University of New Mexico School of Law in January. Principal Deputy Assistant Secretary Lawrence “Larry” Roberts will lead Indian Affairs for the remainder of the Obama Administration.



trust responsibility to tribes.”

Following Washburn’s departure, Roberts will serve as Acting Assistant Secretary for Indian Affairs in January. Roberts is a member of the Oneida Nation of Wisconsin and has served in leadership at Interior since 2012. He previously served as General Counsel of the National Indian Gaming Commission.

“Larry has been centrally involved in virtually every one of the Department’s accomplishments in Indian Country the last three years and has been instrumental in developing a strong Indian Affairs team to carry the President’s work to the end of the Administration,” said Jewell. “With Larry’s leadership, I am confident we will continue the strong momentum rooted in tribal self-determination and self-governance that Kevin has helped reignite.”

Assistant Secretary Washburn advanced the Administration’s commitment to tribal self-determination, including addressing past disputes through the Ramah settlement, improving the federal acknowledgement process, updating right-of-way regula-

tions, and the land-into-trust process. Washburn has been fighting for mandatory funding for self-determination contract support costs. Washburn has also prioritized investment in the next generation of Indian Country, working with his colleagues at the Bureau of Indian Education to improve and transform the agency to better serve American Indian and Alaska Native youth.

Particularly meaningful to Washburn, the Department, under his guidance, has energetically executed the President’s strategy to restore tribal homelands. Shortly after he took office, Washburn improved federal land-into-trust policy with the so-called “Patchak Patch” regulatory fix and helped reverse longstanding policy against federal trust lands in Alaska. He also worked to implement the HEARTH Act, minimize state taxation of business activity on Indian reservations and helped establish the Land Buy Back Program which, in only two years of active land purchases, has invested nearly \$730 million in Indian Country to restore nearly 1.5 million acres of land to Indian tribes.

Working with Indian Country and the U.S. Department of Justice, Washburn also helped implement the Violence Against Women Act Reauthorization of 2013, which now includes protections for Native American women, and he helped to implement the Tribal Law and Order Act of 2010, which he had helped write as a law professor.

Washburn also oversaw the establishment of the White House Council on Native American Affairs. The Council is succeeding in producing better coordination across the federal government in services to Indian Country. With his team, Washburn also helped coordinate four of the seven annual White House Tribal Nations Conferences.

Washburn is the longest serving Assistant Secretary for Indian Affairs since Ada Deer, who served from 1993 to 1997. Washburn succeeded Larry Echohawk who served nearly three years from May of 2009 through April of 2012.

During his time at the Department, Washburn has been on leave from the University of New Mexico.

“Kevin is a tireless change agent for Indian Country and true partner in our efforts to chart a brighter future for tribal communities through self-determination and self-governance,” Secretary Jewell said. “He is a thoughtful leader who provided a steady hand to modernize Indian Affairs to better serve tribes, which will be felt by generations to come in tribal communities across the country. It has been an honor to call him a colleague and friend, and I thank him for his selfless service.”

“The opportunity to serve Indian Country under the lead-

ership of President Obama and Secretary Jewell, and with my colleagues in Indian Affairs at Interior, has been the highest privilege of my life,” Washburn said. “I have seen a level of trust develop with tribes in the nation-to-nation relationship under President Obama that has not existed in more than two hundred years of federal-tribal policy. It has been a very special time. I appreciate Secretary Jewell for leading with her heart and conscience on Native issues and encouraging the entire federal government to live up to its

# Wayne State University seeks young adult survey participants

A statewide data collection effort called the Michigan Young Adult Survey has been developed. This is a survey for young adults (aged 18-25) who live in Michigan most of the year. The survey is completely anonymous and confidential.

The survey has questions about identifying the ease of access, risk, and personal behaviors and experiences associated with various substances; primarily alcohol, marijuana, and prescription drugs.

The survey results will be

used to develop substance abuse prevention programming for Michigan young adults, but not for legislative purposes.

The survey takes less than ten minutes to complete and provides valuable information on this hard to reach population.

We hope you will assist in our statewide data collection efforts to develop substance abuse prevention programming for young adults in Michigan. The survey link will be closing on Feb. 29, 2016. Those completing the survey have the option of entering

a drawing for the chance for a \$100 Visa gift card. Fifteen gift card winners will be chosen in March 2016.

To participate in the survey, visit the university at [https://waynestate.az1.qualtrics.com/SE/?SID=SV\\_9uby7x6elpK60Lz](https://waynestate.az1.qualtrics.com/SE/?SID=SV_9uby7x6elpK60Lz).

# Local DAV still seeking volunteer drivers



One of the Disabled American Veterans vehicles used in transporting veterans to the Iron Mountain VA medical center.

The local chapter for the Disabled American Veterans (DAV) is seeking volunteer drivers to transport veterans to and from the Iron Mountain VA medical center. The DAV Van System is part of the VA’s Veterans Transportation Network and assists transporting veterans to their medical appointments in Iron Mountain.

Each year, the medical center’s volunteer drivers transport well over 2,000 patients from throughout the Upper Peninsula and northern Wisconsin. Currently, there is a shortage of volunteer

drivers for transporting veterans from Sault Ste. Marie and the eastern Upper Peninsula.

“The motivation for our volunteers is simply helping veterans in need,” said Greg Weiss, chief of voluntary service at the VA medical center.

Area coordinators schedule the drivers and passengers. Anyone interested in joining this volunteer force to help our veterans get to their medical appointments can find more information for this program by calling the Sault Ste. Marie area coordinator at (906) 635-6370.

## Chairperson’s Christmas RAFFLE for a Chance to Win a

**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**



Fundraiser 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.



# SAULT TRIBE BONUSUS & RAISES A MUST!



**Chairperson**  
**Aaron A. Payment**  
*(BiiWaagajig)*

*Proudly*  
*Representing All*  
*Members*  
*Everywhere*

**FY 2016 Budgets**

- Schedule B
- Schedule C
- Governmental Capital Expenditures

**1**

**Included in FY 2016**

- Medical Insurance Rate increase of 10% (employer NOT Team Member)
- Additional 3% above the wage amount has been budgeted for all Non – HORNE positions
- HORNE Increase for Health Division included
- Staff within the HORNE Group increased to include Pharmacy positions.
- BIA allocated to within an estimated \$132,610

**2**

**Raises /with Fringe**

• HORNE Group	\$257,250
• Additional HORNE Group	\$ 96,639
• 3% Above Wages	\$605,297
– Other ***	\$285,444
– Tribal Support	\$319,853

**3**

**Updated Tribal Support (final draft)**

Schedule A (approved)	\$ 14,045
Schedule B (proposed)	\$ 5,427,134
Head Start (approved)	\$ 123,980
Schedule C (proposed)	\$ 11,983,192
Capital Expenditures	\$ 191,550
Change in Indirect Rate Reserve	\$ 128,000
	\$ 88,266*
*Up to \$30,000 less if 2015 Bonus approved	
<b>Total Tribal Support</b>	<b>\$17,956,167</b>

**4**

**Revenue Assumptions for '16**

• Casino	\$17,000,000
• Casino(other Taxes)	\$ 370,005
• Enterprises	\$ 586,162
<b>Total Revenue</b>	<b>\$17,956,167</b>
• Expenses (prior pg.)	<b>\$17,956,167</b>
	<b>BALANCED</b>

**5**

**2015 Funding**

Casino & Enterprise (TS)	\$17,000,000
IHS Contract Support Costs	\$ 1,104,478
<b>Total</b>	<b>\$18,104,478</b>

**Contract Support Costs Workgroup**

- > IHS Settled Last Year at \$1.1MM
- > BIA Settlement is agreed upon by the tribe and feds in the amount of \$4.2MM
- > Expected Next Spring

**6**

**2015 Expenses**

Approved Schedule A	\$ 4,200
Approved Schedule B	\$ 683,036
Approved Mods	\$ 84,635
Proposed Schedule C	\$16,251,024
Proposed Cap Ex	\$ 369,500
<b>Total</b>	<b>\$17,392,395</b>
Surplus	\$ 712,083
Bonus/401k	\$ 550,000
Cloverland Projected Increase	\$ 162,000
<b>Total</b>	<b>\$ 712,083</b>

**7**

**Bonuses: Governmental**

<b>2015 Amount</b>	
≤ \$50K	\$165,633
> \$50K	\$ 50,750
<b>w/fringe</b>	<b>\$214,383</b>
	\$232,177

**8**

**Bonuses: Enterprise**

<b>2015 Amount</b>	
≤ \$50K	\$ 4,448
> \$50K	\$ 650
<b>w/fringe</b>	<b>\$ 5,098</b>
	\$ 5,522

**9**

**Bonuses: Housing**

<b>2015 Amount</b>	
≤ \$50K	\$ 16,215
> \$50K	\$ 2,260
<b>w/fringe</b>	<b>\$ 18,474</b>
	\$ 20,008

**10**

**Bonuses: Casino**

<b>2015 Amount</b>	
Non-Exempt	0 (already budgeted)
Exempt	\$ 83,802
<b>w/fringe</b>	<b>\$ 83,802</b>
	\$ 90,758

**11**

**Totals**

\$232,177	Governmental
\$ 5,522	Enterprise
\$ 20,008	Housing
\$ 90,758	Casino
<b>\$348,464</b>	<b>Total</b>

**12**

**Totals**

\$550,000	Set Aside for Bonuses
<b>\$348,464</b>	<b>Total Need to Budget</b>
\$116,336	Remainder

**13**

- The Projected Tribal Support Savings for FY2015 is: \$927,724 (conservatively estimated) to \$1.5 Million (likely)
- Indirect offset from Tribal Support is: \$173,852
- The balance (true Tribal Support savings) is: \$753,872 to \$1,326,148

**14**

**Ahneen, Booze, Negee:**

As I enter the last six months as chairperson, I am proud to say that the work I am doing at the local tribal level has reduced operational costs and created efficiencies. Additionally, the funds I have worked to bring back at the national level has literally brought in millions.

If you look on slide number # 6 above, you can see that where our casinos had a shortfall of \$1 million we could draw from, we made this up with the IHS Contract Support Costs Settlement. Recall that I serve on this national committee. Next, year, we expect an-

other \$4.2 million from the BIA CSC settlement.

I share these slides with you in advance of our planned meeting tomorrow night (12/7) where upon, I am asking the Board to approve both bonuses for our team members in lieu of a raise in 2015 as it is too late this year. I am also proposing to reinstate raises for next year up to 3 percent. Our team members make the money and serve our people so it surprises me that board members have unnecessarily delayed approval. We are three months behind in approving the FY2016 budget. In fact, we are one quarter into spend-

ing in our health budgets on a continuing resolution.

What are we, the US Congress? We submitted these budgets to the board in August, and two more times electronically and at least twice by hard copy. There are no good reason to stall or filibuster any further — only excuses.

While some board members continue refuse to accommodate my trips to DC where I fight for our people and for funding, you can see how important it is. At tomorrow night's meeting, I am asking the board to approve a meeting schedule for 2016 with just a few minor accommodations for

me to attend national meetings, like the work I do on the Contract Support Cost work group. I will report to you next month on how the vote goes.

I want to again recognize our team members who serve our people on the front line day in and day out and others who also generate third party revenues. For example, under Bonnie Culfa's Leadership (our Health Director) we have made over \$35 million in third party revenues since 2005. She is the first to recognize her team in this effort. Thank you Bonnie!

When we receive the \$4.2 million in BIA CSC funds, I will propose to supplement the

Elder checks with \$2 million to bring the total to \$1,000 for 2016 as our Elders deserve it!

Sometimes I am amazed at what my opportunities I have had in my life. I grew up poor on Shunk Road and became a high school drop out at 15. I waited 10 years after my parents passed to speak of it, but I was also homeless and have had to fend for myself at an early age. It is because of this that I care so deeply about our people and other disadvantaged groups. I don't know what the future holds for me but it will always be serving our people.

**Chi McGwitch, Negee!**  
*Aaron*



# Fishermen affected by closure to receive subsidy



**DENISE CHASE,  
DIRECTOR, UNIT IV**

Director Morrow and myself co-sponsored the following resolution 2015-234 "Appropriation for Tribal Fisher Payment Program" at the Nov. 3 board meeting.

## APPROPRIATION FOR TRIBAL FISHER PAYMENT PROGRAM

WHEREAS, the Sault Tribe Board of Directors recognizes that the CORA emergency

order: Closure of Lake Trout Management Unit MM-123 on Oct. 21, 2015, has imposed a huge financial loss/impact on all licensed captains, co-captains, helpers, and this includes their families that were affected from this closure.

NOW, THEREFORE, BE IT RESOLVED, the Sault Tribe Board of Directors directs staff to bring back a payment plan for the board to review and consider. The payment plan should cover from the 151 day of closure Oct. 23, 2015, at noon, up until the season closure.

BE IT FURTHER RESOLVED, that it is the intent of this subsidy to include all license captains, co-captains, and helpers affected by this MM-123 closure. The amount shall be \$200,000.

BE IT FINALLY RESOLVED, that the Budget Department shall prepare and present a budget modification from the Fisherman's Fund effectuating this resolution.

BE IT FINALLY RESOLVED,

the payment plan will be brought back to the board by the Nov. 17, 2015, meeting.

We sponsored this resolution to try and lessen the financial burden and impact to the tribal fisherman and their families that were effected by the CORA emergency order on Oct. 22, 2015, that closed fishing effort in Lake Michigan MM-123. Since the fisherman's trust fund can only be used for the tribal fisherman, we thought this emergency closure would be a valid reason for the emergency subsidy distribution payments.

The resolution was approved and included a amount of \$200,000 and directed staff to bring back a payment plan with options for the board to review. Staff brought back about five options to discuss with the board at the workshop and also asked board members to submit any options for input and they would include.

Most board members were in attendance that day but the two Unit II reps chose not to remain

in the session and walked out. That was the time to sit at the table and to give their input on whether they agreed with any of the options on the table or not, or to amend them or to bring their own to the table.

So, the board members and staff who remained in attendance and stayed in the discussion came up with about five qualifiers for the fisherman affected by the closure in order to receive the subsidy.

Back in 2004 and 2005, assistance payments were made to Sault Tribe fishers from the fisherman's trust fund in the amount of \$678,308. The payments were issued because of the poor fishing seasons, the financial burden and hardship on the fishermen and the depressed state of the tribal fishery.

The payment plan was presented and voted down at the board meeting that night. Director Morrow sponsored the fisher subsidy again for the Dec. 8 meeting. So we'll see if a subsidy plan is approved or not. I

will update you again in the near future on this very important issue.

Children's Christmas parties  
Saturday, Dec. 12 – 12-3 p.m., Manistique Tribal Center, Manistique

Sunday, Dec. 13 – 12-3 p.m., Willow Creek Professional Bldg., Escanaba

Saturday, Dec. 19 – 1-3 p.m., NMU Center – Peter White Room, Marquette

Elders Christmas Dinner  
Thursday, Dec. 10 – 6 p.m., Chip Inn Casino Convention Center. Manistique and Marquette elders already held their holiday dinners. Although I couldn't attend either one, I heard they had a great turn out and the meals were enjoyed by all in attendance. I hope to make them all next year.

At this time I would like to wish you and your families all a very merry Christmas and a happy and healthy new year.

Thank you,  
Denise Chase, Vice-chair  
(906) 203-2471.

# Too much at stake to rubber stamp tribe's budget



**LANA CAUSLEY,  
DIRECTOR, UNIT II**

I have put off writing this report until the end as I didn't really know how to balance out my frustrations. I want to just swing and continue until all the truth comes out and leaders with no vision quite using our team members and members to politic their agendas; but, I can't. I know that members do want levelheaded, steady and stable leadership. We have so many items and issues weighing on our tribe right now, so I am going to keep it professional and sound when it comes to my decisions and reports.

In the last week, we have had team member raises, bonuses and subsidy payments for some fishermen being discussed. I will start with the raises and bonuses.

As stated, the board of directors has been in the process of reviewing the annual budgets for 2016 for some time; we did not have ample opportunity to discuss and have not had presentations from all department managers to date. Inside the proposed budget for 2016, all departments included a three percent increase for all employees. I support this and stated that many different times (Meanwhile, it's being used as a tool to force the budgets to pass with everything else included). As I've explained and requested forever now is a budget process where we eval-

uate and assess the funding for programs. We do not prioritize or plan for services in a way that tells us if each program is accommodating needs of the members. For instance, we have certain programs that have much of the funding in administration cost while just a low amount goes into the line item for services. I have personally spoken to the chair about us doing our annual budgets a different way and have brought it up many, many times for action; none have been taken. We have proposed amounts in the budgets for outside consultants, donations to outside entities, increases or decreases in certain departments that I simply do not support along with many items that needed increased funding with no action or plan. I advocate for many items that do not even seem to fall on ears that hear me.

These are the frustrating things I speak about. I simply cannot rubber stamp a budget when so much is at stake. In 2008, we absolutely had to restructure and reduce as we were going down this same path and I remember how painful that was. I do not want that to happen again. In last year's budget we earmarked an amount for raises and didn't move forward due to unsteady circumstances within our budgets, now the amounts are being promised as a bonus for team members. Once again, I'm in support of this and will be when we finally have true numbers, a plan and a vote in front of us for a decision. This has not been afforded yet (the bonus is for only those that are full time positions and has raised questions as well). All this comes with so much politics involved that it's a shame.

If we would have had a solid plan come forward or even presented in a professional manner, it would have been smooth and so many team members would

not have been hurt and upset along the way (the board read about the plan for a bonus on Facebook for the first time, then the politics started) like many times before. Team members are led to believe we don't appreciate them or value their hard work and that just is not true. When those in high positions don't know how to lead, they cause turmoil and pit people against one another and there simply is no worse thing that can happen to people of a tribe. (I'm trying to hold it to a minimum). I've apologized many times for these kinds of actions within leadership and I will once again. I'm sorry to the team members who have to go through this kind of nonsense. You deserve a raise, a bonus and a solid, stable presentation should have been made for an up or down vote in a professional manner by administration. The rest is smoke and mirrors.

We have had some very difficult times with our commercial fishing areas. The Chippewa Ottawa Resource Authority (CORA) closed down all fisherman from the five tribes to any sort of fishing efforts in Lake Michigan MM-123. We have many issues as to the way we calculate numbers, the stocking of trout, enforcement of our rules as well as our structures in place for fishing. It's no secret we have hard items to address and our fisherman do not all agree with each other as all businesses and ways of fishing are unique to each family.

Due to the closure of Lake Michigan for the remainder of the season, we had a draft proposal presented on a payment to be made to the fisherman who were affected by the closure. After a closed session (I did not agree with nor did I participate, until it was demanded that I attend) it was proposed to set the payment as follows: Over 10 days on water in 2015 season

receive full equal payments — under 10 days on water receive \$500; pay captains (unless they have a co-captain who is the one actively conducting the on the water operations) and pay helpers; pay parents via minors and the last was pay only the operations that have documented effort on Lake Michigan MM-123 areas. This was the proposal that the board came up with to distribute a \$200,000 earmarked amount. Once again, it's being politicized that I didn't support a subsidy to the fisherman. I didn't support the structure of this as many items won't be addressed, haven't been discussed and all our fisherman have been affected due to our rules, inactivity of dealing with the state and feds on stocking issues and calculation of numbers, etc.

At this point, we are in the process of taking suggestions and coming up with a payment structure that could assist all involved. When we received a listing of payment amounts, some fishermen that should have been included were not even on the list! Rubber-stamping to get things over with is not the answer for the problems we have. I'm frustrated over many things, but to use the needs of people in times of struggle is a true shame in the world of politics. We have seen this before and at this point I have been able to get a date committed (Dec. 15, 3:30 during the board's workshop and all fisherman should receive a notice via U.S. mail) to begin the discussions with all the fisherman on the structure of cards, stocking of lake trout, how we calculate our numbers for starters. (These items have been brought to me from many fishermen.) In the end and at this point, I do think we will come to a resolution on the payment structure. I just hope it will truly touch the people it should be

intended to help. I'm not confident it will the way it was originally proposed. I'm at the table to discuss and will continue to encourage all fisherman to voice what the resolves are for our industry. It's been a trying month and I have to say that anyone that knows me, knows I've lost sleep over the roughshod that gets played on our team members and fisherman.

Also this month, the board of directors voted to post for a permanent CEO for our casinos. As you all know, we were going down a path with expertise from a temporary CEO, meeting weekly and paying that person handsomely for his knowledge and expertise, our bottom lines improved with the new path, policies and plans of action were being taken and managers given tools for better business decisions as well as accountability on the managers part, but now it seems we will take another different approach. I did not support changing our path at this time and posting while we had made a commitment to this form and plan, but a majority deems it's necessary that we advertise and post for someone else or a different plan? I'm only truly hoping it's not an old buddy from the past or someone who is being promised this very important position within our businesses. I'm here and will continue to advocate for experience, knowledge and expertise in the gaming industry. The board does NOT have those qualifications.

In closing, I'm committed to things changing and evolving for the betterment of our people. At this time, I would like to wish everyone a very blessed Christmas and new year and please contact me if you would like to talk or meet.

Baamaapii.  
(906) 484-2954  
(906) 322-3818  
lcausley@saulttribe.net.



# Hoffman updates Unit I constituents on board activities



**DJ HOFFMAN**  
DIRECTOR, UNIT I

Over the past month the tribe has been extremely busy. It is budget season, as well as the advent of the holidays. The past month has been a time of frustration. However, while there are many items that I disagree with some positive changes have still occurred.

## CASINOS

In August 2014, an RFP (Request for Proposals) was distributed externally with the following as its premise: *Temporary overall management of gaming/hospitality operations with the ultimate goal of assisting with selection of a permanent Chief Executive Officer of Kewadin Casinos.*

At the last meeting of the board of directors, a resolution was adopted to post the position of Chief Executive Officer of Kewadin Casinos. The resolution to post the position not only complies with the policies and procedures of the tribe, it adheres to the intent of the original RFP. The language within the resolution was derived from these policies.

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.

Some members of the board have argued that the resolution would 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. In addition, **policy also dictates that temporary positions shall not exceed six months;** it has been **over 12 months** since the temporary position was hired.

One year ago this month I drafted the following regarding the structure of our casino Management:

*By the time this unit report arrives within your homes our tribal casinos will have commenced the transition from its current COO to a temporary structure. While I would prefer to state that this process was planned out efficiently and effectively, it was not. Prior to the execution of this decision a transitional plan should have been implemented. There are consequences when actions are taken without planning.*

The consequences mentioned still resonate to this date. Our

casinos are the driving force behind the majority of our non-grant Tribal Operations revenues. Currently, the revenues generated from our casinos are in a state of decline. Some are quick to attribute this decline to market saturation, as well as the economy to account for this decrease in revenues. It is time that we move forward and fill this position with a qualified individual and move our largest enterprise progressively forward.

According to Human Resources, the CEO position will be posted on: ExactHire, HireCentric, Indeed.com, SimplyHired.com and Oodle.com. It will not be posted within any trade magazines or recruiting services at this time.

## CASINO BUDGETS

The casino budgets have not been seen at the time this article was drafted (Dec. 7, 2015). **There is no acceptable reason that the budgets have not been received and reviewed prior to Dec. 7, 2015, for the FY2016 year.**

I will be proposing that the tribe adopt a continuing funding resolution, not to exceed 60 days, to ensure that there are no disruptions within our operations and that hopefully an efficient and detailed review of these budgets will take place within the next few weeks to ensure.

## TRIBAL BUDGETS

Over the past few months, the tribal board has been meeting in to review the various FY2016 governmental budgets. These budgets primarily are generated from historical department's financial operational needs. I must state that I have several concerns on areas within several of these budgets including items such as: new jobs, wage increases for "specific" positions and some extensive capital purchases. These items, for the most part, are budgetary "pork." They are non-essential operations of the Tribal Operations or services. I am hopefully that much of this "pork" can be trimmed from within the budgets, as without that trimming and planning I cannot be supportive of the documents as they currently collectively stand.

As I have stated in previous reports, the primary element missing from a majority of these budgetary discussions is the individual plans involved for each budget has been a detailed program plan. The tribe needs to require planning as a part of the budgetary process and it is my intent to continue work on legislation ensuring this requirement.

As I have also stated, it is not responsible to simply hurry up and adopt annual budgets without detailed plans, and goals. Our tribe needs to develop, and adopt, both short-term and long-term plans within our governmental structure, as well as our enterprise structure. Without proper planning, there is no reasonable manner with which to gauge our tribe's needs, successes, failures, goals and objectives. These plans also need to include areas such as COLA to ensure that as we move forward our employees are no

longer left behind.

## TRIBAL LABOR LAW

The tribal board, several months ago, authorized the administration (without objection) to bring forward a proposal regarding the implementation of tribal labor law. I strongly support implementing tribal labor laws to ensure that employees are protected from unfair practices that are occurring within our tribe. In addition, and tribal labor laws adopted should include the proper "teeth" to ensure tribal board adherence to policies and procedures of the tribe for the betterment of all involved.

## EMPLOYEES

The tribal board of directors recently amended (October) the existing northern casino debt financing by extending out the current notes by 27 months. This was to allow our casinos to operate more efficiently with their reduced revenues and cash flows, ensure that tribal services are sustainable for the near future, and to allow the tribe to reinvest in our facilities and operations. Another key area that drive our revenues, but that has often been overlooked, is our employees. We must also take this opportunity to invest in our employees to ensure the success of operations within the casinos, enterprises, and governmental operations of the tribe.

Recently the topic of employee bonuses has been politicized. While it is accurate to state that budgets for FY15 included additional funds for the board to consider employee incentives such as raises, re-implemented 401k with matching, as well as potential bonuses, no detailed fiscally responsible plan has been developed to ensure that short-term benefits do not lead to longer term detriments as they did the last time a December employee bonus was distributed to the employees in 2007.

I am proposing a more fiscally responsible approach based upon planning and budgeting to ensure that employees are ensured incremental wage increases, instead of just prior to election season. At the next tribal board meeting a resolution has been submitted stating the following:

## FY 2016 COLA INCREASE

*WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians and its wholly owned governmental instrumentalities have not given cost of living allowance increases to team members; and WHEREAS, this has resulted in a significant number of team members income being worth less today than when they were hired, has contributed to the loss of valuable team members and has contributed to an overall decrease in team member morale; and*

*WHEREAS, in order to retain valuable team members and help increase team member morale it is in the tribe's best interest to establish a cost of living allowance increase.*

*NOW, THEREFORE, BE IT RESOLVED, that there shall be a 3 percent Cost of Living Allowance to the base wage for all employees of the Government, the Kewadin Casinos Gaming*

*Authority, and the Enterprises for FY 16. The board recognizes that there are health positions that are covered by a separate resolution, 2015-230 that will not be eligible for this FY 16 cost of living.*

*BE IT FINALLY RESOLVED, that for the FY17 and prospective budgets, a cost of living allowance (COLA) based upon the Consumer Price Index (CPI) shall be included and implemented in all annual budgets of the Government, the Kewadin Casinos Gaming Authority and the Enterprises.*

If approved, this will ensure that all employees receive a cost of living increase (raise) in 2016, and beyond. The 3 percent for FY16 is projected into the current budgets, however, it is not self-enacting. Without the adoption of this COLA resolution, or a similar type of proposal, the funds may be budgeted but will not be allocated where they have long been deserved, within the wages of our employees. If approved, this resolution will also force the tribal governing body to ensure that annual COLA is built into future annual budgets.

There is one very important thing to note when it comes to these types of changes. It takes the majority of the board of directors, working together, to ensure that these types of changes can be implemented or even considered. I am hopeful that the board, as a whole, will consider and adopt this proposal for the betterment of our employees, operations and overall services for our membership.

## JKL BAHWETING SCHOOL

The exterior of the gymnasium has been completed. At this time, the contractors are installing the interior walls, electrical and completing the mechanical. This project is nearing completion, with a tentative date for installation of the new gymnasium floor within the next two weeks. This project is an excellent example of positive and productive collaboration on the part of the tribal board of directors for the benefit of our tribal and community children within the school. The entire board should be proud of their efforts in making this a reality.

## ECONOMIC DEVELOPMENT

In each and every report that I write, I will continue to list economic development as a major emphasis. I have, and will continue to stress, the need to diversify economically. To ensure that we are able to diversify, we must adopt plans and embrace opportunities outside of the realm of casinos. In addition, the tribe needs to ensure that its business approaches are separated from its tribal politics.

Resolution 2015-43, Developing an Economic Director position, and a subsequent budget modification funded it for FY 2015, was a positive move towards our tribe actually diversifying and enhancing our current and future business enterprises. Unfortunately, the position has not been filled for over seven months. We have multiple appli-

cants and have yet to schedule interviews for the position. It is my opinion that this position is being delayed to ensure that the funds budgeted for the position are retained for reprogramming within the remainder of this fiscal year as part of the "fund balance."

While not filling this position may have created an on-book savings, the lost opportunity costs and additional benefits to our enterprises over this time period surely offset the savings. We are in dire need of structure within our enterprises, and an individual to lead the charge into diversification. Currently, we do not have this type of structure. The tribe's existing businesses fall under the Chief Financial Officer. I am hopeful that the tribe will move forward in finally filling this position so that a qualified economic (development) director can move us forward.

## PRIORITIES

We must "get our house in order." The tribal board must work together to restore a sense of respectability to our tribe. Fear and intimidation must be replaced with respect and consideration! The days of tabloid-style unit reporting in our paper must cease.

As a board member, it is my goal to move our tribe forward. It is not my goal to get involved in petty squabbles because of personal likes and dislikes. The common theme should always be to approach each topic, each vote, based on the betterment of the tribe as a whole. I prefer documentation and research to assertion and opinion. I am not always right however I believe we as board members have a responsibility to do more than just show up.

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.

## PERSONAL

I prefer to keep personal statements and issues outside of unit reports; however, life is precious and short. Make the most of it while you can and cherish those that you call friends and family.

I feel it is also important to recognize that in the past few months we have lost several of our tribal elders. We owe all of these individuals a debt of gratitude for our existence today. Please let our elders know that you appreciate them and take the time to talk and learn from them and with them while you can.

Finally, I would like to personally wish all of you a happy holiday and ask that if you have any issues or concerns, please feel free to contact me anytime.

Sincerely,

DJ Hoffman

Home: (906) 635-6945

Cell: (906) 203-0510

Personal E-mail: djwhoffman@hotmail.com

Tribal E-mail: djhoffman@saulttribe.net



# Massaway thanks Christmas party volunteers



**KEITH MASSAWAY,  
DIRECTOR, UNIT III**

We just finished with our area children's Christmas party.

Bridgett Sorenson and I had a wonderful time with all the children who came to eat, play and see Santa. This day is always one of my favorites. I would like to thank all the volunteers and helpers who worked so hard. A thank you also goes out to the Kewadin Shores staff, YEA, cake makers and our family and friends.

The board continues to hold off on passing the budgets for next year. I am comfortable with them now but many board members are not. I will not accept the argument that we have not had an opportunity to review because we have. We have reviewed them several times. I hope by the time this article gets to you all of the budgets are approved and



**St. Ignace Christmas party. Above, a youth visits with Santa and right, children and parents wait in line.**

implemented.

May everyone have a merry Christmas and a happy new year. Spread cheer and happiness

wherever you go. Thank you for all the phone calls and e-mails.

Keith Massaway  
702 Hazleton St.

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

## Receiving record number of phone calls, emails



**CATHERINE HOLLOWELL,  
DIRECTOR, UNIT II**

May this holiday season fill your home with joy, your heart with love and your life with laughter. Merry Christmas, everyone! Hold your loved ones close — our most precious gifts.

This month has been busy! I have received a record number of phone calls and emails from tribal members. Sometimes I get calls for general information. Sometimes I get calls from members who want a better idea of what's going on. Sometimes I get urgent calls for assistance with heartbreaking situations. It always hurt when I can't do more to relieve suffering. And, we have plenty of suffering up here.

Sometimes I get calls from members who just want to introduce themselves and chat. That's always fun, too. It's very rewarding to hear from you and serve you in any way I can. I am so grateful for the support and love for our tribal communities by you, the members.

We are about to embark on the election season, with all the circus-like and distorting rhetoric that accompanies it. I'm going to skip addressing serious tribal issues in this report, in respect for the Christmas season. Let me just say that in the next few days we will be making decisions that will impact the livelihoods of those that fall under the policies and regulations of the Sault Tribe. That's a small sliver of individuals, out of the 40,000 people who constitute our Sault Tribe membership. But at this time they are my top priority and concern. Please keep those individuals and their families in your prayers.

Happy holidays from my family to yours and to "all our relations." May we stand strong and united in the new year against those who would seek to divide

us from within. Creator bless!

Wishing you and your family all the happiness and joy of Christmas. It is my hope for the new year that we can stand strong and united against those who would divide us from within.

*Authentic text of Chief Seattle's treaty oration, 1854 (Originally published in the Seattle Sunday Star, Oct. 29 1887)*

*Yonder sky that has wept tears of compassion upon my people for centuries untold, and which to us appears changeless and eternal, may change. Today is fair. Tomorrow it may be overcast with clouds. My words are like the stars that never change. Whatever Seattle says, the great chief at Washington can rely upon with as much certainty as he can upon the return of the sun or the seasons. The white chief says that Big Chief at Washington sends us greetings of friendship and goodwill. This is kind of him for we know he has little need of our friendship in return. His people are many. They are like the grass that covers vast prairies. My people are few. They resemble the scattering trees of a storm-swept plain. The great, and I presume - good, White Chief sends us word that he wishes to buy our land but is willing to allow us enough to live comfortably. This indeed appears just, even generous, for the Red Man no longer has rights that he need respect, and the offer may be wise, also, as we are no longer in need of an extensive country.*

*There was a time when our people covered the land as the waves of a wind-ruffled sea cover its shell-paved floor, but that time long since passed away with the greatness of tribes that are now but a mournful memory. I will not dwell on, nor mourn over, our untimely decay, nor reproach my paleface brothers with hastening it, as we too may have been somewhat to blame.*

*Youth is impulsive. When our young men grow angry at some real or imaginary wrong, and disfigure their faces with black paint, it denotes that their hearts are black, and that they are often cruel and relentless, and our old men and old women are unable to restrain them. Thus it has ever been. Thus it was when the white man began to push our forefathers ever westward. But let us hope that the hostilities between*

*us may never return. We would have everything to lose and nothing to gain. Revenge by young men is considered gain, even at the cost of their own lives, but old [men who stay] at home in times of war, and mothers who have sons to lose, know better.*

*Our good father in Washington - for I presume he is now our father as well as yours, since King George has moved his boundaries further north - our great and good father, I say, sends us word that if we do as he desires he will protect us. His brave warriors will be to us a bristling wall of strength, and his wonderful ships of war will fill our harbors, so that our ancient enemies far to the northward - the Haidas and Tsimshians - will cease to frighten our women, children, and old men. Then in reality he will be our father and we his children.*

*But can that ever be? Your God is not our God! Your God loves your people and hates mine! He folds his strong protecting arms lovingly about the paleface and leads him by the hand as a father leads an infant son. But, He has forsaken His Red children, if they really are His. Our God, the Great Spirit, seems also to have forsaken us. Your God makes your people wax stronger every day. Soon they will fill all the land. Our people are ebbing away like a rapidly receding tide that will never return. The white man's God cannot love our people or He would protect them. They seem to be orphans who can look nowhere for help. How then can we be brothers? How can your God become our God and renew our prosperity and awaken in us dreams of returning greatness? If we have a common Heavenly Father He must be partial, for He came to His paleface children. We never saw Him. He gave you laws but had no word for His red children whose teeming multitudes once filled this vast continent as stars fill the firmament. No; we are two distinct races with separate origins and separate destinies. There is little in common between us.*

*To us the ashes of our ancestors are sacred and their resting place is hallowed ground. You wander far from the graves of your ancestors and seemingly without regret. Your religion was written upon tablets of stone*

*by the iron finger of your God so that you could not forget.*

*The Red Man could never comprehend or remember it. Our religion is the traditions of our ancestors - the dreams of our old men, given them in solemn hours of the night by the Great Spirit; and the visions of our sachems, and is written in the hearts of our people. Your dead cease to love you and the land of their nativity as soon as they pass the portals of the tomb and wander away beyond the stars. They are soon forgotten and never return. Our dead never forget this beautiful world that gave them being. They still love its verdant valleys, its murmuring rivers, its magnificent mountains, sequestered vales and verdant lined lakes and bays, and ever yearn in tender fond affection over the lonely hearted living, and often return from the happy hunting ground to visit, guide, console, and comfort them. Day and night cannot dwell together. The Red Man has ever fled the approach of the White Man, as the morning mist flees before the morning sun. However, your proposition seems fair and I think that my people will accept it and will retire to the reservation you offer them. Then we will dwell apart in peace, for the words of the Great White Chief seem to be the words of nature speaking to my people out of dense darkness.*

*It matters little where we pass the remnant of our days. They will not be many. The Indian's night promises to be dark. Not a single star of hope hovers above his horizon. Sad-voiced winds moan in the distance. Grim fate seems to be on the Red Man's trail, and wherever he will hear the approaching footsteps of his fell destroyer and prepare stolidly to meet his doom, as does the wounded doe that hears the approaching footsteps of the hunter.*

*A few more moons, a few more winters, and not one of the descendants of the mighty hosts that once moved over this broad land or lived in happy homes, protected by the Great Spirit, will remain to mourn over the graves of a people once more powerful and hopeful than yours. But why should I mourn at the untimely fate of my people? Tribe follows tribe, and nation follows nation, like the waves of the sea. It is*

*the order of nature, and regret is useless. Your time of decay may be distant, but it will surely come, for even the White Man whose God walked and talked with him as friend to friend, cannot be exempt from the common destiny. We may be brothers after all. We will see.*

*We will ponder your proposition and when we decide we will let you know. But should we accept it, I here and now make this condition that we will not be denied the privilege without molestation of visiting at any time the tombs of our ancestors, friends, and children. Ever part of this soil is sacred in the estimation of my people. Every hillside, every valley, every plain and grove, has been hallowed by some sad or happy event in days long vanished. Even the rocks, which seem to be dumb and dead as the swelter in the sun along the silent shore, thrill with memories of stirring events connected with the lives of my people, and the very dust upon which you now stand responds more lovingly to their footsteps than yours, because it is rich with the blood of our ancestors, and our bare feet are conscious of the sympathetic touch. Our departed braves, fond mothers, glad, happy hearted maidens, and even the little children who lived here and rejoiced here for a brief season, will love these somber solitudes and at eventide they greet shadowy returning spirits. And when the last Red Man shall have perished, and the memory of my tribe shall have become a myth among the White Men, these shores will swarm with the invisible dead of my tribe, and when your children's children think themselves alone in the field, the store, the shop, upon the highway, or in the silence of the pathless woods, they will not be alone. In all the earth there is no place dedicated to solitude. At night when the streets of your cities and villages are silent and you think them deserted, they will throng with the returning hosts that once filled them and still love this beautiful land. The White Man will never be alone. Let him be just and deal kindly with my people, for the dead are not powerless.*

Catherine Hollowell  
Unit II Director  
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# Please don't play with team members' emotions



**BRIDGETT SORENSON,  
DIRECTOR, UNIT III**

There have been many lies being spread about votes the board has taken. The saddest thing for me is that some people actually believe every word without ever checking into it. But, on the other hand, I don't know too many people who spread lies and rally people for support so a person should be able to believe the "leader."

Facts: Last year, the board and administration set aside \$550,000 to be spent on raises, bonuses or 401k contributions. The board had not discussed a plan on carrying out any of these options prior to the chair's announcement. The chair put out information on social media, front page of the newspaper, etc., to play on team members' emotions. As of today, Dec. 6, the board has not voted on raises or bonuses. They were not on our agenda during the last special meeting, so when something is not on the agenda then the board needs nine votes to add it to the agenda. There were not nine votes to add it to the agenda to be voted up or down.

When the chair presented his plan (Nov. 24) on how he wanted the bonuses distributed, the board members had different ideas. His proposal was giving 3 percent for those under \$50,000 and those over \$50,000 to get 2.5 percent retro back to July. I would rather see people under \$30,000 get 5 percent, \$30,001 to \$50,000 3 percent and over \$50,001 to

receive 1 percent, or a variation similar with the team members who make less to receive more. There were other proposals of a certain amount per each team member, about whether over the max should receive anything, or if we should base it on how many months team members worked for the company this year. The point is the board didn't vote "no" on the bonuses or raises — the only vote that was taken was to add it to the agenda. Apparently, the board shouldn't discuss options on how to distribute the money, but rather just vote on something. Did I mention we no longer have \$550,000 to distribute? I believe it is about half that amount.

As for the raises, Director Hoffman brought forth a resolution for COLA increases for 2016 and I seconded his motion. We did not have the votes to add it to the agenda. There has been 3 percent added to the 2016 budgets for raises in 2016. We have yet to pass the 2016 budgets. There is not one board member on this board who would not like to give out bonuses, raises, 401k, etc., to our team members but we have to make those decisions responsibly. We cannot have a repeat of 2008 caused from reckless spending from years prior.

To see a repeat, check out the December 2007 issue of the tribal paper to see the same tactics being used. Some directors talked about the millions we were in debt and had to borrow to give bonuses in 2007. I believe the total debt in 2008 was \$70 million that we had to borrow that we are continuing to pay off, which also caused about 150 people to lose their jobs.

I am not trying to intimidate anyone, but those numbers are real. I am not saying we will be in the same boat, but rather look at the similar promises.

Decisions need to be sound and, if raises are given, they need to be sustainable. Our team members absolutely deserve at the very minimum a cost of living increase. It is not responsible to

demand and rally the team members by playing on their emotions just to make yourself look like the hero. Last comment on this subject, when was the last time you heard a CEO or top executive of a company or organization take such actions without first discussing and vetting proposals from its governing or business board?

We received an email about polling the board to see if there was going to be a quorum for the Dec. 1 workshop. The chair was going to be in D.C. and others were not going to be available. I asked for a special meeting to be called to discuss these raises, bonuses and other decisions that we need to make. Unfortunately, there was not a majority to call a special meeting or have a workshop. Another waste of time not being able to get business accomplished. The chair did, however, decide to call a special meeting late last week for Monday, Dec. 7, even though nothing on the agenda is special, rather just normal course of business items.

The last week of October, CORA closed down fishing in areas of Lake Michigan to our fishermen. The reason was for overharvesting lake trout. This area is to remain closed until Dec. 31. Directors Chase and Morrow wanted to give the affected fishermen a subsidy for having to shut down their operations during the most profitable days of the year. In November, the board voted to disperse \$200,000 out of the fishermen's fund to offset the financial loss. The board discussed this with the fishermen and staff members on how to distribute the money. There has been discussion on those getting paid who could have put the tribe over the harvest amount. The board voted on five or six criteria for distribution and it failed twice. I abstained from those votes because of a conflict of interest. The chairman ran out into the hallway on break and said to the fishermen, "Do you want to see who voted no?" He also said if Bridgett would have

voted you guys would have gotten paid. I just sat appalled at the fact that he wanted me to vote when I was a conflict of interest, but if I had voted on it he would have dragged my name through the mud. I will not vote anytime I feel I have a conflict. I don't care if others do it or have done it, I will not. Most, if not all, fishermen know I have a conflict and they support my decision and understand why I did.

At the November meeting in Hessel, the majority of the board voted to post the CEO position. I did not support this. Fred has been here a year and there have been many changes and not too many people deal with changes well. I can't say that I agree with everything Fred has done but I can't say that about anybody and we didn't bring in a professional because we were on top of our game. We needed someone to come in here with no ties to make the tough choices.

When the casinos first opened, we didn't have much for competition and made easy money. We are in a very competitive and saturated market today. We have to make changes to remain a viable enterprise to provide services to our members.

Here are some concerns with posting the position: We have a tribal preference policy that I agree with but I believe sometimes we use it as a mandate instead of a preference. A family member, friend or political ally may be chosen who can be manipulated. The new person comes in and fires a bunch of staff instead of working with and training them. We have invested one year of time and money into moving forward only to have no idea of what will happen. We have two downstate casino projects that Fred has been involved with and given input on. At the end of the day, this board is not more qualified than someone who has as much experience in the gaming industry and turns around casinos for a living. The last thing is many of the managers I have talked to have learned more this year than all the years they have worked for Kewadin.

One argument is we need to follow policy and post the position. I have recently seen so many inconsistencies in the jobs that are posted with time frames, qualifications, interview selection, etc., that we need to conduct this human resource audit and change policy to fit the needs of the business. The CEO position should have actually been given a two-year contract with stipulations and reviewed prior to two years to renew or part ways. Many other casinos do this.

One other lie I want to clarify is that I am not jealous of the chair's work in D.C. or at the national level. Where does that even come from, because I do not support changing or cancel-

ing meetings when we have a vice chair? I appreciate the work the chair does in D.C. and, for myself, I prefer to stay in my community where I am involved in many areas and do not have the desire or need to meet the president or anyone else at that level, as they are just another person like you and me.

As I write this report, there is a special meeting called for 5 p.m. today with nothing special on the agenda and it is not one or two critical items, it is a few usual items. Tomorrow's normal meeting has been stacked with many time consuming controversial items such as budgets, raises, bonuses and the fishermen's subsidy, as well as being on the day of our elder's holiday meal. Instead of us meeting in a workshop today to discuss some of these items, there are financial reviews being held instead. This is the reason I get frustrated because of the games that get played with scheduling. I will not blame this all on the chair because seven board members refuse to stand up and stop the insanity. Apparently, it is more important to protect your family and keep your name out of the tabloids than to do what is best for your tribe.

Apparently, the pizza rally may have not been as successful as someone expected, so there will be things said like the board or supervisors threatened team members not to participate. I guess there has to be blame placed somewhere. You build support, you don't mandate it!

I want to apologize to the members who attend the meeting and only get five minutes to speak because you may not be an ally or speaking about someone's agenda. It should be a fairer process and not about who you are or the subject you speak about.

Lastly, I want to thank all the elders, team members, family and friends who made cakes for our Christmas party cake walk. Our party was awesome and could not have been possible without the help of the Kewadin staff, Francie Wyers, Sue St. Onge from the YEA, and our youth who volunteered. In my next unit report, I will have a list of names to thank those team members individually who decorated, shopped, wrapped, etc. Thank you to Keith's and my family and friends for their continued support in helping make the party a success!

God bless all of you during the holidays! Thanks to our team members for all your hard work this year! With so many unfortunate lives lost this year, I hope we all cherish one another and pay better attention to our health and the decisions we make.

Please contact me for concerns at bsorenson@saulttribe.net, bridgett91@yahoo.com or (906) 430-0536.

## Announcement to be posted for permanent CEO position



**KIMBERLE GRAVELLE  
DIRECTOR, UNIT I**

Aniin, first I would like to wish everyone a Merry Christmas and safe and happy New Year. I want to thank the service men and women who cannot be home for Christmas and the families who are home during this holiday

season without them.

During our last meeting, the board of directors voted to post the position of casino Chief Executive Officer (CEO). We have been operating with a temporary CEO for a year now and we need to fill this position with the best qualified individual in order to move our casino forward. When the temporary CEO was hired, it was under a three-month contract with the intent to assist us in hiring a permanent CEO. With someone permanent in this position, we should see positive changes and increased revenue as we move forward.

Further, I have been reading the "cry wolf" reports that are being circulated among our team members and on social media. This is a ploy to cause chaos and is coming from someone who is supposed to be in charge. These reports are blaming the board of

directors for things we haven't made decisions on yet, and we wonder why we're having problems with low morale. If we can't set an example for the employees and members, what can we expect? This is not the sign of good leadership.

On a good note, the JKL Bahweting School gymnasium has progressed according to plan and is enclosed now and awaiting the final touches to the interior. I would like to thank the board of directors for making this possible for the students at the school. They will have a safe and secure gym area and no longer need to be transported to the Big Bear for gym classes.

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

Thank you,  
Kim Gravelle

**Moving? Update your address  
at 1-800-251-6597 or  
enrollment@saulttribe.net.**



# Morrow says board lacks leadership and values



**DARCY MORROW,  
DIRECTOR, UNIT IV**

I would like to wish everyone a Merry Christmas and a Happy New Year. This is a busy time of year for everyone, we have been working on the children's Christmas parties and the elders have been enjoying their Christmas dinners. Please take some time out of your busy schedule to check in on an elder or elders in your community and enjoy a visit with them.

The board has been working on budgets these last few months and it has been a drawn out process because some do not like to go line by line to see what is in

each budget. This is an important process and the board is fiscally responsible to the membership. An example, the Sault's Big Bear budget, which is over 90 percent tribal support dollars, includes the purchase of a \$100,000 Zamboni and only a few of us have an issue with this purchase, that is not being fiscally responsible to our members.

Another idea from a board member was to look at only utilizing one ice rink in Big Bear which could save over \$150,000-plus on the budget. This is just two items in one budget that could save over \$250,000 tribal support dollars off the bottom line. One example to reallocate this \$250,000 tribal support could be to put back the elder recreation funding that was eliminated in 2008. Unfortunately, we have board members who support this waste of tribal dollars and are not looking out for the membership as a whole. This is one example of tribal dollars being wasted when it should be reallocated to membership services. So when you hear board members complaining of how the process is going, ask them how they are going to vote on spending \$100,000 on a Zamboni and

keeping the second ice rink open at Big Bear. Especially when we have elders and membership with needs!

Somehow along the line we have lost our value system that set us apart from the rest of the world. At our board table, the game of who is most important rules and it is quite embarrassing! We lack leadership; leaders are supposed to work for a better quality of life for our members.

An example is the game being played right now with our fishermen who have had their waters closed down to them on Oct. 23 due to a CORA vote that Dennis McKelvie, board member and The chairman of the Great Lakes committee voted YES to shut the waters down to our fishermen. We have had a few vocal fishermen present items such as invasive species, slime, the state of Michigan planting three times the amount of trout but our catch allotment hasn't gone up. This has been presented time and time again to the board but no one wants to listen until it's too late! We should be fighting for our fishermen, these men and women continue to put their lives on the line every day they are on the Great Lakes!

The meeting held in Sault

Ste. Marie on Dec. 1 was such a shame, games being played with the livelihoods of our fishermen and their families! A resolution was done up by Director Chase and myself immediately the day CORA shut down MM I, II and III, to access the fishermen fund (this fund can only be used for the fishermen). It allowed \$200,000 to be split between the fishermen who had their waters shut down. The resolution was passed in November at the St. Ignace board meeting and the staff were directed to come up with different options for the board to pass on how to break the \$200,000 so everyone receives something.

The board workshopped the options before the meeting and came up with this as the final option that was in front of us on the Dec. 1 meeting for a vote. 1) Anyone affected by the closure fishing under 10 days during the 2015 season would receive \$500. 2) Over 10 days on the water during 2015 season receive full equal payment. 3) Pay captains (unless they have a co-captain who is the one actively conducting the on the water operation) and pay the helpers. 4) Pay minors via parents. 5) Pay only operations having documented effort in

MM I, II and III in 2015 season. The majority of the board workshopped this item, but directors Causley and Hollowell decided to not stay in the room and were out in the hallway because they were mad. This doesn't give Unit II much support at the table when both your reps do not stay and participate. This should have been an easy vote, but politics always plays out and our fishermen and their families have been effected negatively! Directors Chase, Glyptis, Massaway, McLeod and I were the five yes votes both times this was on the table. I am disgusted on how the fishermen and their families have become the political pawns! If board members want to play politics and garner votes then they can work on their own resolution, not try and add onto one that had been workshopped all day! It was Unit II board reps that decided to stay outside the room during discussion. I want to apologize to the fishermen and their families, this should have been done Dec. 1. You should not be begging this board they should have done the right thing and voted YES!

Thank you,  
Darcy Morrow  
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## Greatest strength our capacity to love



**JENNIFER MCLEOD,  
DIRECTOR, UNIT I**

Aaniin Anishinaabek, month after month, our tribal newspaper, various social media sites and hundreds of emails are filled with conflict, misinformation and flat out lies. So much anger and hurt, that only serves to keep us divided. How about putting it all on pause and, for this one month, let us focus on the good and the positive?

For just one month, let us not forget the sacredness of this season and pause to remember who we are — we are Anishinaabe people!

Our greatest strength has always been our capacity to love each other. As Anishinaabe, we extend our family connections to those who may not be related to us by blood, but ARE related to us by "heart" and spirit.

Over this past year, some of my greatest blessings have come through our "Anishinaabe family" connection. Being connected by heart and spirit, I now have more young people (to whom I am not "blood related") calling me auntie or grandma. I have new sisters, brothers and lots of cousins. My family has grown, OUR family has grown. Together, we have shared so much.

We shared tears of joy as we welcomed new babies into this world, and held each other through tears of sorrow as we said "bamapii" to loved ones. We worked together to provide for each other, physically, emotionally and spiritually. We kept each other fed, clothed and in safe places to live. We smudged, we prayed, we smiled and we laughed. By the time you read these words, the elders' and children's Christmas parties will be over, our children will be anxiously awaiting, and the new year celebration will not be far behind.

Let us also remember, that although this can be a time of great joy, for many it will be a time of great sorrow. It seems that this year we have had so many of our people walk on, young and old, leaving families to face holidays without them. If you know someone who has lost a loved one this year, please reach out so they know that their extended Anishinaabe family is thinking of them. Share the love. It is truly the one gift that is always needed, always fits and when returned just gets better.

From my heart to yours, my wish is that you know the peace that the Creator intended for us all. May healing come to our hearts, and may pain be replaced with joy. May our people, our tribe, grow in goodness in our good Anishinaabe way.

Even if just for this one month, let us set aside all that seeks to divide us, and may we all know that we belong.

Shawindekaa (Many blessings), Merry Christmas and Happy New Year.

Anishinaabe gagige.  
(Anishinaabe for always.)

Jen, (906) 440-9151

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## With rights comes responsibility



**CATHY ABRAMSON,  
DIRECTOR, UNIT I**

Our tribal fisheries have been an intense topic of discussion for a while now. We should all be concerned about this issue because, ultimately, it could affect our entire tribe. Our past leaders fought hard to secure the right to manage our own fisheries. This board needs to work hard to continue to keep that right!

In October, CORA (made up of five Michigan tribes) issued an emergency order closing all of northern Lake Michigan to tribal commercial fishing. As a result, those fishermen affected have been attending our meetings and giving their input. A resolution to help give monies to those fishermen affected has been brought before the board. I did not support this because it included giving money to the captains who have been a part of the problem that caused the Lake Michigan closure.

Several years ago, we gave substantial dollars to the captains to help out their operations. We thought they would give money to their helpers. In most cases, the captains kept all the money. While I feel bad for those fishermen helpers who need help, I have not heard how any of their captains (their employers) have helped them out through this difficult three weeks. We don't even do that for our own tribal employ-

ees who have been laid off.

Management of the Great Lakes subsistence and commercial fisheries is extremely complex. There is often a desire to try to reduce these complex management issues down to a single cause and effect explanation. Unfortunately, this results in proposed solutions that are inadequate and misguided. As a board member, I take full responsibility for the decision to make changes to the co-captain's license. We need to change it back to what it was originally intended for in 2008.

While I take responsibility for this, there are a few tribal fishermen who also need to take responsibility for their own irresponsible actions that helped bring us to this point. Their fishing rights do not give them the right to manipulate and violate our laws. Many of our fishermen are fearful to say anything because there is only one fish buyer who may or may not buy their fish and they are at his mercy. This is truly not our way. Our board has to correct this.

Because we are the policymakers, my fellow board members and I must take the time to work with the Great Lakes Fishing Committee and have in depth, frank discussions regarding the management of the fisheries once and for all. Our Natural Resource staff works very hard to explain fisheries management issues at the monthly conservation committee meetings. Because most board members do not participate at these meetings (me included), we do not hear that analysis.

The Great Lakes fisheries are dynamic. Our tribal board needs to consider realistic expectations for the tribe's fishery in light of the aforementioned complicated management context. Our tribe cannot simply ignore the multi-

ple allocation agreements, restoration agreements and changing harvest pressures on the fishery. The reality is the fishery is based on a natural resource that is not unlimited. To date, our tribe has not had a real discussion about what the resource can support and what a reasonable allocation between tribes looks like. These are real and difficult issues that cannot be dealt with during crisis moments, such as the current time. The tribe cannot simply kick these questions down the road. It will result in ineffective negotiating positions in the 2020 consent decree process. 2020 will be here before we know it!

Some very important questions our tribe needs to answer are: Is the tribe managing the fishery from a business model? In other words, should the management goal be to support a small number of substantial fishing operations and limiting the number of operations? Is the tribe managing the commercial fishery as a treaty right accessed by as many people as possible, realizing this means fewer people will actually make a living at commercial fishing? These two goals are mutually exclusive. Most importantly, this will take time and cannot happen when trying to manage the fisheries in crisis like the current closure situation.

I propose we set aside the time and commit ourselves to adequate planning sessions on at least a biweekly basis. These workshops should be full days with full board attendance.

I hope I piqued your interest! Like I said, 2020 is coming soon. Will we be properly prepared? I hope so.

If you have any questions or comments, please contact me at (906) 322-3823 or email me at wcabramson@saulttribe.net.



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