

Win Awenen Nisitotung

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

Mko Giizis
Bear Moon

February 19, 2016 • Vol. 37, No. 2



Photo by Brenda Austin

D.C. BOUND — JKL School eighth graders are traveling to Washington, D.C., on May 30. They will be staying in the nation's capital from May 31 to June 2, and head home June 3. The students have already researched many exhibits and cultural places they would like to visit, and have a wish list going. They would like to thank Sault Tribe for its \$10,000 donation. They have also held fundraisers and are receiving school financial support. Above are the school's 27 eighth graders with School Superintendent Theresa Kallstrom, right.

Health educator helps form K.I. Sawyer coalition

BY BRENDA AUSTIN

When the K.I. Sawyer Community Center in Gwinn (southeast of Marquette near the center of Michigan's Upper Peninsula) applied for a grant to expand their kitchen, it began a series of events that brought together professionals and community organizations to talk about the health needs of children living on the former Air Force base.

Registered Dietitian Monica Nelson with the YMCA of

Marquette County and K.I. Sawyer Community Center Manager Jane Nordeen worked together to apply for the Wal-Mart State Giving Grant and asked Sault Tribe Community Health Educator Tyler LaPlaut, MS NSCA-CPT, to stop by.

"I went out for a visit and was taken aback because I hadn't been out there since the base was really active. When I saw what was going on and how bad the community was falling apart I took

a special interest in it. Especially once I found out that they are feeding over 286 kids in the YMCAs food reimbursement program at the Community Center," LaPlaut said.

After his visit, LaPlaut called Erin Carter with MSU Extension and invited her for a tour of the center. And as the four met over the summer months to brainstorm about ways to help the youth and community, the K.I. Sawyer Community Health and Wellness Coalition was born. They held their first official meeting in December where community members representing local churches, the Sault Tribe, the Forsyth Police Department, Gwinn Area Community Schools, Marquette County, and others, continue to meet monthly.

About 2,300 people live on the former base.

LaPlaut said K.I. Sawyer has needs the coalition hopes to address, including smoke-free parks and recreation, access to healthy food and physical fitness. The coalition has discussed safe bicycle paths, a soccer field and cross-country skiing as possible additions to the former base. The center is a hangout place for area youth, who are often there until 9 p.m. on weeknights, and houses a dining area, library, gymnasium and game room, and provides activities like movies, arts and crafts, holiday parties and dancing.

Tribe reaches out to help members in Flint area

On Feb. 3, Sault Tribe sent postcards to Flint area members to tell them they were not alone in their struggle to get clean water free of lead.

The tribe's board of directors voted on Jan. 27 to provide \$20,000 in resources to assist members affected by the disaster.

"I am grateful and heartened that my proposal was approved to fund some outreach and assistance to our at large Sault Tribe citizens in Flint. It is a welcomed start," Chairperson Aaron Payment said.

The disaster affects over 70 tribal households.

On Feb. 8, the tribe's Environment Department staff began making calls to each of the households affected.

Callers talked to each household to learn what they needed and to offer help. They learned if Flint members were accessing available services and if they needed help to get water, filters, water testing or blood testing.

Callers have information they can provide on local assistance and have information packets to send. Lastly, they are taking information about follow up help the tribe could offer.

The tribe will provide an under-the-sink, NSF-certified

water filter to members who need one. These filters are certified to remove lead.

The tribe may provide other forms of assistance.

Since April 2014, when Flint changed its water supply from the Detroit municipal system to the Flint River, corrosive water resulted in elevated lead levels in drinking water in the city. Corrosion of lead service pipes removed a coating of lead phosphate that prevented lead leaching from these lines.

Elevated blood lead levels were found in children in the city since the water switch.

Lead is a health hazard for children and young women of childbearing age. Even low lead exposures are shown to lower IQ by measurable amounts and result in lower educational attainment as well as behavioral issues such as aggression and hyperactivity.

Some nutrients help reduce the absorption of lead into bones and brain — foods and supplements with iron, calcium, and vitamin C. Foods and supplements with Vitamins B1 and B9 may help people excrete more lead.

Members affected by the Flint water crisis who did not receive a postcard can call (906) 632-5575 or (800) 793-0660.

www.saulttribe.com



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while another grant through Sault Tribe Community Health will pay to have the equipment refurbished and for wood chips and rubber mats to place under it. "Working together and getting the right people at the table can make it all happen," LaPlaut said. The coalition is also putting plans in place for a community garden, hoop houses and a "veggie van" to distribute fresh produce on base.

LaPlaut said, "I need the community to continue their enthusiasm and continue to work together; I know everyone has really great ideas and wants to get involved, but what we need are achievable goals that will help the kids and parents within the community. Down the road we would like to have better access to food, physical activity and more access to transportation. We have had our first two meetings and have already outgrown our meeting space.

Meetings are now being held in the school cafeteria, with the next one planned for Feb. 22 at 5 p.m. Anyone interested in helping with the coalition can call Erin Carter at the MSU Extension Marquette office, (906) 475-5731 or the Hancock office, (906) 482-5830, or email ecarter@msu.edu.

Tyler LaPlaut can be contacted by calling (906) 387-4721, ext. 36011.

Community Center hours are from 4 to 9 p.m. weekdays and 11 a.m. to 7 p.m. on Saturdays.

Thank you for Sponsoring our Children's Christmas Parties



Danny Stinehart, Gina Cook, Armahn Paymen, Joselynn Payment and Tribal Chairperson Aaron Payment

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A primer on late winter, early spring moons

The names of Anishinaabeg late winter and spring moons are variable. In our 1836 Treaty Ceded territory, season changes differ from the northern most boundary to the southern most boundary. Spring spawning runs of important fish depend on the rivers and tributaries in which they run. Many places call the month of February the

Bear Moon (Mukwa Giizis). The longest Bear Moon name is “Makoonsag Gaa Nitaawaadi Giizis” for “When the Bear Cubs are Born Moon.” Sucker Fish Moon (Namebini Giizis) could be as early as February and as late as May. March is known in some areas as Hard Crust on the Snow Moon (Onaabani Giizis) or

Snowshoe Breaking Moon (Bebookwedaagime Giizis), with variations. Time to make maple sugar is also a wide-ranging regional event, happening in March in some parts and April in others. So, Maple Sugar Moon (Ziisbaakdoke Giizis) occurs regionally. Between late winter and early spring, we are transitioning from a quiet thinking time for legend telling and teachings,

to another year of new beginnings. At this time of year, the bear is having her babies in her den while she sleeps. A hard crust is forming on top of the snow that can bear our weight. We are getting ready for our sugar camps and looking forward to getting out. We start feeling energetic — even though spring is a spiritual time, it’s also a physical time. This is how to pronounce Ojibwe words. All consonants

sound the same as in English.

- “zh” sounds like the “s” in measure
- “a” sounds like the “u” in sun
- “aa” sounds like the “a” in father
- “i” sounds like the “i” in sit
- “ii” sounds like the “ee” in feet
- “o” sounds like the “o” in go
- “oo” sounds like the “oo” in food
- “e” sounds like the “ay” in stay

ACFS gives thanks

’Tis the season to give and that is exactly what the students at some of our local schools did. Dawn Griffin, Youth Education and Activities coordinator for the Cedarville/Kinross alternative schools, and Melanie Greenfield, MSU Extension, helped to spearhead and organize a pop can and bottle drive. The school’s 44 students raised \$100 through their collection efforts. With the money raised, they purchased material and made fleece blankets and gave them to Anishnabe Community and Family Services for children in foster care. A big “thank you” to Dawn, Melanie and the students for their hard work and generous donation. The blankets were put to good use and cherished by the children in care.

Sault Tribe employment opportunities
Call (866) 635-7032
Apply online at www.saulttribe.com

SAULT STE. MARIE and KINCHELOE
Diabetes program manager – full time/regular – open until filled
Project coordinator – full time/regular – open until filled
Economic development director – full time/regular – open until filled
Nurse practitioner/physician assistant – on call – open until filled
Staff pharmacist – part time/regular – open until filled
Education director – full time/regular – open until filled
Child care instructor – full time/regular – open until filled

HESSEL, ST. IGNACE, ESCANABA, MANISTIQUE, MARQUETTE, MUNISING and NEWBERRY
Community Health nurse (St. Ignace) part time/regular – open until filled
Chief solo dentist (Manistique) – full time/regular – open until filled
Dietician (St. Ignace) – full time/regular – open until filled
Staff dentist (St. Ignace) – part time/regular – open until filled

KEWADIN CASINO OPENINGS
SAULT STE. MARIE
Chief executive officer – full time/regular – open until filled
Marketing director – full time/regular – open until filled
Security supervisor – full time/regular – open until filled

CHRISTMAS
Line cook - part time/regular – open until filled
Bartender – part time/regular – open until filled

Support groups meet in Sault

Families Against Narcotics (FAN) meets on the third Wednesdays of every month, 5:30 p.m., at the Huntington Bank meeting room. For more information, email chippewa@familiesagainstnarcotics.org or visit www.familiesagainstnarcotics.org/chippewa-county or www.facebook.com/fanchipp. FAN — your connection for information, resources, and support. FAN’s mission is saving lives by empowering individuals and communities to prevent and eradicate addiction. We envision a nation free of narcotic addiction

and our purpose is to raise awareness of the dangers of prescription narcotics, support those affected by narcotic addiction and erase the stigma of addiction. Also look into Substance Abuse Support Group for Family and Friends if you have experienced loss, heartbreak or diminished relationships due to someone else’s substance abuse. 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 for more information

Coming events of the Sault Tribe Traditional Medicine Program

Winter teachings with Harland Downwind, traditional healer, Feb. 22, 4-5:30 p.m., Sault Ste. Marie Tribal Health and Human Services auditorium.

Keith D. Smith of the Sault Tribe Traditional Medicine Program offers instruction on what to do after receiving eagles from the U.S. Fish and Wildlife Service. Includes proper cleaning and care of personal eagle feathers. Instruction takes place at the Niigaanagizhik Ceremonial Building on Feb. 25, 5 p.m. to 9 p.m. Lessons offered in two parts with a potluck meal in between.

Part I: Traditional aspects to be done when an eagle is properly

acquired from the USFWS, along with a demonstration on how to properly remove the feathers and other usable parts of eagles.

Part II: Teachings on how to properly use and clean personal eagle feathers. Participants see how to clean eagle feathers. This will be a “hands-on” learning experience.

What to bring: To actively participate and learn how to clean eagle feathers, participants are encouraged to bring their “personal feathers” and a small hand towel for the drying process. You can bring a dish to pass for the meal if you are able.

Women on their moon time should not attend.

SAULT TRIBE’S TOLL FREE NUMBERS

Sault Employment Office (906) 635-4937 (866) 635-7032	St. Ignace (906) 643-8689 (877) 256-0135
Sault Tribe Administration Building (906) 635-6050 (800) 793-0660	Munising (906) 387-4721 (866) 401-0043
Sault Tribe Health and Human Services Building (906) 632-5200 (877) 256-0009	ACFS (906) 632-5250 (800) 726-0093
Patient Referred Care Program (906) 632-5220 (800) 922-0582	Manistique ACFS (906) 341-6993 (800) 347-7137
St. Ignace Health Clinic (906) 643-8689 (877) 256-0135	Advocacy Resource Center (906) 632-1808 (877) 639-7820
Manistique Tribal Community Center (906) 341-8469 (866) 401-0043	Elder Services Division (906) 635-4971 (888) 711-7356
Munising Tribal Community Center (Health and Human Service Programs) (906) 387-4721 (800) 236-4705	Enrollment Department (906) 635-3396 (800) 251-6597
Traditional Medicine Clinic Sault Ste. Marie (906) 632-5210 (877) 256-0009	Sault Tribe Housing Authority (906) 495-1450 (800) 794-4072
	Housing Authority in Escanaba, Newberry, Manistique, Wetmore, Marquette (906) 341-5145 (888) 353-9502

Membership concerns

Three membership liaisons work with the chairperson’s office on membership issues and concerns across the service area. This requires knowledge of the tribe and its practices, administrative experience and the ability to work with data, write reports and organize special projects and events. The liaisons will also respond to and follow up on membership issues to ensure they are resolved. Sault Tribe members are encouraged to contact liaisons when they need help with tribal issues by emailing membersconcerns@saulttribe.net or individually at:
Unit I — Sheila Berger, Office of the Chairperson, Sault Ste. Marie, (906) 635-6050, (800) 793-0660, sberger@saulttribe.net
Units II and III — Clarence Hudak, Lambert Center, St. Ignace, (906) 643-2124, chudak@saulttribe.net
Units IV and V — Mary Jenerou, Manistique Tribal Center, (906) 341-8469; Munising Centers, (906) 450-7011 or 450-7011, mjenerou@saulttribe.net

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

Win Awenen Nisitotung welcomes submissions of news articles, feature stories, photographs, columns and announcements of American Indian or non-profit events. All submissions are printed at the discretion of the editor, subject to editing and are not to exceed 400 words. Unsigned submissions are not accepted. Please note the distribution date when submitting event information for our community calendar. Submissions can be mailed, faxed or e-mailed. The distribution date is the earliest the newspaper can arrive in the seven-county service area. Win Awenen Nisitotung is funded by the Sault Ste. Marie Tribe of

Chippewa Indians and is published 12 times a year. Its mission is to inform tribal members and the public about the activities of the tribal government, membership programs and services and cultural, social and spiritual activities of Sault Tribe members. Win Awenen Nisitotung, in Anishinaabemowin, means, “One who understands,” and is pronounced “Win Oh-weh-nin Nis-toe-tuhng.” See our full, online edition at www.saulttribe.com. Subscriptions: The regular rate is \$18 per year, \$11 for senior citizens and \$30 to Canada. Please

call for other foreign countries. Subscribe by sending your name and mailing address to the address below with your check or money order made out to the Sault Ste. Marie Tribe of Chippewa Indians. Or, call (906) 632-6398 to pay by credit card. Advertising: \$8.50/column inch. Submission and Subscriptions: Win Awenen Nisitotung Attn: Communications Dept. 531 Ashmun St., Sault Ste. Marie, MI 49783 Telephone: (906) 632-6398 Fax: (906) 632-6556 E-mail: saulttribenews@sault-tribe.net.

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Sault Ste. Marie Tribe of Chippewa Indians

Notice of Election

Jan. 29, 2016

The Election Committee of the Sault Tribe of Chippewa Indians would like to inform you that a tribal election will be held for the Tribal Board of Directors this year; with a primary held in spring and the general election held this summer. Below are important dates and information pertaining to the election.

NOTICE OF SPECIAL ELECTION: UNIT V

This Notice of Election for the 2016 General Election also gives notice of a Special Advisory Election for the vacant Unit V seat. All election procedures and timelines for the 2016 General Election shall apply to this Special Advisory Election.

- March 24..... Deadline for voter registration.**
Last day to receive Letter of Intent for potential candidates.
Roll of registered voters prepared and posted. Nomination petitions available.
- April 14..... Nominating petition deadline.**
- April 19..... List of eligible candidates available.**
- April 22..... Deadline for contests relating to nominations and voter registration.**
- April 28..... Blank primary ballots mailed to voters.**
- May 19 Primary election date.**
- May 23 Deadline for contests relating to vote count.**
- June 1 Blank ballots for general election mailed to voters.**
- June 23 General Election day.**
- June 27 Deadline for contest relating to vote count.**

OFFICERS TO BE ELECTED

<p>Unit 1: 3 members Unit 2: 1 member</p>	<p>Tribal Chairperson Unit 3: 1 member Unit 4: 1 member</p>	<p>Unit 5: 1 member</p>
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The term of all officers will be four years with the exception of Unit 5 which will be two years.

VOTER REGISTRATION

Tribal members who will be 18 years of age or older on the date of the general election are eligible to vote. The Tribal Election Code states all Resident Members in an election unit shall automatically be registered and Non-resident Members can choose one of the five election units in order to vote in Tribal Elections. Registration is permanent unless you move in/out of an election unit. Registration forms must be received by the Tribal Election Committee, ninety (90) days prior to the general election, in order to vote in the upcoming elections. Voter registration is open and tribal members who need to register (all previously registered members are considered permanently registered) can contact the Tribal Election Committee at the address given below or call the Executive Assistant at 635-6050 or (800) 793-0660 or the Tribal Registrar's Office. In order to register, you must complete and return a voter registration form to the: Tribal Election Committee, P.O. Box 102, Sault Ste. Marie, Michigan 49783, before 5 p.m. on March 24, 2016. Registration forms received after that time or not completed will be deemed unregistered for this election.

VOTING PROCEDURE

All ballots will be mailed to registered voters by first class mail. In order to be counted, ballots must be received by the Tribal Election Committee by 5 p.m. at the United States Post Office-Sault Ste. Marie location on May 19, 2016 for the primary election and on June 23, 2016 for the general election. A Post Office Box is provided by the United States Post Office for return of the ballots. The address of the box will be included on the ballot.

Address Correction Requested: The election will be conducted by mail to the address shown in the Tribal

Registrar's records. It is the responsibility of the tribal member to ensure that the address shown for him or her is correct. Please contact the Tribal Registrar's Office for any changes: Tribal Registrar's Office, 2428 Shunk Road, Mailing address: P.O. Box 1628, Sault Ste. Marie, MI 49783 phone: 635-3396 or (800) 251-6597.

NOMINATION OF CANDIDATES

Any tribal member who meets the requirements detailed in The Tribal Election Ordinance is eligible for election to office. A candidate for nomination must be eighteen years of age or older by June 23, 2016, a qualified voter, and have established one year residency within the Election Unit which they seek to represent. Any member; who holds appointed/elected position in another unit of government, has been convicted of election fraud, misdemeanors involving gambling, theft, dishonesty or fraud, or a felony offense is ineligible for election to office. Any person elected shall voluntarily resign employment position and/or surrender any rights under any contract with the Tribe prior to assuming office. To be nominated, a candidate must file a letter of intent, background investigation forms, nominating petition, campaigning financing forms, etc. with the Tribal Election Committee in accordance with the Election Ordinance. A nomination petition must bear the original signatures of the proper number of registered voters from the unit to be represented. A voter may sign only as many petitions as there are offices to be filled from their unit. Petitions must be submitted on the forms provided by the Election Committee obtained at the designated offices.

ADDITIONAL INFORMATION

Finance Reporting: The Election Committee requires candidates and others who expend money on the election to file reports on campaign fundraising and spending. If you plan to spend money on the election, you must contact the Election Committee to obtain the proper forms before doing so. Failure to comply with this requirement may result in criminal prosecution.

Election Contests and Complaints: Any tribal member may raise election disputes before the Election Committee. All disputes must be stated in writing, addressed to the Chairperson of the Election Committee, contain the original signature and received under procedures provided in the Election Ordinance. The Election Committee will review disputes according to the Election Ordinance.

Election Ordinance: This letter is a narrative statement of the requirements of the Election Ordinance and the Constitution. Any discrepancies the Election Ordinance and Constitution are controlling and superlative. Questions regarding the election should be directed to the Tribal Election Committee.

Designated Offices: Designated Offices are the tribal offices as to which additional election material is available and for delivery of correspondence. Each designated office is defined in the Election Ordinance. Please note: Unit 1 the designated office shall be The Tribal Court Office, located at the George Nolan Judicial Building, and Unit 3 shall be the Human Resource Office, located at 3015 Mackinac Trail.

Attention tribal members! Are you registered to vote?

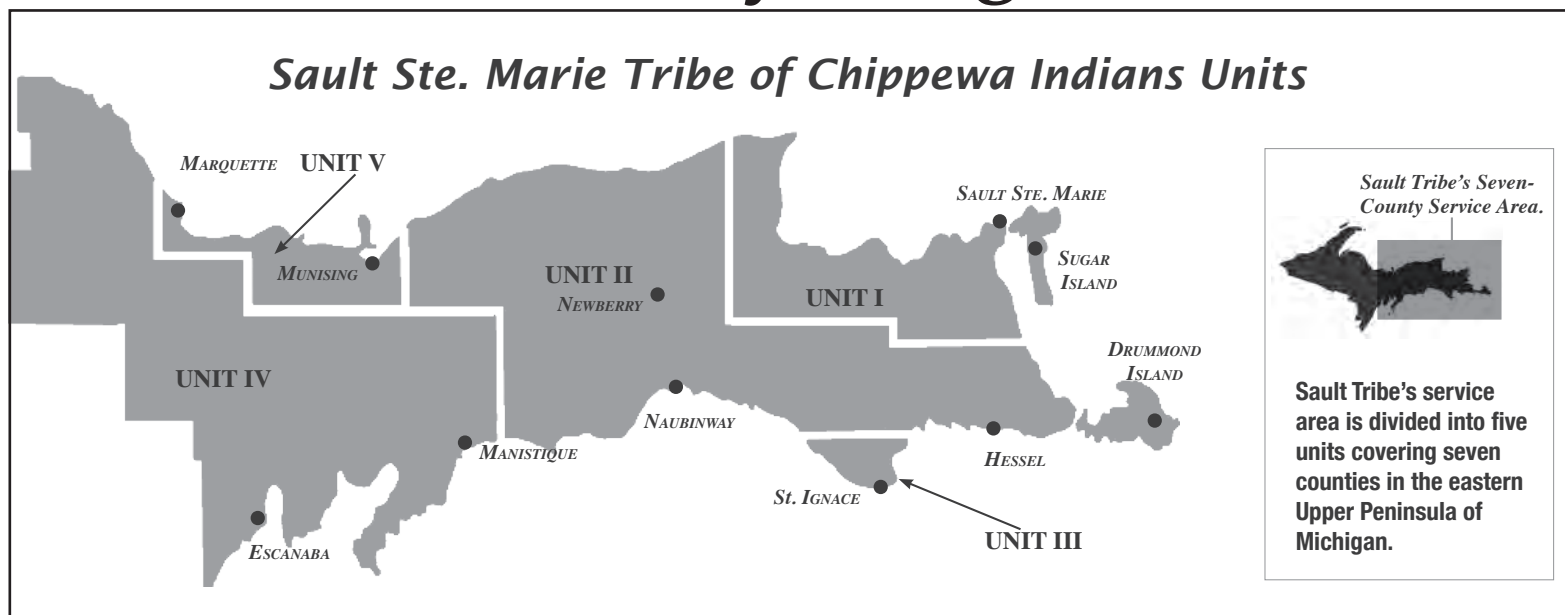
Unsure if you are registered to vote? Now you can go online and check! Posted at www.saulttribe.com/government/tribal-elections is a list of tribal members who are NOT registered to vote. If you see your name there, fill out a voter's registration card and send it in. You can clip the form on this page and mail it in to the Tribal Election Committee, P.O. Box 102, Sault Ste. Marie, MI 49783.

If you live INSIDE the tribe's seven-county service area: When you live within the seven-county service area you are automatically registered to vote in the unit you live. If you do not know your unit, check the unit listing on this page.

If you live OUTSIDE the service area: You can choose which unit to be registered in. Select the unit where you have the closest ties.

Registration is permanent unless you move in or out of an election unit. You must be at least 18 on election day, June 23, 2016, to vote. You must be registered by March 24, 2016, to vote in this year's tribal election.

Any questions about voters registration? Please contact the Enrollment Dept. at 635-3396 or (800) 251-6597; or Joanne Carr or Linda Grossett at 635-6050 or (800) 793-0660.



Tribal election unit listing by city and zip code

UNIT I	Barbeau 49710	Bay Mills 49715	Brimley 49715	Dafer 49724	Eckerman 49728	Hulbert 49748	Kincheloe 49788	Kincheloe 49886	Kinross 49752	Neebish Isl. 49710	Paradise 49768	RACO 49715	Sault Ste. Marie 49783	Strong's 49790	Sugar Island 49783	Germfask 49836	Goetzville 49736	Gould City 49838	Gulliver 49840	Hessel 49745	McMillan 49853	Naubinway 49762	Newberry 49868	Pickford 49774	Rexton 49794	Rudyard 49780	Stalwart 49736	Trout Lake 49793	Champion 49814	Cooks 49817	Cornell 49818	Escanaba 49829	Fayette 49835	Garden 49835	Gladstone 49837	Gwinn 49841	Ishpeming 49849	KI Sawyer 49843	Limestone 49816	Little Lake 49833	Manistique 49854	Nahma 49864	Negaunee 49866	Northland 49869	Perkins 49872	Princeton 49841	Rapid River 49878	Republic 49879	Rock 49880	Skandia 49885	Thompson 49889	Traunik 49890	Trenary 49891	Wells 49819
UNIT II	Cedarville 49719	Curtis 49820	DeTour Village 49725	Engadine 49827	Epoufette 49762	Fibre 49780	Mackinac Isl. 49757	Moran 49760	Pointe Aux Pins 49775	St. Ignace 49781	UNIT III	Brevort 49760	Mackinac Isl. 49757	Moran 49760	Pointe Aux Pins 49775	St. Ignace 49781	UNIT IV	Bark River 49807	Brampton 49837	UNIT V	Arnold 49819	Autrain 49806	Beaver Grove 49855	Big Bay 49808	Chatham 49816	Christmas 49862	Deerton 49822	Eben Junction 49825	Forrest Lake 49832	Grand Marais 49839	Harvey 49855	Marquette 49855	Michigamme 49861	Munising 49862	Palmer 49871	Rumley 49826	Seney 49883	Shingleton 49884	Wetmore 49895															

See Bad Addresses on Pages 25 — 27

NOTICE TO CANDIDATES: Newspaper schedule changed to accommodate election; primary and general election

Win Awenen Nisitotung's schedule was changed to accommodate the 2016 election, so readers can study the primary election candidates' forum in the April issue of the newspaper, and the candidates half-page ads in the May issue of the newspaper. Primary ballots will be mailed out April 28 and general election ballots on June 1.

For the primary election, candidates are encouraged to submit 500 words for the candidates' forum in the April issue of the tribal newspaper. This and the candidate's photo constitutes the quarter-page space they are given by the newspaper as a primary candidate. In this election, their 500 words are due April 19 by noon. This deadline was moved to a Tuesday because the list of candidates is not available until that day.

The primary election will be held May 19 and the unofficial primary results announced.

Winners of this election must have their free half-page ad at the newspaper office Friday, May 20, by 12 p.m. (noon). Candidates are also welcome to purchase paid ad space in the March, April and May issues, as well as thank-you ads after the elections. Call us at 632-6398 or email jdburton@saulttribe.net.

Those with any questions or concerns are welcome to email or call any time.

	ISSUE	DEADLINE 12 p.m.	DIGITAL ISSUE	PRINT ISSUE
	March	Friday, March 4	Monday, March 14	Friday, March 18
Primary Election	April	Tuesday, April 19	Monday, April 25	Friday, April 29
General Election	May	Friday, May 20	Friday, May 27	Friday, June 3
	June	Friday, June 17	Monday, June 27	Friday, July 1

SAULT STE. MARIE TRIBE OF CHIPPEWA INDIANS VOTER REGISTRATION FORM

Non-resident Members must choose one of the five election units in order to vote in Tribal Elections. They should consider selecting the unit in which they have the closest ties and indicate below the unit they select. Registration is permanent unless you move in/out of an election unit. This form must be received by the Tribal Election Committee ninety (90) days prior to a general election in order for the registration to be valid. The address to which my ballot should be sent is:

Please Print

NAME _____ MAILING ADDRESS _____
 STREET (PHYSICAL) ADDRESS _____
 CITY & STATE _____ ZIP CODE _____

To verify identity, please include last four numbers of your social security: - - -

I understand that this voter registration card must be completed and received at least 90 days prior to a general election to be eligible to vote in Tribal Elections.

I register to vote in Unit _____ SIGNATURE _____
 (Must have signature to be Valid.)

Contract support settlement of \$940 million finalized

BY RICK SMITH

The \$940 million settlement agreed to last September in the 25-year-old class action lawsuit Ramah Navajo Chapter, et al. versus the Secretary of the Interior was recently finalized in a federal district court. The case stemmed from insufficient payments by the federal government to cover contract support costs for health services and other government programs under the Self-Determination Act for 699 American Indian tribes and organizations from 1994 through 2013.

Award amounts distributed among the tribes and organizations ranges from a high of over \$57 million to a low of \$8,000.

Budget proposal would end family homelessness

Obama's fiscal year 2017 budget request would provide housing for all homeless families by 2020

BY RICK SMITH

President Barack Obama released his fiscal year 2017 \$4.1 trillion federal budget request to Congress on Feb. 9. The 182-page document includes what may be an historic plan to help end family homelessness in the country. The proposed budget calls for \$11 billion over the next 10 years for community-based programs to house homeless families. About \$8.8 billion of the whole amount would supply housing vouchers while \$2.2 billion would provide more short-term help.

According to a fact sheet from the U.S. Department of Housing and Urban Development (HUD), Obama launched the Opening Doors initiative nearly six years ago, the first federal strategic plan to prevent and end homelessness. Since then, the *New York Times* reports, homelessness among military veterans dropped by 36 percent across the country, surpassing the national average.

"Today, we can celebrate historic successes in reducing homelessness in all its forms," the HUD fact sheet notes, "but we need to reach more families with the proven, cost-effective strategies that have driven that success."

According to HUD, more than 64,000 families were homeless

As one member of the class action plaintiffs, Sault Tribe was granted an award distribution of \$4,283,366. The actual distribution is expected to begin in April or May of 2016 and, once begun, should continue on a rolling basis through the rest of year.

The only requirement is for recipients to submit properly signed claim forms for class members to receive the awarded amounts.

"This landmark settlement represents another important step in the Obama administration's efforts to turn the page on past challenges in our government-to-government relationship with tribes," said Department of the Interior Secretary Sally

nationwide on a single night in January of last year, which included more than 123,000 children. Research indicates a combination of rapid rehousing and vouchers would quickly take families from homelessness into their own permanent homes. HUD conducted the Family Options Study in which they found that affordable housing not only ends homelessness among families with children, but increases their economic and social conditions as well.

In brief, Obama's proposed 2017 budget would provide help to over a half-million homeless families and enable communities across the country to sustainably end family homelessness by 2020, significantly expand the availability of rapid rehousing and vouchers for homeless families and reinforce partnerships between public housing and other agencies to help homeless families.

In addition, the proposed budget would provide funding for 10,000 new housing vouchers for homeless families with children, 25,500 new units of permanent supportive housing to end chronic homelessness, 8,000 new units of rapid rehousing, and \$25 million to test innovative projects for homeless youth.

Jewell in an announcement last September after the settlement was reached. "Tribal self-determination and self-governance will continue to be our North Star as we navigate a new chapter in this important relationship, and we are committed to fully funding contract support costs so that tribal contracting can be more successful. Congress can and should make this happen." She further indicated the settlement resolves past claims and allows litigation

funds to be used for more productive purposes.

At the same time, David Jose, president of the Ramah Navajo Chapter, issued a press release in which he noted the settlement will be remembered as a landmark victory for the plaintiffs. "Our government programs and services have suffered because the government has been underpaying us," he added. "The two sides have been in a long, hard-fought negotiation and have

reached an honorable compromise."

According to background information on the case, two earlier settlements were made for unpaid contract support costs between 1989 and 1993, and a third settlement in 2008 made adjustments for negotiating indirect cost rates. But the earlier settlements did not resolve claims for unpaid contract support costs from 1994 to 2013.

Obama proposes \$1.1 billion for drug abuse countermeasures

BY RICK SMITH

U.S. Health and Human Services Secretary Sylvia Burwell and Director of National Drug Control Policy Michael Bottacelli disclosed the Obama administration proposes \$1.1 billion in new funding to address the national epidemics of prescription opioid abuse and heroin use. The disclosure was made on Feb. 2 in a media teleconference. The White House also announced the proposal through Internet channels.

"We must combat dangerous abuse while at the same time safeguarding legitimate use," said Burwell. She indicated the proposed funding includes mandatory and discretionary funding

to close gaps in treatment needs across the country.

According to the White House, prescription drug abuse and heroin use exact an exceedingly high toll on many American families while, simultaneously, straining law enforcement and treatment measures. The proposed new infusion of funding will reinforce and build upon previous federal actions and initiatives to reduce prescription opioid and heroin overdoses.

The new funding is in the president's fiscal year 2017 budget and takes a two-pronged approach by allocating \$1 billion in new mandatory funding over two years to support community

prevention measures, expand access to treatment, help sustain recovery and strengthen law enforcement capabilities. An allocation of \$920 million would support agreements with states to expand medication-assisted treatment for opioid abuse. Funding would be received by states with the most severe epidemics and strongest counter strategies. Another \$50 million would go to support about 700 more treatment services across the country in areas most in need. Evaluations on the effectiveness of treatment programs using medication-assisted treatments would be supported by an allocation of \$30 million.

Board resolutions passed in January

The Sault Ste. Marie Tribe of Chippewa Indians met on Jan. 5, all board members were present except Unit V Representative Rita Glyptis.

The first approved resolution of the year authorized a grant application for funding from the U.S. Department of Justice, Office on Violence Against Women, for a sexual assault services program.

The board approved participation in a nationwide assessment of Native elders' social and health needs by three national resource centers on Native aging. The survey is sponsored by the U.S. Department of Health and Human Services, Administration on Aging.

A grant application was approved for funding from the U.S. Department of the Interior, Bureau of Indian Affairs (BIA), for the development of wolf man-

agement plans by the Inland Fish and Wildlife Department. Another grant application for funding from the BIA was approved for Inland Fish and Wildlife restoration projects on migratory birds' habitats and adaptive management.

A law enforcement budget of \$61,981.93 was established for funding from the U.S. Department of Justice, Office of Sex Offender Sentencing, Monitoring, Apprehending, Registering and Tracking Adam Walsh Grant.

A Conservation Management and Public Safety fiscal year 2016 budget modification was approved for an increase in federal BIA funding of \$16,919.86.

The board approved the establishment of a fiscal year 2016 budget for TRIdent with other revenue funds of \$6,300.

A fiscal year 2016 budget

increase of \$12,000 in tribal support was approved for meal programs for the elderly in Hessel, St. Ignace and Manistique.

The board approved the establishment of a fiscal year 2016 budget for U.S. Environmental Protection Agency (EPA) funding of \$65,176.01 for pesticides. Another fiscal year 2016 budget was approved for an EPA grant of \$12,861.60 for development of an air program.

Other revenue fiscal year 2016 funding of \$227,351.52 was approved for buildings, Sibley Road property.

Fiscal year 2016 budget modification of \$24,242.47 was approved for health staff wage revisions for American Indian Substance Abuse, mental health services, after care services, Community Health nursing; health center medical, nursing

— Continued on page 7.



Aanii,

I am announcing my candidacy for chairman of the Sault Ste. Marie Tribe of Chippewa Indians. I am looking forward to the upcoming election and I want to give you ample time to contact me and get to know me, and for me to get to know you.

You can contact me at (906) 630-1693 or email kmassaway@yahoo.com.

Miigwech,
Keith Massaway,
Sault Tribe Board Member

Michigan Senate passes bill to promote Indian history

By Rick Smith

A bill recently passed unanimously by the Michigan Senate to promote and preserve the state's American Indian history may be an opportunity for tribes to generate tourism revenue as well as help create a broader understanding of the state's indigenous populations.

Senate Bill 523 amends the state's Natural Resources and Environmental Protection Act to require the Michigan Department of Natural Resources (DNR) to collaborate with tribal governments and numerous state agencies to develop and implement a master plan to promote and preserve the history of the state's American Indians. The plan is to include a compilation of places of historical significance for Indians in the state and a way to disseminate the information through public web sites, brochures and other means.

The DNR may provide "signs and recognition of places significant to the history of Native Americans, including places

significant to that history along trails in the statewide trail network."

Specifically, the trail networks include the Pure Michigan Trails, Pure Michigan Water Trails and recreational trails.

Further, the bill provides for collaboration on applications to include historically significant places in American Indian history in the National Register of Historic Places along with appropriate Michigan historical markers. In addition, the bill stipulates the collaboration in helping to develop partnerships to acquire public and private funding for the protection, preservation and promotion of awareness of the American Indian heritage of the state.

"The bill is part of our continued efforts to build and maintain a lasting relationship with the 12 Native American tribes that reside within Michigan's borders," Sen. Wayne Schmidt said in a prepared statement. Schmidt was the primary sponsor of the Senate bill.

Sandra Clarke, director of the Michigan

Historical Center, told Central Michigan University Public Radio News, WCMU, the move could also be a way to broaden tourism into tribal museums and other attractions, such as powwows, that would bring to the fore to all people opportunities to understand that American Indian cultures are living cultures.

Moreover, federal, state and tribal collaboration is prescribed in the bill in sponsoring commemorations, seminars and other public forums on American Indian history in Michigan and neighboring states. Aside from the DNR and tribal governments, some of the other entities included as collaborators are Michigan educators and universities, the state's Department of Transportation, Council for the Arts and Cultural Affairs, Historic Preservation Office, Historical Commission, historical societies and the state's archaeologist.

Right, an example of one type of the state's historical markers.



January Sault Tribe board resolutions — Continued from page 6

and pharmacy; clinics in St. Ignace, Manistique, Munising and Marquette; PHN case management, ITC Family Spirit Program and third party revenue for changes in personnel sheets, reallocation and increase in expense and an increase in third party revenue.

Another fiscal year 2016 budget modification was approved for third party revenue for an increase in transfer out funds of \$351,120.88. A third modification was approved for \$154,004.46 for an increase in third party revenue.

The Heating Improvement Program fiscal year 2016 budget was established with tribal support funding of \$97,500.

A fiscal year 2016 budget modification for education administration was approved for changes in the personnel sheet, a decrease in expenses, a decrease in other revenue of \$50,000 and a decrease in tribal support of \$38,307.89.

The board convened another meeting on Jan. 19 in Sault Ste. Marie, all board members were present.

The board approved fourteen resolutions, with six passing by a unanimous vote.

Resolution 2016-17: Partial Waiver of Convictions for Ms. Kellie Nolan – The board granted a partial waiver for her conviction in Nov. 2014 for felony controlled substance pursuant to Tribal Code Chapter 76.

Res. 2016-18: Appointment of Karrie Wichtman as a Reserve Appellate Judge (Attorney Position) – Wichtman was appointed to serve as a Reserve Appellate Judge for the Sault Tribe Court of Appeals for a four

year term.

Res. 2016-19: Appointment of Lori Jump as an Appellate Judge (Community Member Position) – Jump was appointed to a four-year term as an appellate Judge for the Sault Tribe Court of Appeals.

Res. 2016-20: Appointing Tax Commission Member – The board approved the recommendation of the Tax Commission to appoint Director D.J. Hoffman to fill a vacancy on the three-person Tax Commission.

Res. 2016-21: Approving Special Counsel Contract Bruce R. Greene & Associates, LLC – The board approved a contract between the tribe and Bruce R. Greene & Associates, LLC., to end December 31, 2016, to provide legal services to the tribe.

Res. 2016-22: Approving Contract Frost Brown Todd, LLC – The board approved a contract between the tribe and Frost Brown and Todd, LLC, to provide legal services to the tribe.

Res. 2016-23: Approving Contract Plunkett Cooney, P.C. – A contract between the tribe and Plunkett Cooney, P.C. was approved for the purpose of providing legal services in relation to general civil litigation and related matters.

Res. 2106-24: Approving Special Counsel Contract Alexis Lambros – A special counsel contract was approved for legal services between the tribe and attorney Alexis Lambros.

Res. 2016-25: Modifying 401(K) Plan Improving Options and Eligibility for Our Employees – The board approved the addition of the Roth 401(k) option to

the tribe's plan. The addition will increase employee options without affecting the cost to the tribe or its employees.

Res. 2016-26: FY 2016 Governmental Capital Purchases Budget – The board approved an appropriation of \$437,500 for the FY 2016 Governmental Capital Purchases Budget, of which \$245,950 will come from Other Revenue/Fund Balance and \$191,550 from tribal support.

Res. 2016-27: FY 2016 Enterprises Capital Purchases Budget – The board approved

\$1,116,100 for the Enterprises Fiscal Year 2016 Capital Purchases Budget.

Res. 2016-28: Tribal Court – Judicial Services and Juvenile Probation Officer FY 2016 Budget Modifications – The board approved the budget modifications to Judicial Services and Juvenile Probation Officer with a reduction in State Revenue monies of \$3,415.20. The budget modifications reflect changes to the personnel sheet and reallocation of expenses with no effect on tribal support.

Res. 2016-29: Education – Tribal Education Department (TED) Grant Establishment of FY 2016 Budget – The Tribal Education Department FY 2016 budget was approved and established with Federal BIE Revenue monies of \$300,000.

Res. 2016-30: Bereavement Policies – Modifications to the Bereavement section of the governmental, enterprise, and casino team member manuals were made and approved.

To see approved resolutions in their entirety, visit saulttribe.com.

SAULT STE. MARIE TRIBE OF CHIPPEWA INDIANS 2016 ELECTION CYCLE

ELECT



NICHOLE CAUSLEY
Unit I Board Representative



"To provide for the perpetuation of our way of life and the welfare and prosperity of our people, to preserve our right

of self-government, and to protect our property and resources, do ordain and establish this constitution and bylaws."

Contact:
906.259.3792
nicholecausley@yahoo.com
Face Book: Causley Nichole

QUALIFICATIONS:

Education

- B.S. Public Administration- Lake Superior State University
- Sault Tribe Governmental Structure Knowledge-Thesis Statement: An Unfinished Quest: The Long Struggle To Restore Government For The Sault Tribe Of Chippewa Indians
- 98% completion of Master Degree Public Administration-Northern Michigan University
 - Intergovernmental relations, Public Policy Analysis, Education, Public finance

Experience

- 12+ years work experience with Sault Tribe (Casino and Governmental)
 - 5+ Casino: gaming, hotel
 - 6+ Governmental: Planning and Development / Inland Fish and Wildlife Division; Big Bear; Human Resources

Service

- 20+ years Community Engagement
- Housing Commissioner
- Head Start Policy Council Representative
- Native American Student Organization (LSSU) President, Secretary, and Pow Wow Coordinator

Paid for and endorsed by Nichole M. Causley, Unit I Candidate

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Annual addresses on states of union, Indian nations delivered by Obama and Cladoosby

BY RICK SMITH

President Barack Obama delivered his final State of the Union Address on Jan. 12. National Congress of American Indians President Brian Cladoosby delivered the 14th annual State of the Indian Nations Address on Jan. 14.

In his address, Obama encouraged bipartisanship priorities on criminal justice reform and helping people who are battling abuse of prescription and other types of drugs. Instead of focusing on works for the coming year, he directed attention to coming years.

He said the country has to answer “four big questions” in a changing economy on how to bring improvements on giving everyone a fair shot at opportu-

nity and security, making technology work for and not against humanity, keeping America safe in leading the world without becoming its policeman and making U.S. politics reflect what is best in everyone instead of what is worst. Changes in the economy he pointed out in particular were automation replacing workers and company relocations to other countries taking jobs and tax bases with them.

He touched on progress in education matters and work that still needs to be done to increase access to education for everyone.

The importance of strengthening Social Security and Medicare for older folks, he noted, is as important as the Affordable Care Act is to others in “filling the gaps in employer-based [health]

care so that when you lose a job or go back to school or strike out and launch that new business, you’ll still have coverage,” Obama said.

Indian Country wasn’t specifically mentioned but is in fact a component in issues such as addressing poverty, nurturing the spirit of discovery and entrepreneurship, sustainable energy development, climate change and other matters on which he spoke.

Obama also spoke on several issues concerning international relations and reforms in the U.S. political process.

Cladoosby noted when he delivered his address, “On this day, we meet at a moment of progress and promise in Indian Country. Progress made possible by tribal self-determination. This

[Obama] administration – and a growing number in Congress – understand that when tribes forge their own paths, Indian Country benefits and America benefits,” he noted.

He briefly reflected on Indian Country history and progress since European encroachment that led to the current relationship with the people and government of the United States. Speaking on work yet to be done Cladoosby said, “We need to modernize the trust relationship. We need to replace antiquated laws and regulations with policies that trust and empower tribes to govern. We need a relationship based not on paternalism and control, but on deference and support; a partnership where tribes continue to meet their own challenges and chart their own path forward.”

Cladoosby concluded a

recounting of many of the milestones accomplished during the Obama administration with, “I could go on and on. While there are many legal and ethical reasons to strengthen tribal self-determination there is also a practical reason: it works. President Obama has certainly embraced this concept – as President Nixon did. We expect the next president and the next Congress to work with us, to build on this progress.”

An assortment of current issues from economic justice to climate change came to consideration before he asked, “Where do we want Indian Country to be in another seven generations? How about 70 generations? What progress will we make to help them achieve their promise? It is up to us, all of us. Just as it always has been.”

Native American Bank designated DOI performance lender

DENVER, Colo. — Native American Bank, N.A. is designated by the Office of Indian Energy and Economic Development Division of Capital Investment as a Department of the Interior performance lender, President and CEO Thomas D. Ogaard recently announced. This designation, the highest the department approves, makes Native American Bank one of only three lenders in the United States to earn this classification in the Loan Guarantee, Insurance and Interest Subsidy Program.

In 1974, the Indian Financing Act was established to provide reservation businesses with access to investment capital equal to that available to businesses in non-reservation areas. The Indian Loan Guarantee, Insurance and Interest Subsidy Program was established

to help lenders reduce risks on the loans they make to eligible American Indian-owned businesses, primarily by providing a guarantee up to 90 percent of the unpaid principal and interest.

The program is open to federally-recognized American Indian tribes or Alaska Native groups, individually enrolled members of such tribes or groups, or a business organization with no less than 51 percent ownership by American Indians or Alaska Natives. The borrower’s project must be on or near a federally recognized Indian reservation or recognized service area, and the project must contribute to the economy of the reservation or service area.

“Native Americans often face the absence of access to financial capital and services, which is a

significant impediment towards the realization of self-sufficiency and financial freedom. Our mission is “Native People Investing in Native Communities.” We are proud to have passed the rigorous standards set by the Department of the Interior regarding the Loan Guarantee, Insurance and Interest Subsidy Program,” said Ogaard.

The Department of the Interior may approve lenders under any of three different classifications, depending on factors such as the number of loans the lender makes under the program, the total principal balance of the lender’s program loans, the number of years the lender stays involved with the program, the relative benefits and opportunities the lender gives to Indian business efforts through the program, and the lender’s overall compliance with program

requirements.

After earning the approved lender and preferred lender designation, a lender with five years maintaining a minimum outstanding balance of \$2 million in program-guaranteed loans or a superior record of enhancing economic opportunities for Indian businesses, a Department of the Interior lender with a satisfactory record of program compliance may request approval from the department for the designation Department of the Interior performance lender.

The Native American Bancorporation Co. was formed in 1998 by shareholders from 20 tribal nations and Alaskan Native corporations to create a national bank to serve all Native people, communities, governments and enterprises across the county. In

2001, Native American Bank, N.A. began operating as wholly owned subsidiary of the Native American Bancorporation Co.

Both The Native American Bancorporation Co. and Native American Bank are certified community development financial institutions, whose purpose is to promote economic development in areas that are underserved by traditional financial institutions. The United States Department of the Interior is the United States federal executive department of the U.S. government responsible for the management and conservation of most federal land and natural resources, and the administration of programs relating to Native American, Alaska Natives, Native Hawaiians, territorial affairs, and insular areas of the United States.

Help sought with Sault Ste. Marie history exhibitions this summer

BY RICK SMITH

The Chippewa County Historical Society seeks help from folks who could become docents, sew period clothing or establish an authentic Anishinaabe historical exhibition on Water Street. The needs present an unparalleled opportunity to represent the Anishinaabe involvement in the history of the area.

Docents are people paid to act as tour guides. According to the society’s January 2016 newsletter, *River Soundings*, the organization hires and trains docents on behalf of the City of Sault Ste. Marie to work in the Historic Water Street buildings — the former homes of the Johnston family, Bishop Baraga and the Kemp Industrial Museum. The city owns the buildings, but contracts operations to the historical society.

Males and females of all ages interested in becoming docents do not need to know a lot of local history, but a willingness to learn and the ability to generate excitement are desirable. Candidates receive training manuals and expert guidance from local historians.

Docents usually dress in clothing worn in four earlier periods of the region. Ginny Cymbalist, a long-time volunteer with the society, said docents appropriate-

ly representing early Anishinaabe would be welcomed additions to the exhibits. Especially women who could represent two key historical figures in the early years of Sault Ste. Marie, namely Susan Johnston and her daughter, Jane Johnston Schoolcraft.

The former Schoolcraft home, is currently open without docents for restricted viewing until staffing can be arranged.

In 2016, the exhibitions are

set to be opened from Engineer’s Day on June 24 to Labor Day on Sept. 5, from noon to 5 p.m., seven days a week.

The society also seeks volunteers willing to attend workshops in the spring, perhaps in May, to learn about making the period clothing for the docents. The workshops conducted by Chris Irwin of Port Huron last several days and are sponsored by grants from the Robert P. and Ella

B. Hudson Foundation and the City of Sault Ste. Marie Chase S. Osborn Trust. Irwin is well known for his historical re-enacting and provision of period clothing. He has expertise in clothing worn during the periods represented by the Water Street homes. Folks able to make Anishinaabe clothing of the periods are also welcome.

The historical society has long desired to include an exhibit

reflecting the area’s Anishinaabe history during the periods represented by the existing Historic Water Street buildings. To that end, the society seeks appropriately qualified individuals with the expertise and desire to help develop an exhibition.

Anyone interested in these opportunities may call Ginny Cymbalist at 632-9523 or send email to her at ggcymbalist@yahoo.com.

Moving Forward Together - Vote Michael McKerchie - Unit One Board of Directors



- Bachelor's in Political Science, LSSU
- Worked for Tribe for 21+ years, Kewadin Casino & Governmental
- Active Community Member: Election Committee Volunteer for 14+ years, assisted in numerous Child Care Center community functions, St. Mary's Elementary and various tribal events.
- JKL School Board member appointed to the Finance, Compensation and Policy Committees.

I am respectfully asking for your vote as Unit One Representative. I believe in our Tribe and believe we can accomplish great things. With the wisdom learned from our past, our elders, our traditions and teaching, I believe we can use that knowledge to move us forward.

I was born and raised in the Sault and with my wife, I look forward to raising our amazing children here, who I know will do great things in the future. I am the proud grandson of Earl & Adeline (Aikens) McKerchie and Ken & Helen (Gurnoe) McCoy. I am grateful to my family who fought and worked hard to better our Tribe including my mom and dad: Bonnie and Russell McKerchie. I promise to continue their fight in a way

that will make them all proud.

There are many issues that our Tribe faces; I will be honest and transparent in my efforts to move our tribe forward. I will work together with community members, the tribal membership and the Board of Directors to move our Tribe to a future our children and elders will be proud of. It's time to gets things done together and move our Tribe forward...

- Unite our leaders, listen to the employees, respect their opinions and incorporate their ideas to achieve solutions...
- Establish meaningful benchmarks and ensure accountability...
- Diversify our revenue sources...

Contact me at (906) 203-7828 or votemckerchie@gmail.com

Vote Michael McKerchie, Unit One Board of Directors to Move Forward Together

Housing Authority adds a half-dozen to staff

BY BRENDA AUSTIN

The Sault Tribe Housing Authority recently filled six employment positions - from janitorial to collections and a project specialist. The following is a brief introduction to those employees and their new positions:

Michelle McKechnie is a collections compliance assistant handling billing and accounts for Housing's utility authority, which is the tribe's well water service in Wetmore, Hessel and the Manistique housing units.



Housing residents who are moving out of their homes will see McKechnie during that process when they sign their move out paperwork and do their walk through. She also contacts tenants who have vacated homes but still owe money to the Housing Authority to try and collect on their debt.

She started her current position in March but has been with the Housing Department since 2008 as a resident service specialist for the Kincheloe and Newberry sites.

McKechnie worked for Sault Kewadin Casino for 10 years. She has two daughters, Malorie McKerchie, 18, and Melanie McKerchie, 16.

Vicki Sumner is now an occu-

pancy specialist for the Housing Authority. Sumner has worked for the tribe for 19 years in Human Resources, starting there in August 1996 as a file clerk, then moved into employment and also worked as an HR representative.



Deciding it was time for new challenges, she started her position with Housing on Dec. 7. Sumner processes applications for tribal members applying for tribal housing. In addition to making sure their applications are complete, she meets with clients and keeps them updated of their progress and status through regular correspondence.

She said, "Everybody here has been very friendly and I enjoy my work here. I work with applicants in securing them a safe home in which to live and raise their family and I am excited to really dig in."

Annette "Annie" Thibert, went from being a homeowner-ship specialist to interviewing for and accepting a position as a project specialist. She has worked for the tribe since 2004, the past



four years have been with the Housing Authority.

She started working at Big Bear Arena in 2004 as an events coordinator and then she went to the prosecuting attorney's office under a grant through the Advocacy Resource Center (ARC). When the grant expired she took a position at ACFS as a direct services assistant before returning to the ARC in other grant funded positions as a victim advocate and then community educator.

In her position as project specialist she will be working with the Housing Authority on grant compliance in addition to writing for grants. "I have always worked under grant positions so I know the importance of them," she said. "I will be working on grants for special projects such as the one just completed with the new water and sewer at the Odenaang housing site. That was a combined project with many different grants."

She said she would also be continuing the work already underway to develop a strategic housing plan for the Odenaang housing site.

Thibert has been married to Robert Van Dyke for 18 years and together they have three boys, ages 16, 21 and 23, and a 1-year-old granddaughter.

Scott Belonga is a grounds keeper/laborer for the Housing Authority. He did some painting

for Housing over the summer months and was recently hired back full time.

Belonga has worked for the tribe off and on since 1995 as a roulette dealer for six years at Sault Kewadin and in gaming at the Manistique and St. Ignace casinos and in shipping and receiving in St. Ignace. He also worked for the former Chi Chuck Construction.



Lisa Sawruk is now the senior accountant at Housing. She started working for the tribe in 1992 in the tribe's accounting department. Then, in 2009, she accepted the position of hotel manager in St. Ignace.



This fall she said she decided to make a change, and after taking a few months off between jobs she is now working with the Housing Authority.

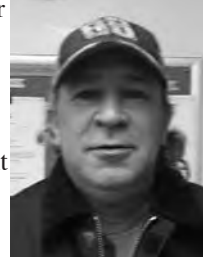
Sawruk was born and raised in Sault Ste. Marie and graduated from LSSU with a degree in business administration, accounting and computers.

She has two children — her son lives in Chicago and daughter in Maryland — and has two

grandchildren with another grandchild on the way.

Mick Snyder is a warehouse laborer working on the western end of the tribe's service area in Manistique.

Snyder is back with Housing after a two-year absence, where he was formerly employed as their lead painter for eight years.



He keeps busy stocking and inventorying appliances (refrigerators, stoves, toilets) stored in the warehouse for the housing units. In addition to doing maintenance work on vacant housing units, he also runs the plow truck and during the summer months the riding lawn mower.

When he isn't at the office, he is busy taking care of his 86-year-old father, Jim Snyder, who is also his neighbor. On the other side of his father's house lives his brother Jim (who also works for Housing) and next to him their sister. Their mother passed away a year ago.

Snyder said their land all connects and they have lived on the end of Shunk Road in Manistique for over 46 years.

He also has two dogs at home, Buddy and Jasmine.

Sault Tribe board chairman continues as CORA chair

SAULT STE. MARIE, Mich. — Aaron Payment, chairperson of the Sault Ste. Marie Tribe of Chippewa Indians, was reelected chairman of the Chippewa Ottawa Resource Authority at its January 2016 meeting.

"Our treaties memorialized our sovereignty and retained our rights as a people," Payment said. "To be re-elected unanimously by my fellow chairs to protect our rights is a honor for which I am humbled."

CORA oversees Great Lakes tribal fishing in the 1836 Treaty Ceded territory in the eastern Upper Peninsula and northern Lower Michigan.

Officers are elected from among the conservation committee chairs and tribal chairs of CORA member tribes Sault Tribe, Bay Mills Indian Community, Little Traverse Bay Bands of Odawa Indians, Grand Traverse Band of Ottawa and Chippewa Indians and Little River Band of Ottawa Indians.

"Aaron Payment is dedicated to the protection of our commercial and subsistence fishery," Jason Grondin, Sault Tribe's Conservation Committee chairman, said.

Grondin added, "We are at a critical stage in preparing to extend our treaty rights long past



the year 2020 when our current Great Lakes fishing consent decree expires. Aaron has the experience, passion and energy to fight to protect our rights."



My Trusted Friends and Communities,

I would like to take this opportunity to announce to the members of Unit 2 that I will be running for re-election for our government. I will continue to be a sound, stable voice at the table for you and your families. Please take the time to make sure that you are registered to vote and, as always, please contact me any time:

906-484-2954
lanacausley@hotmail.com

Lana Causley

Please Register to Vote

Paid for by the Committee to Elect Lana Causley.

DNR seeks public's help monitoring moose

The Michigan Department of Natural Resources asks those in Michigan's Upper Peninsula to share any moose sightings through the Moose Observation Report form at www.michigan.gov/dnr.

The DNR has monitored moose population since the species' reintroduction in the 1980s. To estimate the population status, the DNR conducts aerial surveys across the core moose range in the western Upper Peninsula. When determining the aerial survey sample area, observation reports are important resources that help to identify where resident moose occur.

"Observation reports give insight to where resident moose are seen in the U.P., allowing us to assess the distribution prior to conducting the aerial survey," said Chad Stewart, management specialist for the DNR. "The survey provides an abundance estimate of moose. Using reports helps us tailor our survey to account for distribution changes over the past couple of years so we can get the most accurate estimate of our moose population."

Citizen participation is the key to monitoring Michigan's moose population. Learn more about moose in Michigan or report sightings by visiting mi.gov/moose.



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"I love my life. Always on the go. My life is mobile. And so is my credit union. With a mobile website that lets me pay bills, check my balance, even find the nearest ATM. All designed to fit my phone. My tablet. And my life."



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NCUA Insured

Advocates: Adopt pre-encroachment diets for health, prosperity

By Rick Smith

Some American Indian chefs and tribal organizations appear to be on the leading edge of a small but growing trend to dismiss some common mainstream diets in the U.S. in favor of the more healthful diets once enjoyed by American Indians before the encroachment of Europeans.

Those advocating adoption of the eating habits of their ancient forebears indicate people who embrace those diets take the first vital step toward improved health and prosperity. In the case for health, the advocates say the high incidences of Indian Country diseases such as diabetes, obesity and heart disease would eventually plummet, especially if coupled with some form of regular exercise. Making the switch would eliminate the health-eroding overload of salt, sugar and fat found in mainstream foods. As for prosperity, tribes and individual members could capitalize on healthful American Indian cuisine through

restaurants and other enterprises in the food trade.

“It’s clear that commodity foods, and processed, high glycemic foods of modern America have done no good to tribal communities,” said one proponent, Chef Sean Sherman, a member of the Oglala Sioux. He noted it’s important to bring the idea to these communities that the foods of our ancestors were literally medicine. They ate a very clean diet that, without modern wheat flour, dairy, refined sugar, processed foods, could prevent all types of illnesses. “In addition to that, our company wants to bring awareness that if we continue along this path, we can bring economic prosperity to our people by building Native-owned food producers up alongside this movement. If you also calculate the cost savings of the preventative health of these awesome foods, and the physical movement of gardening, foraging, getting outside and connecting with nature, it’s really awesome

to consider.”

Sherman grew up amid the poverty of the Pine Ridge Indian Reservation in southwest South Dakota. He saw the widespread poor health and poverty among his people on the reservation wrought by misguided forced assimilation and the abandonment of the original foods and customs. Although the reservation was where he first learned about hunting and gathering the way his ancestors did, he eventually came to see he was fortunate because much of that knowledge is lost to most others.

“There were a lot of commodities in families of the communities growing up on Pine Ridge,” Sherman said, “they were a part of a normal household diet, but people bought groceries at the store as well.”

Sherman studied culinary arts and cooked in Minnesota, South Dakota and Montana on his way to landing an executive chef position in Minneapolis, Minn. Along the way he researched and documented the history and techniques of pre-reservation indigenous culinary knowledge and techniques from the Crow of Wyoming and Montana to the Ojibwe throughout Minnesota and Wisconsin.

These days, at 40, Sherman is known as the Sioux Chef, a caterer and food educator in the Minneapolis/Saint Paul area, according to his website, Sioux-chef.com. Among his



Photo courtesy of the Sioux Chef

Above, Chef Sean Sherman, “the Sioux Chef,” is one of the rising figures in a nationwide trend in promoting the diets that sustained American Indians before the arrival of Europeans. Sherman encourages people to avoid the modern processed “oppression food” laden with salt, sugar and fat and adopt the more healthful diets of the American Indians.

key areas of consulting expertise are the original foods of American Indians, including culinary history, foraging and edible identification, wild food crafting, nutrition and other food interests. He conducts cooking classes, speaking engagements and provides restaurant consultation and structuring services, all while working on a book.

Further, he plans to open a school, “Our plans of opening an indigenous culinary center depends on location and funding,” Sherman explained, “so we are looking at it as a five-year goal. There is a large need for this type of education in North America, so we are hoping for the best on this.”

Major media outlets, such as the Minnesota Star Tribune, National Public Radio and others, have taken notice of Sherman and his culinary passion. He told Al Jazeera America he is not pushing American Indian cuisine as health food, but as the original traditional foods, which happen to be very healthful.

Some chefs explore other options in serving American Indian foods. Out west in Provo, Utah, Chef Mark Mason creates cuisine influenced by his Navajo, Pueblo and Hopi roots, such as the “three sisters” — corn, beans and squash — and marries

them to other culinary traditions such as Italian and American. His upscale restaurant, the Black Sheep, took the award for best restaurant in central Utah at a 2014 gala sponsored by *Salt Lake Magazine*. His newer restaurant in Salt Lake City, the Blue Poblano, serves American Indian cuisine fused with Mexican fare.

Like Sherman, other American Indian chefs and organizations are seeing potential in the original diets of the indigenous peoples of the western hemisphere in terms of health, personal prosperity and tribal economic development.

Then, too, organizations like the Anishinaabe Food Sovereignty Project are working to restore food production “from seed to table, from the hoof or claw to the pot” simply to promote good health. The Mille Lacs Band of Chippewa Indians in east central Minnesota run the project. According to their website, honorthearth.org, “Food is medicine, and we know that. Our ancestors ate well, and today, with heavily processed foods, sugars and a chemical laced food industry, we are getting sick. All around us, first nations are recovering food sovereignty — the ultimate control over our nation and future.”

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USFWS revised policy strengthens collaboration

American Indian leaders and U.S. Fish and Wildlife Service officials gathered on Jan. 20 to recognize new measures to strengthen the agency's 20-year-old policy guiding government-to-government relations between tribes and the agency. Service Director Dan Ashe signed the updated Native American policy during a Washington, D.C., ceremony attended by Principal Deputy Assistant Secretary for Fish and Wildlife and Parks Michael Bean and numerous tribal representatives. The service manages lands and resources of great importance to tribes.

"To be good stewards of our planet and its remarkable natural history for future generations, we must work effectively across shared landscapes. We can only do that as a nation by working collaboratively with Native American tribes," said Ashe. "The Fish and Wildlife Service's newly updated Native American policy will foster and nurture relation-

ships with tribes and honor the mutual trust of guardianship we hold for decades to come."

Sixteen tribes worked with service representatives for more than two years to create the revised policy. Tribal representation on the policy team includes members from the Cherokee Nation, Chugach Regional Resources Commission, Confederated Tribes of Grand Ronde, Eastern Band of Cherokee Indians, Fond du Lac Band of Lake Superior Chippewa, Gros Ventre and Assiniboine of Fort Belknap, Great Lakes Indian Fish and Wildlife Commission, Muckleshoot Indian Tribe, Native Village of Emmonak, Navajo Nation, Oglala Sioux Tribe, Penobscot Indian Nation, Quinault Indian Nation, San Manuel Band of Serrano Mission Indians and Central Council of Tlingit and Haida Indian Tribes of Alaska.

"As tribal people, our relationship with the natural world goes back thousands of years. We've

evolved with these resources and have an ingrained cultural, spiritual and ecological connection with them," said John Banks, director of the Penobscot Nation's Natural Resources Department and policy team member. "It was important for tribal people who work in the fish and wildlife arena to be involved in the development of this policy. This policy offers a great opportunity for tribes to improve on the partnership with the service."

The revised policy guides broader, more open and collaborative dialogue and working

relations between the service and federally recognized tribes and Native Alaskans. The updated policy is designed to sustain effective partnerships that are crucial to meeting the service's and tribes' joint responsibilities as stewards of the nation's natural and cultural resources.

The revised policy provides a consistent, yet flexible national framework that encourages efficient and creative ways to maximize tribal resource conservation through improved federal-tribal working relationships. It puts stronger emphasis on

co-management and collaborative management of natural and cultural resources: places added emphasis on implementation and accountability; promotes building tribal capacity, the use of tribal knowledge in the service's decision-making, and greater service and tribal training and education; and enhances collaborative service-tribal law enforcement efforts where possible.

To view the final revised policy, visit the service's website at <http://www.fws.gov/policy/510fw1.html>.

Elders may participate in nationwide survey

BY RICK SMITH

Elders of the Sault Ste. Marie Tribe of Chippewa Indians service area may participate in a nationwide survey to assess their needs. The survey applies only to members of the tribe. Specifically, the assessment is geared to cover conditions of general health, daily activities, tobacco and alcohol use, exercise routines, social supports, housing, work and other matters.

The tribe's Elder Service collaborating with the tribe's health staff will conduct the survey sometime in the future as yet to be determined.

Details on exactly when and how the survey is to be conducted remain under development until further notice.

The survey will allow the tribe to identify and document important community issues and

help assess options in developing action plans to address needs. Further, it will provide documentation for planning and grant purposes as well as help in finding options to address needs.

The U.S. Department of Health and Human Services Administration on Aging is sponsoring the nationwide surveys through three-year grants provided to the three national resource centers on Native American aging.

The tribe's board of directors passed a resolution on Jan. 5 as required to document participation in the survey. The tribe will also furnish a list of elders for interviews, personnel to conduct the survey, interpretation of results, recommendations for actions and dissemination of results to tribal leaders and health officials.

The resource centers provide assessment instruments, sampling help, training for interviewers, interviewer consultation by email or telephone, data entry and analysis, data storage and production of tables and comparisons with national statistics.

According to the board's resolution, confidentiality of information from members and tribal agencies will be protected by anonymous collection of information by tribal members. Afterwards, the information will be stored in a locked filing cabinet at the University of North Dakota School of Medicine and destroyed after a period of three years. The information collected on behalf of the tribe will belong to the tribe and may not be released without tribal authorization.

New meeting schedule for Munising elders

Unit V Munising Elder Subcommittee meets on Jan. 4 and 18, Feb. 4 and 18, March 3 and 17, April 7 and 21, May 5 and 19, June 2 and 16, July 7 and 21, Aug. 4 and 18, Sept. 1 and 15, Oct. 6 and 20, Nov. 3 and 17, Dec. 1 and 15.

The subcommittee meets monthly at the Munising Tribal Center (former Lincoln School) on the first Thursdays of the months. Meetings at 11 a.m., meal is at 12 p.m. On the third Thursdays of the months, the meal is at noon. Entrance to the building is off Munising Ave. (M-28) across from the American Legion. Please use the west entrance.

Social gatherings after every meal include playing cards, cribbage, board games, walking on the track and to just coming together to socialize. Come and join in the fun.

SUNDAY FUNDAY ALL SITES

Every Sunday in February
We're giving away OVER \$13,000 in FREE PLAY from Noon-8 p.m.
HOT SEAT DRAWS
Must have at least 25 points at the time of the draw. Register at the Northern Rewards Club.

TWO FOR TUESDAY ALL SITES

Every Tuesday in February
EARN 2X THE POINTS
Noon-2 p.m. and 4-8 p.m.
No registration required.

FROSTY FRIDAY ALL SITES

Every Friday in February
From 3 p.m. - 10 p.m.
\$15,000 in FREE PLAY! Hot Seat Draws!

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March 4-6, 2016

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KEWADIN SAULT STE. MARIE
March 11-13, 2016

ALL SITES Lucky Play Day

THURSDAYS IN MARCH
Win your share of up to \$36,000 In Free Play!
HOT SEAT DRAWS 5-11pm
HESSEL 5-10pm
Register at Northern Rewards Club. Must have 25 points at the time of the draw. Lucky Play Day replaces Senior Day beginning at 5pm.

MARCH MANIA ALL SITES

EVERYONE EARNS 2X POINTS!
Sunday-Wednesday in March
11 a.m.-1 p.m. and 4 p.m.-6 p.m.
No registration required!

All Sites ~ February 20 ~ April 9 | Earn Entries Daily

SPRING INTO ACTION
WIN YOUR SHARE OF \$90,000 IN FREE PLAY & CASH!
HOT SEAT DRAWS SATURDAYS 2P.M.-10P.M.
1-800-KEWADIN | kewadin.com
See Northern Rewards Club to register and for more details.



1-800-KEWADIN | kewadin.com



THURSDAY IS SENIOR DAY ALL SITES

Seniors (50 & older) will receive \$5 in Kewadin Credits! (after earning at least 10 base points)

An additional \$5 in Kewadin Credits may be earned at every other Kewadin location! (after earning 10 base points at that facility)
Complimentary Danish/muffins & coffee.

ALL CANADIAN MONDAY SAULT STE. MARIE

Canadian gamers will receive \$20 in Kewadin Credits! (after earning at least 50 base points)
Hot seat draws!

ALL AMERICAN WEDNESDAY ALL SITES

American gamers will be eligible for Hot Seat Draws and receive \$20 in Kewadin Credits! (after earning at least 50 base points)

Must Register at Northern Rewards Club to participate in the weekly events.
Club hours vary by site.

Fireworks-free July Fourth offers veterans quieter camping

Although winter feels like it has just started, the Michigan Department of Natural Resources wants to remind visitors they can make camping reservations in select state parks during this year's fireworks-free Fourth of July. Camping reservations can be made up to six months in advance, and summer is just around the corner.

For the second year in a row, the DNR and the Michigan Veterans Affairs Agency have collaborated to offer alternative camping options for those veterans and other visitors, including pet owners, seeking a quieter holiday. These select campgrounds are located farther away from traditional community fireworks displays.

"We are pleased to help honor our veterans by offering alternative camping options in several of our beautiful state parks," said DNR Parks and Recreation Division Chief Ron Olson. "This is an alternative for anyone seeking a quieter Fourth of July celebration."

The following parks host fire-



Fireworks-free Fourth of July offers alternative camping options for veterans and visitors seeking a quieter holiday.

works-free Fourth of July, July 2-4:

- Bewabic State Park in Iron County.
- Brighton Recreation Area-Bishop Lake Campground in Livingston County.
- Cheboygan State Park in Cheboygan County.
- Craig Lake State Park in Baraga County.
- Hayes State Park in Lenawee County.
- Lake Hudson State Park in

Lenawee County.

- Leelanau State Park in Leelanau County.
- Rifle River Recreation Area in Ogemaw County.
- Sleepy Hollow State Park in Clinton County.
- Tippy Dam Recreation Area in Manistee County.
- Wells State Park in Menominee County.

The Michigan Parks and Recreation system cannot guarantee that fireworks will not be set

off near the state parks; however, the DNR encourages campers to refrain from setting off fireworks in participating state parks during this special weekend. Aerial fireworks such as Roman candles and bottle rockets are not allowed in Michigan state parks at any time, but small novelty fireworks such as fountain fireworks, sparklers and ground spinners that are typically allowed will be discouraged.

"We are excited to partner with Michigan state parks to offer veterans and their families a way to enjoy the holiday without worry or stress," Michigan Veterans Affairs Agency Director Jeff Barnes said. "Post-traumatic stress injury, also known as post-traumatic stress disorder, can occur after a person has been through a traumatic event. For some, fireworks and other loud, unexpected noises can trigger intense feelings of stress, fear or anger and fireworks-free Fourth provides an alternative when celebrating our nation's freedom." Learn more about services

for Michigan veterans at MichiganVeterans.com or call 800-MICH-VET (800-642-4838). Join the conversation online and spread the word about fireworks-free Fourth of July with the hashtag #FwF4th. For more information, please contact Stephanie Wirtz (DNR) at (989) 274-6182 or Lauren DeVol (MVAA) at (517) 284-5236.

Inside Michigan's Great Outdoors subscribers are always the first to know about reservation opportunities, state park events and other outdoor happenings. Visit www.michigan.gov/dnr to subscribe now.

For parks with campgrounds: Camping reservations can be made up to six months in advance. To check camping availability and make a reservation, please visit www.midnreservations.com or call (800) 44PARKS (800-447-2757).

Learn more about how the Recreation Passport gains you access to Michigan state parks and more at www.michigan.gov/recreationpassport.

MSU Extension announces field crops webinar series

Michigan State University Extension is offering a series of six online programs highlighting field crop production and pest management from 7 to 8 p.m. Monday evenings from Feb. 22 - March 28, participants will learn how to enhance their corn, soybean, small grain and forage production systems in the coming season, and have an opportunity to ask questions of MSU agriculture experts.

One MDARD pesticide recertification credit will be available through each webinar for application to one of the following categories: private core, commercial core or field crops. Participants

can view the programs independently online. However, pre-registration is required for all participants at a cost of \$15 for the full series of six webinars or \$5 per individual webinar session.

Visit events.anr.msu.edu/FieldCropsWebinarSeries2016/ to register and access connection information. Contact James DeDecker at (989) 734-2168 or dedecker5@msu.edu for more information, or by Feb. 15, to request accommodations for persons with disabilities. Requests received after this date will be fulfilled when possible.

Agriculture for Tomorrow conference set for March 8 at

Bay College

Michigan State University Extension is hosting the 10th annual *Agriculture for Tomorrow* conference on March 8 to help U.P. farmers stay informed, up-to-date and profitable.

Topics will include alfalfa and mixed forage management, U.P. beef feedlots, malting barley and distillers grains as cattle feed, raising hogs in the U.P., raising Holstein steer calves, farmer panels focusing on cash crops and direct marketing, using social media to advocate for agriculture and promote your farm business, being prepared to apply for loan funding, finance opportunities for

beginning and young farmers, and applying soil health concepts to U.P. farms.

Participants can gain information on farming practices they are currently pursuing, or explore new possibilities. Delta County farmers and Michigan Agriculture Commission member Diane Hansen will provide a key note talk on "Advocating for Upper Peninsula Agriculture."

MSU Extension U.P. crop production educator Jim Isleib said, "This conference is a local, low-cost opportunity for farmers of all kinds and sizes to get together and learn. It's a great day off the

farm toward the end of a long U.P. winter."

Agriculture for Tomorrow will be held on March 8 at Bay College, Heirman University Center, 2001 N. Lincoln road, Escanaba. The early registration cost is \$25 before Feb. 24, or \$35 after that date, and includes lunch and materials.

For more information about the Agriculture for Tomorrow conference or to register please visit <http://events.anr.msu.edu/2016agfortomorrow/>. Contact Jim Isleib at (906) 387-2530 or isleibj@anr.msu.edu with any questions.

Help fight invasive species in the EUP — join Three Shores CISMA

The former Eastern Upper Peninsula Cooperative Weed Management Area has changed its name to Three Shores Cooperative Invasive Species Management Area (Three Shores CISMA) to more accurately represent what they do and who they are.

Three Shores CISMA, officially created in 2010, is a cooperative partnership of federal, state, tribal and private entities working together throughout Chippewa, Luce and Mackinac Counties to properly manage invasive species which threaten our local ecosystems, local economy and



overall quality of life. "We are in a unique geographical location to protect Lake Michigan, Lake Huron and Lake Superior shorelines from terrestrial and aquatic invasive species. Hence our new name," said Nick Cassel, Three Shores CISMA coordinator. "Now we are looking to expand

our partnerships and management efforts throughout the EUP."

The group's new name needed a new look. Three Shores sought out local artists to submit logo designs. Art student Jill Lawson, of Sault Ste. Marie, submitted a potential logo that represents three shores of the Great Lakes, with a silhouette of one shoreline invasive species found in the EUP. By majority vote, the logo was chosen and is now the new face of Three Shores CISMA.

Open houses for new prospective partners

Three Shores CISMA is hosting three open houses in early

2016, and is extending an invitation to groups, organizations, governing bodies and individuals to become partners. An open house in Chippewa, Luce and Mackinac counties will give local prospective partners a chance to get to know the invasive species management organization, meet its current partners, understand its goals and learn what Three Shores can provide in return. There is no cost or obligation to become a formal partner, but it does allow active participation as a voting member and helps direct the activities of the group. Non-formal partnerships are also

encouraged. Please consider having your group attend an open-house nearest you.

Three Shores CISMA open-houses:

Feb. 25, 2-7 p.m., Comfort Inn, 13954 M-28, Newberry

March 10, 2-7 p.m., St. Ignace Public Library, 110 W Spruce Street, St. Ignace

March 31, 2-7 p.m., Holiday Inn Express, 1171 Riverview Way, Sault Ste. Marie

To learn more about Three Shores CISMA, contact Nick Cassel at (906) 632-9611 x121 or at threeshorescisma@gmail.com.

Nominations sought

The Native American Student Organization (NASO) of LSSU is accepting nominations for the Outstanding Native American Student Award given to a graduating senior at LSSU who has shown remarkable character during their time at LSSU.

Candidates may nominate themselves or be nominated by peers. The nomination packets must include GPA, at least one letter of recommendation explaining why the candidate is an outstanding student, any activities in which nominee participates on or off campus, tribal affiliation

(Canadian students may apply) and a brief letter stating goals after graduation.

Nominations can be hand delivered, mailed or faxed to at LSSU, Attn: Stephanie Sabatine, Director, Native American Center and Campus Diversity, 650 West Easterday Avenue, Sault Ste. Marie, Michigan 49783; phone (906) 635-6664 or fax (906) 635-2848. Deadline for nominations is Friday, March 11, 2016.

The Award Committee looks forward to choosing the recipient for this award and wish all applicants the best of luck.

From the kitchen of Bob Flowers - plum butter

A while ago, I helped a friend of my wife move into a new home. She insisted on giving me some canned goods and one of the items was canned plums. I decided to turn them into a plum jam.

The end result was delectable and very similar to apple butter in both consistency and flavor.

Ingredients:

- 1 30 oz can plums, pitted with juice
- 1 cup sweetener
- 1 tsp. cinnamon
- 1/8 tsp. ground cloves

- 1/8 tsp. ground allspice
- 1 tbs. fruit pectin, (Sure Gel)

Pour the plums with juice into a saucepan and add sweetener, cloves and allspice. Bring to simmer and cook for 15 minutes to reduce the water content.

Remove from heat and let cool for 5 minutes.

Pour contents of pan into a blender and blend on high until a smooth emulsion is formed. Pour back into pan and bring to a medium boil. Add pectin and stir for 5 minutes to completely dissolve. Pour the hot mixture

into clean canning jars and top with clean lid. Refrigerate.

You can use a pressure canner to make shelf stable plum butter. Follow the directions for canning low-acid foods.

This basic plum butter can be altered by adding soy sauce and five-spice powder to use as a plum sauce or use it to glaze pork, ham or chicken. You could make a good sweet and sour sauce with it or use it as a base for a barbecue sauce. I like it on hot, buttered toast.

Guided by the Spirits: The Meanings of Life, Death and Youth Suicide in an Ojibwa Community

(Editor's note: This is the first part in a series where PhD candidate Seth Allard sets down his thesis concerning youth suicide.)

Preface

Bozhoo, bozhoo, anii, Mueshka Miikan Bemosed Indizhnikaaaz, Mukwa Dodaim, Bowheting Indoonjibaa. (Greetings, My name is Man Who Walks the Red Road, I am of the Bear Clan, and my Ancestral Home is Bowheting, a place now known as Sault Sainte Marie, Michigan).

Usually a preface, which in this case includes the acknowledgements and dedications, occupies the beginning of a written work, but is the last to actually be written. This, however, is not an Anishnaabek practice as I have been taught. Before we speak in front of others, pray, or commit ourselves to a great undertaking, we acknowledge the people, places and spirits that have inspired us to speech or action. It does not matter whether that moment includes thousands of people at one time or a thousand moments between only a few, the first act is to acknowledge what it is that brought us to each moment. We practice this belief by saying Bozhoo before speaking. I have heard historians of the Great Lakes region misinterpret Bozhoo as a form of the French greeting, Bonjour. Though the French were the first European explorers to the Upper Great Lakes area and to this day many Ojibwa have a strong French ancestry, Bozhoo is not to be confused with Bonjour. Even amongst the Ojibwa, Bozhoo is used loosely as a greeting, without a thorough knowledge of why exactly it is that we say 'Bozhoo.'

Bozhoo is a word that, when uttered, reminds us of our spiritual traditions and is said as a short prayer to our Creator before an important moment. Bozhoo is taken from the last half of Nanabozhoo, the central figure of many Ojibwa oral histories. By saying Bozhoo, we remember that, like Nanabozhoo, we are first and foremost creatures of spirit, and that we can be wise or foolish, courageous or fearful. By saying Bozhoo, we remember Ki-Chi-Manitou, the Great Spirit; Wabenong, Jawanong, Epighizhmuk and Kewadinong, the Four Directions; Akii Manitou, the Spirit of the Earth; Ishpeming, the Spirit of the Sky; and finally, our own spirits. In this way we ask for courage and wisdom, while acknowledging that if we become anxious, fearful, or simply feel that it is not the time to speak, that it was the will of the Creator; for in the end even our silence will serve us because what we had in our minds was not ready to be said, and it is a time for listening and not speaking.

Acknowledgements: This series is a work of many hands. There is an endless list of elders, community members and leaders, teachers within the Ojibwa traditional medicine community and in social science circles, sacred places, spirits of those who

walked on, and family and friends who have helped on the journey that this project has become. To you I say Chi Miigwech.

Dedication: To our children, grandchildren and the future generations of Anishnaabek: You are amongst the eighth generation, the one which my generation was brought into this world to serve. Yours will be a time of peace, prosperity and joy, and this is one of many steps toward that end, by one of many who are devoted to you. To the families who have experienced the many pains associated with youth suicide: I hope that this work will provide healing. To the young men and women who believe that they are not loved: you are, even if the world around you seems to tell you otherwise. To the children who have walked on from this world because they felt they could not understand, and a world which they believed did not understand or love them. It is felt by many Ojibwa that I have known in my own past and in the course of this research that you passed from a physical world that has been a place of great pain, to a spiritual world of peace and joy. Of the many conclusions that I have adopted from the community, that is one that I have taken to heart more than most.

Finally, I devote this work to my beautiful son Liam, who believes that a monster can be tuned into a good person with a hug. If only the world knew, huh, Lilo?

Now, I find myself embarking on a story that I feel neither worthy nor able to tell. But I say Bozhoo, Bozhoo...it is now time to speak. I ask you to pray that my words have power and meaning – that my voice is Guided by the Spirits.

Part One: Introduction Stories

Stories Kill,
Stories Create,
Stories Imprison
Or Liberate

Stories strike,
Stories fall,
Stories are wielded
By us all

What do we do,
With the stories we tell,
But live one of heaven
Or make one of hell?

My three-and-a-half-year-old son jumps up on my lap as I write, scrunches his face and asks "What are you doing?" I look back into his almond eyes and give him what I think is the best answer that he will be able to understand, which is, "I am telling a story." As it turns out, that is also the best description for what I am attempting to do as I write about my recent research experience with youth suicide in the Sault Tribe Sainte Marie Tribe of Chippewa Indians community. Looking outside at the mild winter and the thin blanket of snow in our backyard, I think on how the Ojibwa told stories

in the lodge as a way to entertain and educate themselves in harsher months. Eventually, winter time became the season of stories.

Stories are special things, whether you are telling or listening. They are an attempt at making sense of the world around us. As a result of my mixed education in history, anthropology, Ojibwa traditions and oral history, I have come to greatly appreciate the power of stories. I believe that a powerful story is made up of three parts: Question, Answer and Purpose. When these three things come together, we gain an understanding of the world around us that we did not have before. The end result of gaining such an understanding is that when the story comes into our life, the mystery, confusion and pain that has taken root is replaced by meaning, enlightenment and joy. Without any of the three parts, a story will remain hidden, and so too will the joy that is there for us.

What will most effectively prevent a story from being told, heard or believed in is fear. A story can be defeated in its infancy because the questions, answers or purpose goes against our wants and desires. Powerful, life altering stories not only show us our strengths and virtues, but also exposes the areas of our past that

we do now wish to face. This fear of shame and discovery can and does paralyze individuals, families, communities, whole nations, and indeed, the entire world.

Up until this point, reactions to the issue of youth suicide have revolved around two questions, which are: Why did they do it? And what could we have done to prevent it? The purpose of answering these questions is to prevent future suicides from taking place. The only component to the story of youth suicide that seems to be missing, then, would be the answer to why youth suicide occurs in such high numbers within Native American communities.

Before discussing meanings of youth suicide or suicide in general within the overall history of the Sault Tribe, I want to take a moment to describe my approach toward understanding the story. As a cultural anthropologist, I try to better understand specific ethnic groups in order to better understand their ideas, values, attitudes, beliefs and traditions, or what is broadly called culture. You can see culture in an infinite number of ways and areas of interaction that occur between people and other people, their environments and the objects that people use every day. We become a member of a cultural

group by learning how to behave from family, friends, and all the different types of communities that we take part in as individuals; such as school, government or sports groups. All of these groups put together, or our society, tell us what behaviors or thoughts are normal and acceptable, and what are not acceptable. Anthropologists specialize in understanding and making sense of the broad concept of culture, which can we record by looking at human behavior. Anthropologists record very specific topics of culture, such as gender, sexuality, government, conflict, food and diet, health, music, age, economy, trade and spirituality. As a cultural anthropologist, my area of study has been for the past three years has been that of my own family, the Ojibwa community of Sault Sainte Marie, Michigan, and the issue of youth suicide that has taken root in the Sault Tribe. In the late summer of 2015, I stayed in the Sault Saint Marie area, taking part in everyday activities and cultural events. I spoke with Tribal and non-Tribal members of all ages and different backgrounds about the issue of youth suicide and related topics. I also sat down with nearly twenty members of the Tribal and non-Tribal community to discuss

See "Thesis," page 14

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An inside look at tribe's Purchasing Department

BY BRENDA AUSTIN

Tribal employees and some tribal members have an awareness of the Sault Tribe Purchasing Department, but what really goes on above the casino's gaming floor where Purchasing is located?

In addition to overseeing the Purchasing Department, Purchasing Director Brad Pringle is also responsible for Shipping and Receiving and Northern Travel services.

All Sault Tribe departments are required to abide by the Purchasing Policy set by the tribe's board of directors, which Pringle said was updated recently.

The following is a general overview of the services offered by the Purchasing Department:

- Select suppliers for purchase requests;
- Perform cost analyses of current and potential suppliers;
- Prepare, record, evaluate and manage competitive bids from potential or current suppliers;
- Negotiate and manage vendor contract agreements;
- Complete tribal accounts payable paperwork and account set-up;
- Manage tribal tax exempt forms;
- Identify market trends;
- Identify potential cost savings and work to implement those changes;
- Perform disposal or resale of tribal assets; and
- Coordinate with other Michigan tribes to make bulk pur-

chases through a co-op program that Pringle was instrumental in developing.

Pringle's purchasing staff includes Manager Tamara Roche, five agents, part-time administrative assistant, data entry clerk and receptionist.

"The services provided by the Purchasing Department touches every casino customer and anyone who is employed with the tribe, or who is a customer to services offered by the tribe," Pringle said.

Shipping and Receiving is what it sounds like, only with added responsibilities. Shipping and Receiving is split up between two locations, the Sault with three team leads and eight clerks and St. Ignace has a supervisor, data entry clerk, and a team lead and four clerks. Both departments are also supported by an inventory control clerk.

In addition to in-town pickups and deliveries of orders for the Sault and Shores casinos, enterprises and governmental offices, the Shipping and Receiving clerks conduct inventory management for food and beverage products, print needs, uniforms and marketing and promotional items. They manage in-house order processing, warehousing, light maintenance and grounds clean up at their storage buildings, provide labor for office moves and setups, and also provide labor to the Banquets and Entertainment Departments for events in St. Ignace.

Shipping and Receiving clerks

are responsible for the daily five-county mail run to all tribal entities, the logistics management of tribal assets and redistribution of property and labor for the tribe's recycling programs. They perform records box management at the two records storage buildings. They also load and unload casino and governmental truck deliveries and pickups, manage package carrier services such as UPS and FED EX, the movement of casino slot machines, and natural gas meter reads.

Then there is Northern Travel. Mike Mckerchie is the travel coordinator of Northern Travel, responsible for helping members or employees who travel on behalf of the tribe and its enterprises with their travel arrangements. That includes the quoting and booking of all travel outside of the seven-county service area for hotels, flights, rental cars, ferry services, train tickets, conference registration and mapping requests.

Pringle said the tribe's travel is up 22 percent over the last two years. In December, Northern Travel supported 39 travelers. Some of those bookings were multiple bookings, so of the 39 travelers there were 49 actual bookings. Pringle said that most of the increase in travel was mandated by grant monies and paid for by the grants.

One of Purchasing's many responsibilities is the Request for Proposals (RFP) bid process. "At the year-end everyone wants to

push through an RFP, but an RFP is a fairly long process that takes about six weeks to complete," Pringle said. "Most of the time, requirements for RFPs are put into place by our board of directors. So the six-week RFP program is going to turn into a 10- or 12-week program with work completion, billing and payment."

Pringle said that in order to successfully process an RFP before the years end, it should be submitted to purchasing no later than Oct. 31.

In an effort to keep staff energized and interested, the Purchasing

Department holds teambuilding exercises and group gatherings, providing team members with opportunities to connect with each other in a relaxed environment.

An annual event held the last morning before the Christmas holiday is a breakfast potluck where everyone pitches in to have a nice homecooked breakfast. During the potluck, they participate in a white elephant gift exchange and a mindtwister game. New this year was a door-decorating contest, with first and second place winners taking home a ribbon and certificate.

Guided by the Spirits

From "Thesis," page 13

the topic of youth suicide. The individuals I spoke with shared their professional experiences in the areas of education, public health, medicine, mental health, tribal government, traditional medicine, social work and social welfare programs.

Despite the methods used in this study of youth suicide, nothing could replace the fact that I am a member of the community. Throughout the process of trying to understand the history and meaning of youth suicide, I have realized that my family and I share much of the same history, experiences, and challenges that are also common to the story of youth suicide. Some academics may see this as a barrier to being "objective" or detached to the issue. Not being objective would mean that I am biased and perhaps too affected by emotion to approach the issue of youth suicide. Instead, I see my Ojibwa identity as an area of strength, not weakness. Anthropology, history and many other academic disciplines have told our story and the story of non-Western peoples for centuries, a practice that continues to this day. While preparing fish at the Sugar Island powwow, I asked long time Native American Graves Protection and Repatriation Act (NAGPRA) representative and well known community member Cecil Pavlat what he thought about anthropologists. His response was, "Anthropologists think that they can tell our story, but they can't. I think its about time we had our own anthropologists." With that in mind, I join a growing number of indigenous anthropologists, like Minnesota Ojibwa Sonya Atalay, who does anthropology "for, with and by" the community.' It is also this same connection that provides purpose – that purpose being the health, happiness and future of not only the community that I am trying to understand, but of my own family.

Above, I said that it would seem that the only part of the story that is missing is an answer. I say "would seem," for a very specific reason. The reality is that the answers will always elude us if we fail to ask the right questions, or do not have the right purpose in our hearts. Youth suicide is not only an issue within the Sault Tribe, but one that has plagued many indigenous nations across the country. Youth suicide also represents one of many types of inequalities in mental and physical well-being that have become part of a wider, world-wide epidemic for indigenous peoples.

Up until this point, sociologists,

psychologists, and other social scientists have approached such issues in what is called a quantitative method, where statistics, highly complex theories and models are used to understand human behavior, pain and suffering. In this attempt to view people in almost sterile, laboratory-like conditions, people have become numbers. But people are not numbers. We are emotions, feelings, desires, wants, needs and personal and ethnic histories. People must be understood in a way that brings to light our cultural and historical backgrounds. In this way, anthropology, which sees people as the complex, emotional beings that they are, is what is needed; and what I have brought to bear in our attempt to understand and hopefully arrest the rate of youth suicide.

We have not found the answers because we are not asking the right questions. Nor do I believe that the motives of social scientists are altruistic when they try to find meanings in an event like youth suicide. My purposes in this research were to question the research that has been conducted so far, and to review the public health response to youth suicide in the Sault Tribe community. For example: What is prevention, and what is it not? What is health, and how is community health achieved? What is life and death to the people of the Sault Tribe community? How does the community respond to suicide as an action, as well as a concept? In the course of this research, I have made conclusions that touch on the epidemic of youth suicides that exist in large Native American communities, while identifying potential barriers to effective prevention nationwide. By including the communities' experiences, culture and history within my approach to the phenomena of youth suicide, I have also learned that there exists many potential remedies to this destructive issue. Something that I have come to understand, which we must all come to understand, is that youth suicide is a story full of meaning for the Sault Tribe community, as well as the non-Native youth who face similar challenges. Youth suicide is a story of identity, purpose, stigma, colonialism, history, historical trauma and resilience. It is a story of hope versus hopelessness.

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DONNA F.H. CORBIERE

Donna Fay Harriette Corbiere, aged 83, of Sugar Island, Mich., passed away on Jan. 29, 2016, at her home.



Donna was born on Dec. 22, 1932, in Sault Ste. Marie, Mich., to the late Donald and Harriette (nee Leask) McFarlane. She was a 1950 graduate of Sault High School. On May 1, 1951, she married Emery Corbiere in Angola, Ind. In 1979, she and Emery returned home to Sugar Island. Donna was an educational paraprofessional at Airport Community Schools in Carleton, Mich., in the mid 1970s and a home healthcare aide at Chippewa County Health Department in the early 1980s until she retired. As a member of the Sault Ste. Marie Tribe of Chippewa Indians, the Order of the Eastern Star and her church family, Donna devoted her time and talents in helping others. She enjoyed slow drives around Sugar Island and attending senior meals and activities at the Sugar Island Township Hall and the tribal elders center. She loved to have people stop by for tea.

Donna is survived by her husband, Emery Corbiere; her five children, Lorali (Larry) Swick of Flat Rock, Mich., Emery (Sharon) Corbiere II of Wakeman, Ohio, Donald (E. Lisa) Corbiere of Sault Ste. Marie, Holly (Jack) Kibble of Sugar Island and Hope (Bruce) Schlehuder of Moran, Mich.; 19 grandchildren, Larry (Lisa), Ladonne, Lesley (Matthew), Lance (Moriah), Emery III (Tara), Shannon, Shane (Gail), Jennifer, Katie, Micah, Isaac, Jacob, Jessica, Cassie, John, Brian, Joel, Danielle and Bruce; and over 30 great-grandchildren.

Donna was preceded in death by her parents; her only sibling, a sister, Ilene Smith; and a great-grandson, Zachary Glasgow.

Visitation took place on Feb. 2 at C.S. Mulder Funeral Home.

Funeral services were on Feb. 3 at the funeral home with Pastor Tom Cash officiating. Burial was at Oaklawn Chapel Gardens.

In lieu of flowers, memorials may be left to the Dementia Home Project in Sault Ste. Marie or the Sugar Island Historical Preservation Society. Condolences may be left online at www.csmulder.com.

LYNNE C. MALPELI

Lynne C. (nee Ford) Malpeli, 85, of Naples, Fla., passed away on Nov. 25, 2015. She was born on Oct. 8, 1930, in Detroit, Mich., daughter of the late Maurice and Jesse Ford.

She and her late husband, John (Jack) C. Malpeli Jr., resided in Bloomfield Hills, Mich.; Charlevoix, Mich.; Lake Wylie, S.C.; and Big Sky, Mont. Lynne enjoyed entertaining, traveling, boating, playing bridge and needlepoint. But one of her biggest loves was driving through Yellowstone National Park to enjoy the scenery and wildlife.



Lynne is survived by her five children, John C. Malpeli III of Lake Wylie, S.C.; Faith Malpeli of Big Sky, Mont.; Marc (Kay) Malpeli of Winterhaven, Fla.; Camille Malpeli of Brighton, Mich., and Hope Walker of York, S.C.; eight grandchildren, Anna, John, Lauren, Jeffrey, Kali, Molly, Heidi, Hunter; great-granddaughter, Emilia; her brother, Roger Ford, and her sisters, Donna Newmeyer and Andrea Kennedy.

Lynne will be laid to rest at Holy Sepulchre Cemetery in Southfield, Mich., at a date to be announced. Jack and Lynne both lived blessed lives. Memorial contributions can be made to a charity of one's choice.

PAUL J. MICHALKE

Paul J. Michalke, 69, of Sterling, Mich., passed away on Nov. 29, 2015, at St. Mary's of Michigan-Standish Hospital, following a lingering illness.

He was born on June 10, 1946, to Francis and Agnes (nee Senger) Michalke in Petoskey.

He married Joan Stawowy on June 14, 1969, at St. Florian Church in Standish. He taught at high schools in Cheboygan, Onaway, Mackinac Island and West Branch.

He earned a bachelor's degree from Central Michigan University and a master's degree from Western Michigan University. He was a member of the Arenac County Historical Society. He spent two years compiling old articles, manuscripts, and notes of Calvin Ennes. He wrote a book on the history of Arenac County, donating all the proceeds to the society. He was a member of Resurrection of the Lord Catholic Church in Standish, where he served as a lay minister. He served on the Iosco, Arenac Regional Library Board for more than 20 years. He was also a member of the Sault Ste. Marie Tribe of Chippewa Indians.

He enjoyed reading. He also enjoyed collecting stamps, comic books and coins. He started writing several books, but most of all he enjoyed spending time with his family and his pets.

He is survived by his wife, Joan; and a son, Francis "Frank" Michalke.

Visitation was at Lee-Ramsay Funeral Home Standish Chapel in Standish. A vigil service and visitation took place at the Resurrection of the Lord Catholic Church followed by a funeral mass with Reverend Father David Parsch officiating.

Inurnment will be at the Mackinac Island Cemetery.

Memorial contributions may be directed to the Standish Hospital or the Resurrection of the Lord Catholic Church.

CAROLYN M. VOLLIK

Carolyn Mary Vollick, aged 65, of Sault Ste. Marie, Mich., passed away on Jan. 17, 2016, at the Hospice of the EUP.



Carolyn was born on Dec. 3, 1950, in Sault Ste. Marie, Mich., the daughter of the late Lawrence and Eva (nee Bernier) Marchand.



Through the years, Carolyn worked at Central Savings Bank, Merle's City Limits and Cabins, and Merle's Garage and Towing. She also worked for 30 years at LSSU, retiring in 2005. After retirement she was able to spend more time doing what she enjoyed: spending time with family, grandchildren, her dog and going to show's at Kewadian Casino with friends. She also enjoyed going to hunting camp in Raco, snowmobiling and four wheeling. She was a member of the Sault Tribe of Chippewa Indians.

Carolyn is survived by three sons, Merle C. Vollick, Jr., Mark (Tara) Vollick, and Mike (Janel) Vollick all of Sault Ste. Marie; 10 grandchildren, Dylan, Trevor, Aedin, Faith, Calloway, Kennley, Preston, Oakley, Austin, and Curtis; a brother, Bob (Kathy) Marchand of Sault Ste. Marie; her dog, Wally; and friends, Bobbi, Avis, Pat, Sherri, Joann, Carolyn and numerous other friends.

Visitation took place on Jan. 21 at C.S. Mulder Funeral Home and funeral services were conducted on Jan. 22 at the funeral home with Brother John Hascall officiating. Burial will be at Oaklawn Chapel Gardens.

In lieu of flowers, memorials may be left to Hospice of the EUP. Condolences may be left online at www.scmulder.com.

SHIRLEY GOUDREAU

Shirley Goudreau, 57 of St. Ignace passed away Monday, January 25 at the EUP Hospice House in Sault Ste. Marie following a seven year illness with colon cancer.

She was born in St. Ignace on November 21, 1958 to Herbert and Darlene (Rickley) Brown. She graduated from LaSalle

High School and Lake Superior State University with a bachelor of science degree in criminal justice.



She was a licensed mental health tech with the State of Michigan, and worked for the Sault Tribe since 1983. She was the caseworker for foster care and adoption. She served on the board of the Sault Tribe from 1988 to 1998, for Unit III. She was the Direct Services program manager. She hosted the St. Ignace Family Fun Day several times. She served on the Sault Tribe Housing Authority, Special Needs Enrollment Committee; and the J.K.L. School Board.

She and her family were deep in Native American tradition, and have been for generations. She is a member of St. Ignace Loyola Catholic Church in St. Ignace.

Her hobbies were photography, sewing, jewelry making, scrapbooking and traveling. Shirley was a private person, but always willing to help her family and community.

On September 24, 1999 she married Ben Goudreau, and he survives. They were together 17 years. She is also survived by her mother, Darlene Brown, St. Ignace; step daughter, Jennifer Goudreau, St. Ignace and siblings, Sandra and Thomas Cronan, St. Ignace; Susan Brown, St. Ignace; Sally Brown, Bentonville, Arkansas; and Herbert Brown, St. Ignace; granddaughter, Jocelyn Joseph; nieces and nephews, Justin a Cronan, Nashville, TN; Gerald and Tami Cronan, Little Rock, Ark; Joshua and Kara Cronan, Eagle River, Alaska; Jeffrey Brown, Bentonville, Ark, and Carley Brown, Oscoda, and several aunts, uncles and cousins.

Mass of Christian Burial was held February 6 at St. Ignace Catholic Church in St. Ignace with Fr. Frank Ricca officiating. Burial will be in the spring in Gros Cap cemetery. Dodson Funeral Home assisted the family.



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ST. IGNACE

Husted supervises care for elders and others in Michigan

BY RICK SMITH

Sault Tribe member Kristen Husted holds a Ph.D in psychology and a licensed master social worker certification — impressive educational credentials to go along with years of experience in the field of mental health and rehabilitation. Assets she uses to serve families at Trillium Assisted Living and Rehabilitation on Drummond Island, Mich., and through two other facilities in Michigan. The facility is hailed as having characteristics of its namesake “prestigious, protected yet peaceful northern Michigan flower” in providing care for elderly folks and the mentally impaired.

Husted specializes in traumatic brain injury, trauma and post-traumatic stress disorder and addiction. “It was important for me to come home and give back in a meaningful way related to my profession,” Husted noted.

As the clinical supervisor for Trillium, Husted is responsible for conducting testing and assessing appropriate care



Kristen Husted, Ph.D

for elderly clients as well as physically or mentally impaired people. In addition, she provides mental health training for staff and ensures the quality of care through reviewing records and providing consultation.

According to her resume, Husted earned a Bachelor of Science in sociology from Lake Superior State University in 1995 before accepting a position with the Bay Mills Wellness Center as an outpatient therapist. She most-

ly worked with American Indians in individual, group and family counseling and served as a court advocate for clients. She started conducting substance abuse counseling services in 1998 at the Longford Care Unit in Grand Rapids, Mich., before shifting to a social worker position. She garnered a Master of Social Work from Grand Valley State University and concluded her post with the Longford Care Unit in 2001.

In Brighton, Mich., Husted served in another post as a substance abuse therapist in 2001 and became the Brighton Hospital development officer for the hospital’s philanthropy program until 2004. She moved on to

West Bloomfield, Mich., serving as administrative assistant to the director of clinical services at Jewish Family Services until 2006. She became supervisor of retrospective auditing at Magellan Behavioral Health of Michigan in Farmington Hills, Mich., where she supervised staff audit reports of the psychiatry and substance abuse departments along with facilitating staff meetings. She acquired her doctorate from Capella University in Minneapolis, Minn., in 2008 before assuming a post as clinical director of the Universal Institute in Troy, Mich.

Husted became the program director for Communicare Michigan in Bloomfield, Mich.,

in 2010 and continues in that capacity along with serving as clinical supervisor for Trillium Assisted Living and Rehabilitation since 2014 and, since the same year, serves as consultant with Saint Joseph Mercy Oakland Hospital in Pontiac, Mich.

She relates her views of the Trillium facility, its mission and her duties in warm terms, “The vision for Trillium Assisted Living and Rehabilitation was one of a care facility, which truly feels like a home away from home. Our goal is to work with those suffering from multiple levels of semi-independent traumatic brain injuries.” She explained such cases could be diagnoses of dementia, traumatic brain injury due to auto mishaps and other conditions. “I am passionate about helping those suffering from brain injury and post trauma of an accident,” she added. “The mind has great powers to heal when provided the correct therapeutic tools.”

Kivi hired as lead RN for Merlin House dementia home

BY BRENDA AUSTIN

Sault Tribe member Delores “Dee” Kivi, RN has been hired as the lead RN at the new Merlin House dementia home that will be opening its doors to residents this spring.

The six-bedroom, 3,000 square foot home is located in the Algonquin area of Sault Ste. Marie behind Hearthside Assisted Living, a SHSS 501c3 entity, and was designed specifically for residents with dementia.

The ranch style facility will provide a home-like atmosphere for residents who need 24-hour care and will offer private bedrooms and half-bathrooms, an RN and fully licensed staff with specialized training. The dementia house and Hearthside Assisted Living could be sharing some staff, food preparation and delivery, and access to a beautiful garden and courtyard space. Holt said she is expecting to add at least six people to the Merlin House payroll.

“As a non-profit we have Hearthside to meet the needs of the community — if they don’t have the means for payment we take Medicaid and Social Security



Merlin House lead RN, Dee Kivi

for payment in full for those residents. Merlin House is something much smaller with a home-like atmosphere for people who are willing to pay a little more for that kind of specialized care, as opposed to an assisted living setting,” she said. The cost to reside in Merlin House is \$4,000 a month.

Holt said they were fortunate to find Kivi and bring her on board with this project. She started out as a volunteer for Hospice, and was then hired as the quality improvement coordinator for Hearthside and is currently tran-

sitioning into her role as the lead RN at the dementia house. Kivi is handling all inquires for admission to Merlin House, and with three residents ready to move in, there are three more rooms available.

“I worked as an aid for 12 years and was doing some palliative care with friends and neighbors who have passed away,” Kivi said, “so I got in touch with Tracey and told her I was helping people in the community and wondered if she needed some help. Tracey brought me on and I went through Hospice training and started there as a volunteer, and through that opportunity she asked me if I would come help at Hearthside with skilled training for staff.”

Holt and Kivi traveled downstate recently to tour a dementia home already in operation to get an idea of what other facilities are doing. In order to meet the visual needs of the residents, Merlin House will have contrasting colors on walls, floors, behind sinks and toilets, different colored toilet seats, and each resident will have a picture of themselves with their name on their bedroom



door. There will be plenty of light throughout the house with specialty lighting and large windows. The main bathroom will have both a shower and walk in tub for those preferring a bath.

Holt said depending on the needs of the community and how long the waiting list is for the Merlin House, they would consider building more homes on the same piece of property. Funding for the home is still an ongoing project and Holt said they are doing a capital campaign for anyone interested in making a donation in honor of a loved one and interested in having a plaque inside the home with that person’s name on it. To date they have

raised \$165,000. Additionally, the projects largest financial contributor, Jill Lundquist, donated 200 shares of Google stock currently valued at over \$140,000, and was given naming rights to the home.

Kivi said, “I am looking forward to working with the families and our residents. The wonderful thing about our small home is that you aren’t going to have the social anxieties that would go on in a larger facility. We work with each person individually to learn what works best for them to provide them with a comfortable home environment.”

To inquire about residency in the Merlin House, call Dee Kivi at (906) 440-3217.

Registered dietitian renews diabetes educator certification

BY BRENDA AUSTIN

The National Certification Board for Diabetes Educators (NCBDE) recently recertified Gail Sulander, MS RD CDE, registered dietitian and diabetes educator at the Manistique Tribal Clinic.

Sulander has been a certified diabetes educator (CDE) for the past 16 years, and has held the registered dietitian position in Manistique since 1996.

Sulander says that she chose to pursue certification as a diabetes educator as a personal goal she made while working on her masters degree in food science and nutrition. “It was during that time that I realized my interest in teaching and counseling,” she said. “I wanted to work in an area

of the food sciences that allowed me to make a positive difference on the everyday lives of those I crossed paths with. I also wanted to work in an area of health care that would provide on-going personal and professional challenges.”

Diabetes educators require a knowledge base and set of skills beyond what any university program provides, she said. “Certification legitimizes my position and proves competency. All those affected by diabetes deserve the best health care available,” Sulander said.



A certified diabetes educator is a health professional that possesses comprehensive knowledge of and experience in pre-diabetes, diabetes prevention, and management.

In order for Sulander to become recertified as a CDE, she had to either re-take the exam or acquire 75 hours of continuing education in diabetes related programs during the previous five years. Sulander said she took the test for her initial certification and since then has always recertified by using the continuing education option, which she can do via the web and by attending conferences. That also allows her to meet up with her peers across the nation to exchange ideas and network.

The next three paragraphs are comments from some of Sulander’s patients: “When I was diagnosed, my doctor gave me a pill and told me to get sugar, pasta and bread out of my diet. At my follow up visit, my numbers were no better. I was frustrated. After meeting with the diabetes educator, I learned that I could eat anything I want, even sugar, but I had to do so in a healthful way to manage my blood sugar.”

“If I ever have to move, my new doctor will have to have a certified diabetes educator in the office like you do here. It is so helpful to have someone who can take the time to make sure I know what the facts are about taking care of my health.”

As it states on the NCBDE

website, “Successful diabetes self-management involves knowledge about a broad range of topics such as healthy eating, how to take medication as directed, fitting in exercise and coping with stress. It is not easy to gain all of the necessary knowledge alone. With the help of a CDE, you can learn how to effectively manage and improve your health.”

Sulander said that all patients are encouraged to seek the assistance of a CDE at your tribal clinic. Even if you are not diabetic, you will be provided the knowledge and skills for improving your health. You can also find a CDE near you by going to www.ncbde.org

Appointments can be made by calling 906-341-8469.

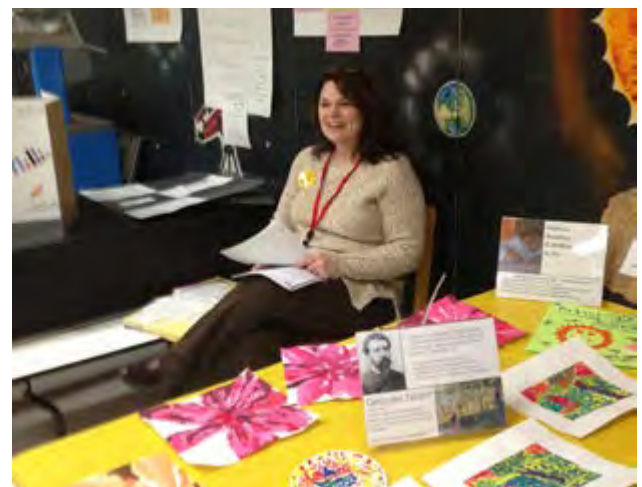
JKL National School of Choice Open House



Jennifer Donn and Michaela, Jesse Maleport and Jemma, and Andrea Matson.



Barb Rogers, Reading Recovery teacher



Fourth grade teacher Shelly Butzin

The JKL National School of Choice Open House was held Jan. 26 in the school cafeteria to show the community what the school has to offer. There were displays from the grades and programs, staff on hand to answer questions and, of course, refreshments. Door prizes for the kids were backpacks loaded with school goodies. Community members could tour the kindergarten rooms as part of the event. JKL programs include Reading Recovery, Everyday Math for grades K-5, Connected Math Project for grades 6-8, Writer's Workshop, computers and technology, general music, art, string orchestra, Ojibwe culture and language, elementary and middle school athletics programs, cheerleading, cross country, gifted and talented and comprehensive after school and summer programs, among others.

Singer, songwriter, composer a rising local star

BY BRENDA AUSTIN

Her name is Alexis Matson. And like many musical talents she picked up a guitar at a young age and after learning a few chords, taught herself how to play. Today she is a high school senior in Munising, Michigan planning on attending Northern Michigan University in Marquette this fall.

She has an EP available titled *Loose Ends*, with eight songs written, composed and sung by her. She is currently working on a revised edition of her first release and has added three new songs to the list and titled it *Souls*.

She traveled to Chicago with her father Charles Matson when she was 14 to audition for *America's Got Talent*. "One day I was watching old auditions on YouTube and I looked into it and told my dad I think I can do it. That night my dad started making a plan on how to get us there," she said.

She auditioned but didn't make it past the first round. "It was insane - the holding room that held all of the contestants had about 1,000 people in it, and they were dancing, juggling, singing...it was crazy," she said. She

plans to audition for *The Voice* within the next two years.

In addition to playing at local venues around Munising and Manistique, she has performed at Sault's Kewadin Casino and is waiting to hear what dates are available for her next performance there. She has also been invited to play at Summerfest (Summerfest.com) in Milwaukee, Wisc., the past four years. One of the world's largest outdoor music festivals, this year's Summerfest is being held June 29-July 3 and July 5-10, for 11 days on 11 stages with over 800 acts and more than 1,000 performances. The venue is located on the shores of Lake Michigan at Henry Maier Festival Park, on their 75-acre permanent setting.

She has been songwriting since the sixth grade, and started getting more serious about it her sophomore year. When she writes songs she said the lyrics come from personal experience, or are based on things she has seen on TV that she puts into the song. "I really like to inspire people with what I sing and the lyrics I write," she said. "I also like to sing songs from various artists such as Justin Bieber,

Ed Sheeran, and Elton John, and like music that not a lot of people know about. There are a lot of bands that haven't been discovered yet, like a band called "Daughter," that I am obsessed with."

Her dad goes everywhere with her. "She really makes me proud and inspires me so much," he said. "I watch how the younger generation react to her and come to her and try and do the same things she is doing right now. It shows them that if they work hard enough they can follow the dream of being a musician or singer songwriter. A lot of them tell her that she inspires them to want to do it and believe in themselves."

She said her biggest challenge as a singer is to be different from everyone else. "You have already heard every lyric and tune you can hear in the world, and so I think one of the biggest things is to be different - the kind of different that makes people want to listen to you and buy your music," she said.

You can contact Alexis Matson by email at: alexismatson98@gmail.com, or do a search for her on Facebook to purchase a copy



of her latest CD. You will also find her playing her guitar and singing her own original compositions on YouTube.

The following is a verse from her song, *Souls*:

"We were young and in love. just two kids who didnt know enough.

Souls alive at the wrong place

and time, is this it for us?

I feel your heart, it's beating fast. But we both know that we weren't built to last.

No place to go and no familiar face to call home, and now all we have is the lonely noise.

And all I can hear is your voice."

Employee and former board member walks on

BY BRENDA AUSTIN

Shirley Goudreau of St. Ignace, Michigan, a former board member and a 30-year employee of Sault Tribe's Anishnaabek Community and Family Services (ACFS), recently lost her seven-year battle with colon cancer and walked on January 25, 2016.

Goudreau was a part of the Tribal State Partnership where she served as tribal co-chair for many years. She was also active in tribal government and her work as a tribal employee and member have helped increase services to the tribal membership and to increase the ability of the Sault Tribe to exercise their sovereignty in a variety of ways - including providing direct services to tribal members.

She took pride in serving on the Sault Tribe Housing Commission, Enrollment Committee and the JKL School Board. She was a member of the



Sault Tribe Board of Directors for about 10 years beginning in 1988.

Goudreau's most recent position with ACFS was as a caseworker. Her primary duties included foster home licensing and adoption.

Goudreau's supervisor, Child Placement Program Director Melissa VanLuven, said, "Her

spunky attitude, quick wit, and extensive experience made her a valued part of the team. She also loved good coffee and passed that love on to her co-workers. Shirley's work touched the lives of hundreds of children and families throughout the course of her career and her influence will live on for generations to come. Shirley and her extended family

were integral to the inception and ongoing St. Ignace Family Fun Day event. This event is held in March to help celebrate Parenting Awareness Month and with her tireless work, planning, and organization this event has established a longstanding community tradition and is an excellent tribute to the children and families of the St. Ignace community. Shirley took great pride in her work and strove to do a good job no matter what task she was working on. She displayed a lifelong commitment to children and families in need as well as the Sault Tribe community as a whole."

Board Secretary Joanne Carr, said, "The thing I most remember about Shirley is she always fought for the underdog. She worked for ACFS and served our poorest people who were looking for work. Her background was the same as just about every-

body's from this area - she came from a fishing family and had three sisters and a brother.

"She was always very determined she was going to help our people," Carr said. "She accepted me as an equal and treated everyone that way and was always the first to volunteer if something needed to be done."

Goudreau was born in St. Ignace on November 21, 1958 to Herbert and Darlene (Rickley) Brown. She graduated from LaSalle High School and attended Lake Superior State University, earning a Bachelor of Science degree in Criminal Justice. She went on to become a licensed mental health tech with the State of Michigan, and began her employment with the Sault Tribe in 1983.

On September 24, 1999 she married her love Ben Goudreau.

Shirley's obituary can be found on page 15 of this issue.

Cervical cancer screenings and HPV vaccines available at all Sault Tribe health centers

BY BRENDA AUSTIN

Ladies (and gents!), let's not become an unnecessary statistic. Screenings for cervical cancer are recommended to begin at age 21, and the HPV vaccine is recommended for both girls and boys ages 11-12, but can be given through age 26.

In 2012, 313 Michigan women were diagnosed with invasive cervical cancer, and in 2013, 128 Michigan women died from this disease.

Sault Tribe Medical Director Rebecca Werner, MD, CAPT USPHS, said, "The way we screen for cervical cancer is with a Pap smear and sometimes a test for exposure to HPV. Both of these tests are available at all four tribal health clinics and we

encourage patients to schedule appointments for these screening exams."

Werner said for female patients at Sault Tribe health centers ages 21-65, "We screened 70 percent of them for cervical cancer in 2015, which is up from 62 percent in 2012."

And for 2015, tribal health centers immunized 69.1 percent of adolescent females, and 65.2 percent of adolescent males with the HPV vaccination, which is well above the state average Werner said.

The Pap test is a simple, easy-to-administer screening test to detect cervical cancer. More than half of cervical cancer deaths are seen in women who have never had a Pap test,

or have not had testing in more than five years.

Cervical cancer is caused by prolonged infection with the HPV virus. "Human Papillomavirus or HPV vaccination is also very important because it can prevent about 85 percent of all cervical cancer cases in the United States," Dr. Eden Wells, Chief Medical Executive of the MDHHS, said. "The HPV vaccine is safe, effective, and produces better immunity when given at the recommended age of 11-12 years. It can prevent cervical cancer in women as well as other cancers in both women and men."

Three doses of HPV vaccine are recommended for girls and boys at 11-12 years of age, but

the vaccine can be given up through age 26. However, as of September 2015, only 30.5 percent of females and 19.3 percent of males ages 13-17 had received the entire three-dose vaccine series, according to the Michigan Care Improvement Registry.

Vaccines for Children (VFC), Medicaid, MI-Child, and most health insurances pay for the HPV vaccine. If your child does not have health insurance, or does not have insurance that covers these vaccines, ask your health care provider or health department about the VFC program. VFC provides no-or-low cost vaccines to eligible children, 18 years of age and younger. All tribal health centers have

the HPV vaccine available.

Screening for cervical cancer is recommended to begin at age 21. Through the Healthy Michigan Plan, women's preventive health care – such as screenings for cervical cancer, mammograms, prenatal care, and immunizations – is covered without co-pays. Pap tests are available at many community-based clinics, and for women ages 40-64, Pap testing is accessible through the Breast and Cervical Cancer Control and Navigation Program (BCCCNP).

Werner said, "Your tribal health centers have the capability, knowledge and desire to prevent cervical cancer through immunization, and screen for it with Pap smears."

Eight common myths about heart disease exposed

February is Heart Month. As you navigate the journey to better heart health, don't get tripped up by these common myths.

1. Heart disease is only a concern for older adults.

In fact, plaque can begin to build up in the arteries in childhood or adolescence. The number of women dying from coronary heart disease between the ages of 35 and 44 has grown in recent years.

2. Chest pain is the first sign of a heart attack.

Shortness of breath, nausea, fatigue, feeling lightheaded, or pain in the jaw, arm, neck or back may be the first sign. Women are especially unlikely to list chest pain as the first clue that something is wrong.

3. Once I have had heart surgery, I can go back to my old lifestyle habits.

Angioplasty and bypass surgery relieves chest pain and may improve the quality of your life. However, chest pain may eventually return and you are still at risk for heart attack and stroke. It is recommended to enter a cardiac rehab program, see a registered dietitian, begin smoking cessation and begin an exercise routine as approved by your doctor.

4. If you have heart disease, your goal should be to eat as little fat as possible.

In fact, some types of fat have a protective effect on the heart. Instead, you should avoid saturated fats (i.e. fatty meats, whole

milk dairy, butter and tropical oils) and trans fat (i.e. hydrogenated oils like shortening), choose more healthful fats (i.e. olive oil, canola oil, walnut oil, nuts, seeds and avocados), and try to eat fatty fish (i.e. salmon, tuna, lake trout) twice a week.

5. As long as you take your cholesterol medication, you can eat whatever you want.

Statin drugs reduce the amount of cholesterol that your liver makes, but if you do not make dietary modifications when on statins, your cholesterol levels will not improve and may get worse.

6. Exercise is too risky for people with heart disease and should be avoided.

In fact, after a cardiac event

like a heart attack, it is usually recommended that people enter into a cardiac rehabilitation program and start exercising within two weeks. Exercise can help to strengthen the heart and improve blood flow.

7. During a heart attack, the heart stops beating.

For some people, this is true. However, it is not true for everyone. During a heart attack, the heart muscle begins to die, but may continue to beat.

8. Everyone over the age of 50 should take a baby aspirin every day.

If you are at low risk for a heart attack or stroke, baby aspirin might actually do more harm than good. Aspirin increases the risk of bleeding, including bleed-

ing in the brain or stomach.

This article was adapted from the article "Eight Common Myths About Heart Disease" by Elaine Hinzey RDN, LD/N for the website RD411. The full article can be found at: <http://www.nutrition411.com/heart-health-center-your-patients/articles/eight-common-myths-about-heart-disease>.

For more nutrition and healthy eating information, please contact your local diabetes and nutrition programs in Sault Ste. Marie (632-5210), St. Ignace (643-8689), Hessel (484-2727), Munising (387-4614), Escanaba (786-2636), Manistique (341-8469), Marquette (225-1616), and Newberry (293-8181).

Impact of household cleaners and your health

BY JORDAN JOHNSTON, SAULT TRIBE ENVIRONMENTAL DEPARTMENT

As winter rages through Michigan, we close the windows and doors that allowed fresh air into our homes all summer. We often find in the fall and winter months indoor air quality becomes a bigger issue. Those harsh chemicals and solvents we use to clean our homes all produce lingering odors, making it obvious that no matter how much we rinse, the chemicals are still present.

Impacts of cleaners on personal and environmental health

Many household cleaners contain volatile organic compounds, or VOCs, that easily become vapors or gases. Along with carbon, they contain elements such as hydrogen, oxygen, fluorine, chlorine, bromine, sulfur or nitrogen. VOCs are released from burning fuel, such as gasoline, wood, coal or natural gas. They are emitted from oil and gas fields, diesel exhaust, solvents, paints, glues and other products used and stored at home and at work.

Household products that may cause indoor air pollution and in turn cause adverse side effects to our health include solvents, varnishes, waxes, paints, draperies, glues, adhesives, cleaning and maintenance products, wood pre-

servatives, air fresheners, moth repellants, dry-cleaned clothing, personal care items, hobby supplies, stored fuels and automotive products.

Making better choices and using safe alternatives

The first and perhaps easiest way to help lessen the effects of household cleaners is to make sure areas you are cleaning are well ventilated. Open windows, when possible, keep doors open when cleaning and be aware of how much time you are spending in the area. If you find yourself experiencing discomfort such as breathing problems or a headache remove yourself from that area immediately and seek a source of fresh air.

There are many green and less abrasive alternatives to popular cleaners. Read all labels on cleaning supplies and household products before buying. Choose products that do not contain, or have reduced amounts of, VOCs, fragrances, irritants and flammable ingredients. Especially avoid lemon or pine scented cleaners. Volatile chemicals known as "terpenes," derived from pine and citrus oil cleaners produce an asthma risk. Terpenes can react with trace levels of ozone to form formaldehyde, an asthmagen and known human carcinogen.

The power of soap and water is highly underrated. Not only

does it usually do the job with a bit of elbow grease, it's a much safer and cheaper alternative to that cupboard full of cleaners.

White vinegar is an amazing alternative to most cleaners. Not only does it disinfect it also effectively cuts grease.

For those stubborn stains that need a little bit of scouring, baking soda is a perfect alternative to powdered cleaning products.

Lemon, when not combined with harsh chemicals can really pep up a cleaning job. Rubbing a lemon on surfaces can help disinfect and leave it smelling of that lemony fresh scent we all love.

Also, it doesn't hurt to ask your elders. Oftentimes they grew up in homes that didn't have these harsh cleaning products and have come up with their own creations or have cleaning recipes that have been handed down through generations.

It's understandable that using a lemon to disinfect a cutting board might leave you wondering if it really works. We're a product of our times and we've been taught that we need these products in order to properly clean. That's where new generation "eco-friendly" or "green cleaners" can step in. It's important to do your research before investing in these products. Just because the label says they are "green" doesn't necessarily mean it's true.

The United States has relaxed laws when it comes to ingredients lists. Manufacturers are not obligated by U.S. law to list all ingredients in consumer products. Products labeled as "green" don't necessarily equate to being safer.

Compare labels and do your research. The Environmental Protection Agency website (www.epa.com/saferchoice) provides detailed information about various household products and can help you find the cleaner that is right for you.

Avoid air fresheners and seek creative alternatives

Finally - don't use air fresheners. Air fresheners are riddled with chemicals. I found a phrase while researching this topic that said, "Scented products emit a bouquet of VOCs." That sums it up perfectly. One single fragrance in a product can contain hundreds of chemicals. There's a reason we run into so many people with sensitivity to scented products, we're all sensitive to these products, some folks just show the effects more quickly than others.

Baking soda is the "go-to" for absorbing smells. There's a reason our mothers all had a box of it in the refrigerator.

Vinegar, again, works wonders for absorbing smells. It can be added to the wash to soak up smells or even put in small containers and hid around the house.

With this current wave of essential oil sales a drop of natural oils in diffuser can give you that scent you are looking for without all the other chemicals mixed in.

Finally, my favorite alternative to air fresheners is to simply boil water with a stick of cinnamon. It makes the entire house smell like cinnamon and has no adverse effects or volatile reactions with the air.

Make the choice to protect yourself and Mother Earth

Small changes make big differences. Even when you are not using the chemicals in that cupboard under the sink, they are releasing toxins into the air.

Please be aware that throwing out these cleaners or dumping them down the drain may get rid of them for you, but you're simply passing the problem on to Mother Earth. Take the proper steps to recycle them.

Always remember the Sault Tribe Environmental Department is here to help answer your questions and listen to your concerns when it comes to issues such as indoor air quality.

We would be happy to discuss healthier and safer alternatives to household cleaners and fresheners with you. You can reach me by email at Jjohnston@saulttribe.net or call (906) 632-5575.

Immersion challenges students to learn about Native culture

BY LAUREL THOMAS GNAGEY,
MICHIGAN NEWS

What is an Indian? Students in the course Archives and Oral Histories thought this must be a loaded question when they were asked to write an essay on it the first time. Surely Indian isn't the right word, several wrote, as they had been taught growing up that the politically correct term is Native American.

A couple of students said it was the name for people of India, and they blamed Christopher Columbus for the confusion because he used it to describe the Native people he found when he thought he had landed in the east. Others admitted they didn't really know. A "foggy fairy tale," one suggested. For others the name invoked images from popular culture: cowboys and Indians, war paint and feathered head-dresses, the Natives in the story "Peter Pan," and the controversial Pocahontas, portrayed in an animated movie released around the time they were born.

Nearly all were sure they never had encountered an Indian in their lives.

"Their first writings were academic. You could tell they were well researched," said Cecil E. Pavlat, Sr., Sault Ste. Marie Chippewa Tribe community member and retired leader, who with others from the Upper Peninsula tribe helped U-M faculty create an immersive experience for the students. The hope was that giving them somewhat unprecedented access to Anishinaabe rituals, customs and celebrations would help students answer the Indian question a little differently in two writings that would follow.

Immersion and engagement

"This course is very engaged learning. I think that it's one of the best ways to work with students in terms of helping them understand how their studies can interface with the rest of their lives," said Anita Gonzalez, professor of theatre and drama.

The first part of the course immersed students in the culture of Native Americans, and the second part asked them to take what they learned from archives and ethnographic research and turn it into a performance piece.

The idea for a course that would allow students to learn about the Anishinabek living in Michigan came to Gonzalez after she went on the annual U-M Road Scholars tour.

Organized by the Office of the Vice President for Government Relations, the trip takes faculty on a five-day tour throughout Michigan in spring to expose them to the state's economy, government and politics, culture, educational systems, health and social issues, history, and geography.

"When we came up to the Upper Peninsula, I fell in love with it," said Gonzalez, who was surprised to learn there was not a strong relationship between the university and the tribe in the U.P.

Gonzalez approached Road Scholars organizer Dana Sitzler, associate director in OVPGR, about co-writing a Third Century Initiative grant to offer a course that would strengthen that connection. U-M has committed \$25

million to teaching projects that transform the way students learn.

Sitzler knew the only way it could work was if tribal leaders were on board, so she took the idea to Pavlat and Jacqueline Minton. Both have helped with the Michigan Road Scholars program and were happy to participate in a project that would increase understanding about Native people living in Michigan. Minton, cultural buildings coordinator for the tribe, manages the Mary Murray Cultural Camp on Sugar Island, across from Sault Ste. Marie. She regularly organizes events to help students in the tribe better understand their culture. Pavlat, who retired from the tribe's cultural department, continues to teach language classes.

The team arranged meetings in Ann Arbor and on Sugar Island, culminating in a four-day immersive experience that allowed students to learn a number of traditions firsthand.

Corn teachings

Long a staple of the Native American diet, corn is considered one of the tribe's sacred foods, along with strawberries and meat. Even today, members carry out the long process of drying the ears, removing kernels from the husk, boiling them with hardwood ash, removing the hulls, rinsing off the ash, and drying them again before making dishes like hominy corn soup.

Paula Modafferi, a dance major, couldn't wrap her brain around the lengthy process at first when considering how easily available food is today.

"You save the corn over a year before you can make it edible," she said, explaining that even after that lengthy drying period, preparation of the corn for consumption stretched out over several days.

Elder George Martin helped the students understand the importance of the tradition, sharing the story of how Native people came to have corn. Legend has it that a young man asked the Chief Sky Spirit if there could not be some food to feed his people without them having to hunt every day. The lengthy story involves the young man wrestling with a being that would essentially die, be buried and give rise to the crop.

Even Martin's explanation of how an ear of corn is constructed sounded spiritual.

"Each one of those silks goes to one of those kernels. It's like an umbilical cord that keeps that one kernel alive," he told them.

Spiritual traditions

Fire illuminated the canvas-covered lodge that had one large hole in the ceiling to release smoke and lift prayers. As everyone waited quietly, reverently, for all to be assembled, the only steady sounds were the crackling fire and large heavy drops of melting snow landing on leaves that had barely made it to the ground.

Snow came early, even for the Upper Peninsula, as though planned for students who had never before seen the white stuff. Its presence allowed Pavlat to offer stories that could only be told after the first snowfall.

On U-M's fall break weekend in mid-October there would be

no sleeping in for these students, who got up early two mornings to experience this sacred ritual sunrise ceremony.

The signal the service had begun was Pavlat's rhythmic drumming and his song of thanks and honor to the new day. It is at sunrise, he explained, that "all beings pause and reflect on what it is they have been provided."

A spirit of thankfulness permeates most of the Anishinaabe sacred rituals. A few hours later the students participated in a sweat lodge, which is a time for expressions of thanks and prayers for others.

"I feel really grounded and open," said Mia Massimino, inter-arts performance major. "Being in that altered physical state, and also altering your mental state in a different way, I thought was really beautiful and helpful."

In order to have full appreciation of the ceremonies, students were part of the preparation as well. They chopped wood to make the fires. Each chose a "grandfather" rock that would be heated by fire and then placed in a small pit in the center of the round, domed canvas-covered lodge to generate extreme heat. Students also gathered the cedar leaves that would line their path into the lodge and cover the bare ground where they would sit. Each step to prepare, including the precise placement of the leaves, had traditional significance.

"This morning Cecil was saying, at the sunrise ceremony, that he can't give us everything because he doesn't want to overwhelm us, but I feel like even what we're getting, just the little bits, is just so filling. It feels good," said Emma Bergman, also an interarts performance major. "It's the kind of learning you don't get in Ann Arbor."

The storytellers

The histories of Native American tribes are rarely written down but are relayed orally from generation to generation. This includes tales about spiritual beings and the origins of some of the traditions, but also accounts of the every day lives of people.

"The Anishinaabe tend to share their personal stories and experiences, something we don't see in academia. We sometimes forget that our personal stories are just as important as what we're doing," Sitzler said.

Students heard from Tribal Elder Mick Frechette, who left his beloved Sugar Island for the military and then employment in the auto industry. For years, living first in Germany and then Southeast Michigan, he longed to return to the island, and eventually did.

"I go up and down a road and see spots that remind me—certain smells when you are in the woods—that bring you back to your childhood, and it's really beautiful," he said.

Elder Leonard Kimewon told the students about the maple syrup he makes every spring just to share with friends—a process that is a lot of hard work. It wasn't always so, he said, telling a story about how syrup once flowed freely from trees. But earlier people were "disrespecting the earth, eating it all and getting

fat," he explained, "so Creator made it only run in spring and only in the form of sap that had to be boiled to make syrup."

Eighty-eight-year-old "Uncle" Basel Willis reminisced about days when money was not very plentiful but also not so important. Everything was bartered or darn cheap. "Three cents for a bushel of potatoes, I made 62 cents an hour working like a man. We respect people. We work hard and don't have our hand out."

Reclaiming what is lost

Although the stories do get passed down through the generations one thing that has not always been shared is the native language, Anishinaabemowin. It slowly has been disappearing, due in large part to the forced boarding school experience where native people were punished for using it. This made today's elders reluctant to teach it to their children, so it rarely is used by modern generations. Tribal education leaders hope to change that, U-M students learned at another stop on their tour of important tribal locations.

"Mino-Giizhigad." Mike Willis, Native American Studies department chair at Bay Mills Community College, told students in his language class that this means "nice day" in the Anishinaabemowin language.

"We take great pride in teaching our history, our way of life," Willis told the U-M visitors prior to the class.

Bay Mills Community College, one of three of the state's tribal colleges, along with other institutions, is working on a project to restore the language, offering intensive weekend courses as well as including it in college curriculum.

Mixing of old and new

Just like Frechette's stories about the contrasts of life in the auto industry and raising children who played hockey—very well, in fact—and then the culture back on the island, it is clear that being Anishinabek means holding tight to tradition while embracing contemporary culture.

While U-M students learned the traditional way to prepare corn for soup and light a fire using a flint and dried leaves, they devoured spaghetti, chicken pot pie, bagels and pancakes made on modern appliances and served with plates and utensils from the local Gordon Food Service.

The tribe's regard for Mother Nature and all living creatures translated into talk about contemporary environmental concerns: fracking, over-use of resources and pollution.

"I'm not real proud of what we're handing our children but I do believe we are teaching our children so that they can take care of it," Minton said of the earth, and then challenging the U-M students. "You're a vessel for all of this, you're a voice for what's going on out here in nature."

Even the gravesites at Mission Hill Cemetery showed the contrast between tradition and contemporary culture. One grave was encircled with some 70 small fieldstones with first names crudely written on them, relatives presumably. A few feet away was a memorial with athletic caps

and other paraphernalia bearing logos from teams like the Detroit Lions, Tigers and the Michigan Wolverines.

True to the storytelling, each grave offered a hint of the person buried there: photos, toy trucks, porcelain eagles, lighthouses, stain-glass butterflies, and dream catchers, are just a few of the keepsakes.

Gabrielle "Dani" Hayes couldn't help but notice the difference in the very personalized resting places in this cemetery compared with those one might find in Southeast Michigan.

"People pay \$10,000 to get a gravesite and barely can decorate it with flowers," she said. A few minutes later she saw a family name and wondered if there was any connection.

San Duanmu, professor of linguistics, offered an observation during a final talking circle that resonated with many of the students: "There are people who approach a different culture and say, 'Look how different they are from us.' Then there are people that enter a culture and say, 'Oh, look how similar they are to us.'"

Revisiting the question

What is an Indian?

By the end of the weekend during moments of reflection at the camp and in essay No. 3 the answers came into focus.

During the talking circle, Zach Kolodziej, art and design, called the Sault tribe a "living, breathing culture" whose members have "strong teaching and traditions but are open to change."

Samuel Hamashima, musical theatre, noted the attitude among the people that "every day is a gift."

Bergman was thankful the weekend had provided a comfortable space "not to know" and to learn to answer the question.

Yifei Lu, an engineering major from China, had never experienced the forests and trees and wondered how different he might be if he had witnessed the gentle spirit of those who called the woods their home.

"They're starting to question some of the things that they learned through their academic careers and think about the people differently," Sitzler said.

The final essays showed great growth as well.

Indians are "resilient, graceful, loving," one student wrote. Others remarked on the Native people's sense of spirituality and belief in honoring the past.

One student described them as living lives "steeped in weighty traditions," while claiming "the American struggle," of having to make a living and deal with the same issues encountered by people outside of their tribes.

Each of the students wrote about an experience that changed them: made them think more about nature and be thankful for relationships and opportunities.

And that question about how PC the term Indian is finally was resolved. Several wrote that Pavlat told them it's all about the intent of the user—as simple as that.

Reprinted with permission. See additional video at: <http://world-class.umich.edu/course-challenges-students-to-learn-about-other-cultures-through-immersion/>

Studies: Eating fish during pregnancy good for baby

BY BRENDA AUSTIN

Eating fish is good for you — we all know that. We have also been told that certain types of fish are host to contaminants and mercury and to either not eat them, or limit their consumption. There is good news on both fronts — contaminants found in Great Lakes fish have declined a significant amount since monitoring began in the early 1990s. And, two new studies show that women who eat more fatty fish such as salmon and lake trout have babies with larger brain sizes and less incidents of autism.

Inter-Tribal Fisheries and Assessment Program Environmental Coordinator Mike Ripley said the Spanish study is one of the only large-scale studies of maternal consumption of fish in relation to contaminants and nutrients that has been done. The women in this study ate up to 600 grams a week of fish, which is about three servings. The finding was that women who ate more fish, especially fatty fish, had babies with larger brain growth and less incidents of autism.

“That study mirrors what we have been finding out about Omega-3 fatty acids for the last 15 years — that it is vital for brain and eye growth, especially in fetal tissue,” Ripley said. “That brings us to the Japanese

paper, which looked at molecular functions and why Omega-3 fatty acids might enhance brain and eye development. They found that the ratio of Omega-6 fatty acids is important, which you get from plants like corn. The American diet is very high in Omega-6 because we have so much corn-based food. The Japanese study also found that too much Omega-6 leads to less brain development in children if they also aren’t receiving the right ratio of Omega-3 fatty acids. So, this study also found that eating fish is good for fetal brain development.”

The Spanish study evaluated 1,892 and 1,589 mother-child pairs at the ages of 14 months and 5 years, respectively, in a population-based Spanish birth cohort established during 2004–2008. Bayley and McCarthy scales that measure development in infants and the Childhood Asperger Syndrome Test were used to assess neuropsychological development. They found that the consumption of seafood by the mothers while pregnant above the recommended limit of 340 grams a week was associated with higher increments in neuropsychological scores for their babies. Consumption of fatty fish also showed a positive association; presenting moderate child neuropsychological benefits, including improvements in



Whitefish from Lake Michigan

cognitive functioning and some protection from autism-spectrum traits.

Researchers at Tohoku University’s School of Medicine found that a balanced intake of fats by pregnant women is necessary for the normal brain formation of an unborn child.

They noticed that when female mice were fed omega-6-rich but an omega-3-poor diet, their offspring were born with a smaller brain and showed abnormal emotional behavior in adulthood.

These findings are important because people in many countries have similarly poor dietary patterns and consume more seed oils that are rich in omega-6

fatty acids and less fish rich in omega-3 fatty acids. The study found that the premature aging of fetal neural stem cells that produce brain cells caused the brain abnormality in the offspring of mice used in the study. This premature aging was caused because of an imbalance of omega-6 and omega-3 fatty acids. Their offspring also showed higher anxiety levels.

Ripley said, “Contaminants are going down in fish and it looks like mercury will start going down, too, with the reduction in the number of coal fired power plants. Research being done into the health benefits of eating fish vindicates our view that fish is healthy eating.”

He also said that taking the fat out and removing the skin from fish before you eat it will reduce the amount of organo-chlorines you consume, but not the mercury.

Fish species with lower amounts of mercury levels and other contaminants in the upper Great Lakes include rainbow smelt, lake whitefish, lake herring, perch and lake trout.

In an effort to educate people about the many benefits of eating fish, the Inter-Tribal Council (ITC) of Michigan is partnering with the Medical School of Wisconsin to develop an app for smartphones. Ripley is working with the ITC to help with app development. The app has you choose the species of fish you want to eat and it will tell you the health benefits vs. the risks.

The National Institute of Health grant is also going to pay for fish contaminant monitoring. Ripley said they would be monitoring not only whitefish and lake trout, but also a number of other species including smelt, herring, perch, and walleye. As part of the same grant, he will be purchasing four types of fish from local stores in Sault Ste. Marie — tilapia, cod, tuna and salmon — and testing them for contaminants.

The bottom line, eat more fish. It’s good for you — and baby too!

2016 Sault Tribe Inland Application

Please fill out the following application indicating all harvest tags that you would like in addition to your 2016 Harvest card. The Harvest card authorizes you to participate in activities pursuant to Chapters 21 and 23 of the Tribal Code only. Great Lakes activities require separate permits pursuant to Chapter 20 of the Tribal Code.

In 2016, the cost for each member will be \$5. You must pay with a check or a money order payable to Sault Ste. Marie Tribe of Chippewa Indians. A \$36 NSF charge will be applied to all checks returned by a financial institution. If you have questions, please contact Sault Tribe Law Enforcement (906-635-6065). Youth (16 and under) and Elders (60 and over) are not required to pay fees. New applicants must provide a copy of their Tribal card and if born after 1960, proof of hunter safety. **All members who held a 2015 harvest license MUST complete a harvest report .**

First name Middle Last

Address City State Zip

File Number(red# on Tribal ID) STS # (Red #on harvest card) Date of birth Sex

Phone number Email address

Hunting harvest card
Includes Inland fishing, general gathering, small game, waterfowl, migratory birds and general furbearer.

Application Harvest Tags

Deer

Spring Turkey

Fall Turkey

Pine Marten, Bobcat, River Otter, and Fisher Harvest Tags

Non-hunting harvest card
Includes Inland fishing and general gathering.

Bear and Elk Applications will be available on the Sault Tribe website and the newspaper in April 2016
Walleye and steelhead permits for the specially regulated seasons will be available by contacting the Inland Fish and Wildlife Department, 906-632-6132 or see website for details (www.saulttribe.com).

For all other permits pursuant to chapter 21 and 23 of the Tribal Code, you must contact the Conservation Department @ 906-635-6065 (i.e. State Firewood and State Maple Sap).

Please mail completed applications to:

**P.O. Box 925
Sault Ste. Marie, MI 49783**

Stabilizing Our Great Tribal Nation:

\$4,300,000 + \$1,200,000 = \$5,500,000 CSC WINDFALL!



Aaron A. Payment, MPA
Tribal Chairperson

Proudly Representing All Members Everywhere!

Ahneen, Boozho, Negee!

Over the last few years, I have chosen to focus on the positive so I will be careful in how I describe the return of services that were stripped away after I left office in 2008. This renewed attitude comes from a quote from my mom, Katherine "Gotnee" Payment who passed away in 2005. The picture below is of my mom and me. The quote is from my her journal, It is with this spirit that I try to keep a positive outlook and focus.

BALANCED BUDGET EVERY SINGLE YEAR

Every fiscal year-end I have been Chair (2004, 2005, 2006, 2007 & 2012, 2013, 2014) I have balanced our budget. How? By knowing my job as Chair and as the Chief Administrator for the Governmental Operations and Programs and Services of the Tribe. For those areas where I do have authority, I pay close attention and keep track of spending through a system of monthly financial reviews and cash flow analyses (the Board receives 100 percent of this information); not spending

funds not budgeted; and publishing a monthly check registry for the Board's review to ensure transparency and accountability.

Unfortunately, after I left office in 2008, these processes were abandoned. Since returning to office, I reinstated these processes. At no time when I have not been in the administration, have these practices been in place. As a point of fact, after I left office, \$330,000 was spent that was not budgeted after the Board specifically said "NO." How did this happen?! By not monitoring monthly expenditures against the budget and by the then Chief Financial Officer and Chair disguising this by writing checks less than \$50,000 to avoid detection by the Board in the financial monitoring protocols I established. For a whole year despite the oversight of the former Treasurer, this money was spent right out from under the Board's nose. Some Board Members knew and were complicit; others (DJ Malloy) tried to expose it but were told to, "Shut Up!". Since returning to office, these practices have halted.

CREATING FISCAL TRANSPARENCY

To strengthen our financial processes and facilitate transparency, when I was re-elected Chair, I asked for a slate of officers to include Denise Chase as Vice Chair, Cathy Abramson as Secretary and Denny McKelvie as Treasurer. The officers of the tribe have to work as a team so it made no sense to appoint officers who presided while aforementioned \$330,000 was spent. Treasurer McKelvie (my requested nominee) has been invaluable to my administration by Chairing the Audit Committee and Tax Commission. While a former Treasurer, and Tax Commissioner did raise the idea of taxing our Tribal commercial fishers, I will stand with our commercial fishers and lead the charge to overturn any such a foolish and offensive proposal via referendum.

It is especially important that the Treasurer work in tandem with the Chairperson to ensure we meet our cash flow requirements and payroll. Prior to returning to office, others who were assigned this administrative duty failed to meet payroll. In addition to Treasurer McKelvie supporting my Administration with respect to our budget (he attends all of my monthly financial review sessions) I attend the Tribal Audit Committee and Tax Commissions to ensure to offer any resources, cooperation or administrative direction the Treasurer, Audit Committee and Tax Commission need in order to ensure that there are no road blocks with respect to auditing our expenditures.

SECURING AND TRACKING MILLIONS IS NO SLIGHT TASK

Our Casino net revenues have stabilized to approximately \$82 million with a Tribal covenant of \$17 million to support the Tribe's programs, services and operations. This year, my team underspent what was appropriated by over \$1 million before team member

morale bonuses. Additionally, my administration successfully brings in nearly \$45 million in federal and State funds through our self-governance compact and through competitive grants and contracts and third party health insurance revenues. This doesn't just happen, it takes leadership, team work, positive recognition and reinforcement.

and positive representation of our great Tribal Nation at the local, state, regional and national levels. A strategic vision and focus on future revenues to expand services is a must. This is challenging given our revenues for several years were tied up in our Greentown debt, which is nearly paid off as well.

I monitor our cash

I am proud to say that my Administrative team's efforts in securing funds is unsurpassed and greater than at any time in our Tribe's history.

Most recently, my proposal to return the Health Professional Compensation increases along with nominal bonuses last year and 3 percent raises for all team members as approved. Our team deserves not only recognition, they deserve financial remuneration. Additionally, we just made the final installment payment on the Huntington Bank loan of \$4,545,000 that was taken out in 2008. It has taken a while as we paid interest until I returned to office. I have thrilled it is finally paid off. Additionally, our \$500,000 computer and software upgrade loan the Tribe received from the casino in 2013, during our casino debt refinancing was also paid off last year.

flow and ensure a balanced budget. I get accused by some for being overly liberal or socialistic in terms of caring about meeting the needs of our people. I am extremely conservative, however, when it comes to managing the Tribe's resources once appropriated. I don't spend one penny that is not previously appropriated by the Tribal Board.



PROTECTING OUR FINANCIAL SOVEREIGNTY

A key aspect of revenue production is though interfacing with federal agencies, Congressional Members, the President Administration, and through work on state, regional and national level committees. I give high praise and credit to long standing Board Member, Cathy Abramson for awakening this aspect of my job. While I was out of office, only Cathy ventured out in this realm. Not the then Chair, not any sitting Board Member. I share my successes here with Cathy. Cathy is now urging Director Kim Gravelle to take on this mantle of advocating for our Tribe. I am excited that Director Gravelle has accepted my invitation to

MULTIPLE ASPECTS OF LEADING OUR TRIBAL NATION

Monitoring our cash flow and expenditures is a key aspect of being Chairperson. Through implementation of the financial review process I created, I know our programs, services and operations inside and out. This requires a full time Chairperson. I do not have an outside job or personal business. While, I am a foster parent for my nephew (who is in 5th grade) and I have legal guardianship and I am raising my niece, my full professional attention, is dedicated to the multiple aspects of being our Chairperson. This includes: solid fiscal management; compassion and caring leadership of our team members; respect



*I wake up at 4:00 A.M. today, it's so nice and peace full.
I thank God for each day and night, and each second, because you don't know when things will change, so try and enjoy yourself all the time, and don't waste it by being negative.
Love Mom.*

testify on my behalf to protect our Great Lakes from diversion. We are working together on the Billy Mills Fun Run and Chi Nodin running team project management team. Director Gravelle has graciously agreed to chair this team. We work extremely well as a team. For that I am grateful.

REPRESENTING OUR PEOPLE AT THE HIGHEST LEVELS

I am proud to say that I have testified in Congress well over a dozen times now and have had several meetings in the West Wing of the White House to advocate for our people. The proof of our successes here has been appointments and contributions at national associations, committees, with Congressional Members, and the Presidential administration asking me back to testify including on the President's budget in the Senate Indian Affairs Committee. I am humbled by this and can't help but chuckle that the little Indian boy from Shunk Road who ran barefoot in the summers and used an outhouse till the age of 15 is testifying in Congress and meeting with Senators and the President of the United States. Make no mistake, however, no matter how amazing, fun, intimidating, and challenging this may be, I do it to proudly advocate for our people and make our ancestors proud.

CSC \$5,500,000!

One example of how this advocacy has brought back millions is through the work I did with the national IHS Contract Support Costs Work Group and in bringing a law firm to the Board to litigate to recover these funds. I am happy to report that the total we will have recovered will be just over \$5.5 million! If not for the \$1.3 million we recovered last year from IHS for Contract Support Costs, we would not have had a balanced budget due to 2015 casino revenue shortfalls. Last month, I introduced a resolution to use \$2.5 million of the \$4.3 million we recovered from the BIA to supplement our Elder checks still this year. Recently, a federal judge issued a ruling to pave the way for receipt of our funds which I anticipate will be by May of this year. Please stay tuned to see how we vote.

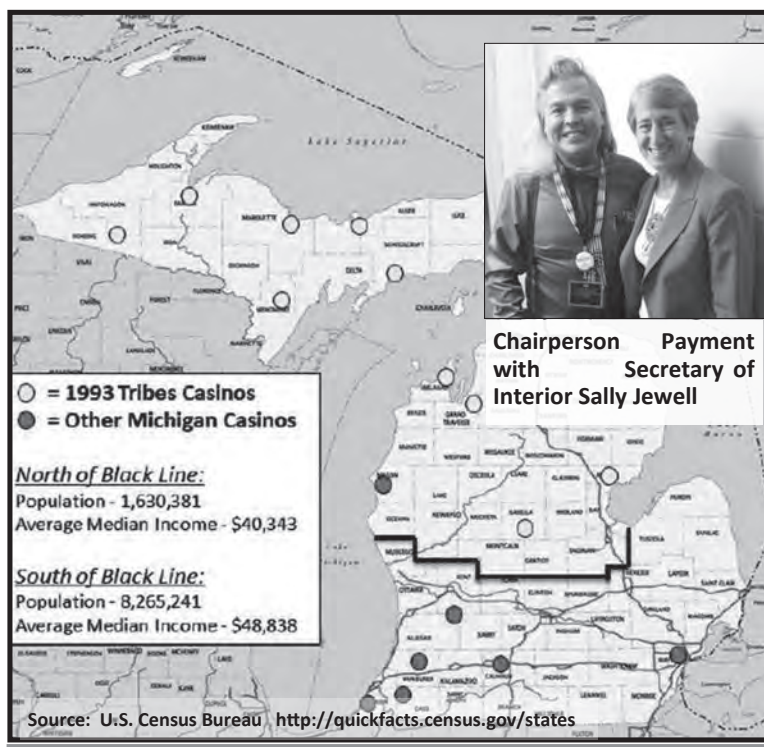
Again, I need to make it clear that I do not serve in any administrative capacity over gaming as the Board prohibited this. I do not supervise our Temporary Casino Executive. This person reports directly to the Tribal Board. Recently the Board voted post the position of permanent Casino Executive. When I was running to return to office in 2012, Director Pine spent every single Unit report for six months to blame me for our Greektown failure when in fact, the failure was due to the poor negotiation skills or kick back of a previous Chair that gave away 50% ownership to our Greek partners with no equity investment. I have spoken out about this consistently over the years.

In 2008, the Greektown Casino ended up in bankruptcy due to unfair and unequal treatment of our Tribe under the Michigan Gaming Control Board. Nonetheless, we started with a \$268,000,000 black hole that we were just not able to fill. Make no mistake, this came about by giving away 50 percent equity to the Greeks. Prior to returning to office, our debt was over \$50 million. With a conservative approach, we have paid down \$31,801,757 of this debt with just over \$18 million left to pay.

This debt has also restricted our ability to do new, sound economic development. We are, however, on the horizon of venturing out into new areas including more secure down state gaming expansion projects (approved via referendum by the people) and other economic development like defense and minority contracting; economic enterprise zones, and long term leasing of tribal property for big box businesses. In fact, we are in the final stages of hiring an economic development director who will focus exclusively on our businesses; develop a rational protocol for business development; review emerging business proposals from private interests; evaluate new businesses, and advise the Board of Directors in making sound business decision free from tribal politics. It is also important to note that while our casinos have been stagnant in our revenue production, our enterprises have quietly grown and provided over \$1 million a year in

what we call Tribal Support funds for programs and services. I credit Directors Hoffman and Hollowell for being the most consistent voices regarding the need to diversify.

While the market for the 1993 Compact tribes has diminished by over 20 percent, our market share reduced by less than half of this at 9 percent. We can always improve, but we did fair much better than most other '93 Compact tribes. Conversely, the '98 and later Compact tribes have increased their revenues by over 380 percent! When you look at the map to the left, you see that a key reason is that these casinos are much closer to population. Most '93 Compact tribes are located in regions of the State where just 1.6 million of Michiganders reside while the '98 Compact tribes enjoy a population of over 8.2 million. The incomes of those in the '98 Compact regions is 21 percent greater than the '93 Compact tribes. This analysis, underscores the critical importance of our tribe going to where the revenues are. Fortunately, we have a law that allows us to acquire land and use this land for our economic betterment.



Any lands acquired using among from interest or other income of the Self-Sufficiency Fund shall be held in trust by the Secretary [of Interior] for the Benefit of the tribe.

I have been doing presentations in each of our tribal communities during Elder meetings. I am asking that our Tribal citizens put aside any differences, and rally behind our Tribe. Without the addition of a new revenue source, we will not see growth. We are at a

CITY OF MANISTIQUE THANKS SAULT TRIBE



L to R: City Manager Sheila Aldrich, Mayor Janet Jeffcott, Directors Denise Chase & Darcy Morrow and Chairperson Aaron Payment.

“Chairperson Payment; We so appreciate the letter of support that you wrote for our grant. It was a huge help. The City and DDA feel fortunate to have this area to offer to the public and look forward to working with the Sault Tribe to make good things happen in Manistique. Thanks again for visiting us at City Hall”.

~ Sheila Aldrich, City Manager

The campground and public area will be built on a 23-acre parcel on the beautiful shores of Lake Michigan which was recently acquired by the City/DDA with a DNR Trust Fund Grant. The campground will include 50+ paved sites all complete with water, sewer, electricity and WIFI. It will also have a restroom and showers along with boardwalks to the beach. The public site will have parking, restrooms and boardwalk to the beach along with fishing stations located on the west break wall built with a GLFT (Great Lakes Fisheries Trust) grant.

critical stage such that our stability as a Nation will likely determine our success. I have worked hard to establish the necessary rela

SAULT TRIBE HEALTH CENTER WALK-IN-CLINIC

Since returning to office, my administration and the Health Access Committee of the Board proposed the return of the Marquette and Escanaba Clinic operations. This is just the start. There is much more to come including locations like Detroit/Drummond, expansion of the Newberry Clinic, and other areas. Another outcome has been the establishment of Walk-in-Clinic at the Sault Tribe Health Center. I have served on the Community Care Clinic at War Memorial for over ten years so it is satisfying to continue our relationship with them but expand to include our after hours clinic. Our goals include: increase access to acute or urgent care with open access; Reduce wait times; decrease cancellations; improve patient satisfaction; increase utilization rates; and provide a 24 hour phone number for patients to receive care, triage and follow up.

I am proud that Directors Chase, Morrow and I wrote the resolution to create this committee.

Chi Megwitch,

Tribe should not be hijacked by politics or platforms



DJ HOFFMAN
DIRECTOR, UNIT I

As you may have noticed the election cycle has commenced. The dates and deadlines are in the confines of this paper. While elections have commenced, the tribe should not be hijacked by platforms or the politics. We were all elected to perform a job and I am hopeful that the coming months will be productive.

COLA

Last month, I wrote about legislation that was introduced to ensure the budgets, as well as subsequent budgets, included COLA, cost of living allowances. This resolution (2015-264) was approved by the Board of Directors (on Dec. 8, 2015) to ensure that as we move forward our employees are no longer left behind. In FY 2016 the COLA for employees is set at 3 percent, subsequent years will be based upon CPI. The resolved section of the resolution is below:

NOW, THEREFORE BE IT RESOLVED, that there shall be a 3 percent cost of living allowance to the base wage for 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, so they will not be eligible for this cost of living.

Unfortunately, many people did not receive their COLA increases at the advent of the new year and thus the topic became a political football at the end of January 2016. On Feb. 2, 2016, new legislation was submitted to the board of directors and approved unanimously. The resolved section of the resolution is below:

NOW, THEREFORE BE IT RESOLVED, that for purposes of implementation of the COLA approved by the Board of Directors, the term "all" shall mean "all" team members, until

such time that a new market study is conducted to determine the relative position of team members with respect to "min," "mid," and "max" categories.

Tribal members, as you can see, many employees were initially denied their respective COLA increases because clarification was needed on the word "ALL," and thus the board of directors had to adopt a resolution that basically states that "'ALL' SHALL MEAN 'ALL.'"

Honestly, I believe the actual futility of the action speaks volumes and will leave it to the membership to decide how to interpret these actions.

CASINOS

The casino budgets were received in the last week of 2015. The tribal Gaming Authority approved the 2016 budgets in the first week of February. While it has been reported by some that the casinos are performing extremely well, the tribe's take for operations for 2015 was \$15.58 million. In past year's the tribe has consistently budgeted based upon \$17 million generated from casino operations.

CEO

The board of directors passed a resolution to post the position of chief executive officer of Kewadin Casinos. A selection committee has reviewed a large candidate pool listing and will be interviewing candidates in the third week of February. I am pleased to say that there are a lot of very highly qualified applicants and look forward to the day when a new permanent CEO can be selected and help move our casinos forward.

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

The tribe has many opportunities for diversification. There are existing businesses with positive cash flow that the tribe should consider targeting. The combination of the tribe's tax-exempt status and the businesses' existing cash flows would enable the tribe to diversify exponentially. We do not need to recreate the wheel, nor do we have to swing for the fence on every type of business



New gymnasium at JKL Bahweting School



venture that we partake in (casinos).

The tribal board will be interviewing candidates for the economic (development) director position in the second week of February 2016.

PRODUCTIVITY / INNOVATION

It is often depicted that certain "things or innovations cannot be done due to financial or economic constraints." Essentially, the excuse, "We do not have the money to do that."

The following are a few examples of how we currently operate and how we can be more efficient, save money and make a larger impact for our tribe:

From January 1999 to present Kewadin Casino has been leasing space for its busses and motor pool. Many are unaware that the old truck stop near the I-75 (exit 394) on-ramp is not owned by the Sault Ste. Marie Tribe of Chippewa Indians. Over the course of that time, the tribe has paid a monthly lease of \$1,811 per month for a total of over \$307,116 to date. Why would the tribe continue to lease a building when they have the ability to either (a) purchase a comparable

building and own the structure, (b) build a similar structure on trust land and own the structure, or (c) renovate existing tribal structures to accommodate our motor pool needs. I will be raising this issue in the coming months to ensure that we cease the status quo of "doing things the way we have always done them." This type of mindset is costly and counterproductive.

Big Bear Arena has consistently dipped into tribal support dollars since its inception in 1996. Over the course of that time over \$24 million in tribal support has been allocated to the Big Bear. First and foremost, I am in no way suggesting that the facility be shuttered and closed. However, the tribe has a tremendous opportunity to utilize our existing resources and departments to make Big Bear a more productive force for our tribe. It is not listed as one of our enterprises and thus should be reflected as a community center, housing our tribe's Education, Culture and YEA activities. Imagine a centralized hub focused on our community for tribal and community families where one can get assistance with higher education, learn the

language, get physically fit or strap on a pair of skates. There are several board members who support the development of such a place for our tribe. We have the resources in place and with recent structural changes, it is now time to ensure that we are investing those dollars to the maximum benefit of our tribal community. I look forward to working with members of the board to make this a reality.

JKL BAHWETING SCHOOL

The gymnasium will be completed approximately two weeks after this newspaper is printed. At this time, the gymnasium floor is installed, the heat, power and water are all in working order. Soon the gymnasium will be open for the benefit of the children.

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 in the school.

TRIBAL COURT

Currently the tribe is in the process of adding more provisions in our criminal code to ensure protections and proper punishment to violators. These changes are to ensure that our tribe is up to date with many of the changes within the law. Some of these changes under consideration are for the protection of one of our most valuable assets, our children.

I often speak of financial issues, as well as economic development related issues in my report. I want to assure the membership that the focus on these areas is to ensure that the funds, as well as the focus, remains on ensuring our tribe has the ability to continue to, and enhance services and programming. Sustainability is essential to our tribe's long-term success and growth.

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

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

Sincerely,
DJ Hoffman
home: (906) 635-6945
cell: (906) 203-0510
personal e-mail: djwhoffman@hotmail.com
tribal e-mail: djhoffman@saulttribe.net

ARC hires Case Manager Stacy King for Manistique office

BY BRENDA AUSTIN

Stacy King was hired mid-January as the Advocacy Resource Center's (ARC) case manager (victim advocate) for the western end of the tribe's service area and will be located in the Anishnaabek Community and Family Service's (ACFS) office at the Manistique Tribal Center.

She will be available 20 hours a week to provide advocacy support services to all Sault Tribe victims of crime living on or off of trust land in Delta, Marquette, Alger and Schoolcraft counties. Advocacy services are flexible in order to meet the individualized needs of each client and may include emotional

support, safety planning, assistance filing for a personal protection order or for Crime Victim Compensation, transportation assistance, information about and referral to community resources, and court hearing notification and accompaniment.

King has worked for the tribe since 2012, starting with the Housing Authority then working for ACFS as their parent educator.

Prior to beginning her work with the tribe, King was a member service representative for Hiawatha Behavioral Health for eight years. She is working on her bachelor degree in forensic psychology and plans to continue with her education

and earn both a masters and Ph.D.

King graduated from Manistique High School in 1993, and shortly afterwards she joined the Air Force as an air evacuation (medevac) specialist. She served through 1998 when her enlistment was up.

King said she likes the thought that she may be able to help someone in a bad situation. "Domestic abuse is a really complex thing, people aren't always ready to leave right away, and you have to provide the support they need until they are ready to get out of their situation," she said.

To contact King or find out more about services offered by the ARC, call (906) 341-9505.



Preparing for next Great Lakes Consent Decree



**LANA CAUSLEY,
DIRECTOR, UNIT II**

We are now limited to a 500 word report. I'm going to briefly describe the latest update on our casino properties. In reviews with the temporary casino executive and general managers of all five

casinos, we are truly above projected budgets. The changes have benefited and paid for increased EBITDA for the numbers aspect. The management and forms of better business practices have been discussed with each general manager and all state metrics and measurements are in place for accountability, training and development for each manager, training for departments and increased communication, and all seem to accept accountability for their casinos.

My greatest concern was communication and atmosphere of the businesses. I hear much good feedback about our direction and encourage and request every team member who feels they have input for the certain property is asked to share this with management for movement. I'm truly

hoping our front line workers see and feel the difference. As a leader, I'm seeing this in our bottom line for the financial side but only our workers can measure the management side so please be proactive and share your ideas for our changing direction to benefit our entire tribe.

We have now begun identifying potential candidates for an economic development director and permanent chief executive officer (casinos). I'm confident in the potential candidates who applied and I'm happy about moving on to enhance some solid ground for a permanent position on the casino side and very relieved and optimistic about having a director in place to enhance our businesses and diversify and create new ones. It is long, long overdue.

Since my last report, there have been no real legal updates, other than our attorneys and the chairman are scheduled to set up a meeting with Larry Roberts for our mandatory trust applications. As stated last month, we have to educate again and the delay is frustrating to all of us but I'm confident and hopeful the message is clearer this time.

One item of priority is soliciting proposals for RFPs to contract with firms for the upcoming Great Lakes Consent Decree. I introduced the legislation to move forward on this and I'm happy to report we now have at least 20 interested firms and we were notified from our general counsel we can expect to have materials submitted soon for next steps in the process to retain and secure a firm. I simply believe

the sooner we are discussing and taking steps to prepare the better outcome we will have.

In closing, I would like to recognize a past member of our governmental staff. Jeff Holt has accepted a career move outside the tribe and I wanted to say a sincere "chi miigwech" for his 22 years of hard work and dedication to our tribe. I wish him well and I know many members have worked with him and he was a vital staff member to our organization.

Please contact me with any questions or things you would like to discuss.

Baamaapii,
Lana Causley Smith
(906) 484-2954
(906) 322-3818
saulttribe.com

Abramson attends Clinton Foundation's Summit



**CATHY ABRAMSON,
DIRECTOR, UNIT I**

On January 25, I was honored to attend the Clinton Foundation's Health Matters Annual Activation Summit. This was by invitation only. I don't know how or why I was chosen but I was thrilled to represent our people.

This summit serves as the anchor event for the Clinton Health Matters Initiative and aims to underscore the Clinton Foundation's role in facilitating cross-sector solutions and systemic strengthening of chronic disease prevention efforts. During the Summit, the country's foremost experts and implement-

ers engage in action-oriented dialogue, taking examples and cues from their key programs and partners, using case studies of universally applicable successes and less discussed failures to chart the path for scaling and sustaining what really works in health advancement.

President Bill Clinton moderated the Town Hall Forum. Those on the panel were: Dr. Vivek Murthy, U.S. Surgeon General, Anya Pogharian, young inventor and student who successfully invented a dialysis machine that costs only \$500. Dr. Nate Gross, co-founder of Rock Health; Dr. Donald Warne, chair, Department of Public Health, North Dakota State University and member of the Lakota Sioux of Pine Ridge, SD; and Dr. Kyu Rhee, chief health officer, IBM Corporation.

I was extremely pleased that Dr. Warne was there as I was able to recommend him to represent and speak on behalf of all Native people. Dr. Warne told the large group that many health disparities exist in America and we don't need to travel outside the U.S. to help populations in need. We have third world countries within



Abby Wambach, World Cup and Olympic champion in soccer and Sault Tribe Board Member Cathy Abramson.

the United States.

Mortality rates among Native Americans at Pine Ridge and other reservations in the U.S. are much higher than any other races. Diabetes is epidemic in nature. Federal programs such as USDA provide foods that often result in obesity and diabetes. Tribes are not allowed to run their own program to select the food variety and culturally desired choices that would promote health.

Another point that Dr. Warne made was that many of our people have to travel very long distances to obtain benefits and services. Tribal access to technology is limited. Improving tribes access to technology is needed. Then developing software applications that would allow tribes to access or to sign up for benefits and programs such as Medicaid would be invaluable. President Clinton commented that his administration worked with the IRS to establish an on-line federal income tax filing system and someone should be able to come up with an app for this.

There were many other sessions and excellent speakers at this summit. Topics included: The Quest for Longevity and Our Rising Death Rates; Decoding the How of Scaling Health Solutions; Demystifying Digital Health; Reducing Health Disparities; Employee Health Improvement with a Focus on Families; and my favorite: How the Inclusion of Girls and Women in Sports Improves Their Health.

Abby Wambach, World Cup

and Olympic Champion in Soccer, said she wants to get young people looking up again. Because of the use of smart phones, notebooks, etc., young people are always sitting and looking down at their gadgets. She is concerned about long term effects on their bodies. When she was young, her mother used to tell her and her siblings to go play outside and don't come back until supper (Does that sound familiar to anyone?). She felt that safe unsupervised activities give young people more independence and imagination to be active and creative. Rest assured our young people need to be taught right from wrong and given limits to the areas where they can venture out.

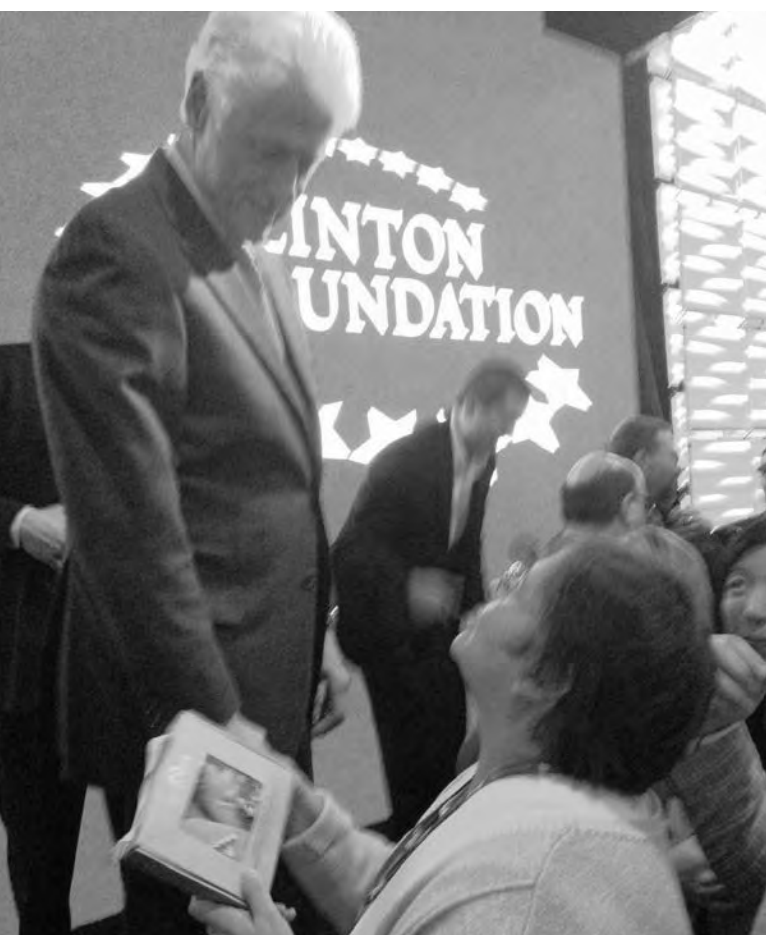
I remember my parents saying, "If you want to play, go play outside!" So we did! I can't help but remember when I was young how my siblings and I would head out to the shores of Bay de Wase to chase frogs and pollywogs, or going to the mudhole where we all took our turns learning to swim; or climbing apple trees and picking hazel nuts, chokecherries, sugar plums, strawberries, raspberries and blueberries. We also turned up rocks to catch copperbelly and garder snakes. At night, we would chase fireflies and pick nightcrawlers (good way to make some money). One of our most favorite events was going sucker clubbing at Suckers Creek. What a blast! You haven't lived until you've done that! I could go on and on so I better stop!

To get back to the message that Abby gave.... we need to get our youth back outside and moving around. There is so much out there to discover and the very activities that they do will be healthy for the body, mind and spirit. So kick your kids and grandkids outside and tell them to go play!

I am very happy to announce that Billy Mills will be returning to our community in May. He will be here to present at various functions from May 12-14. We are partnering with the JKL Bahweting School, the Community Health's SDPI and others to bring this event to our community. Now that you know the dates, you have time to get into shape to join the Billy Mills 5k Run/Walk. It's a wonderful community event and one that you shouldn't miss! Right now we have a number of young leaders who are on the planning committee. They are: Lisa Corbiere Moran, Jocelyn Fabry, Laura Collins, Aaron Litzner, Lori Jodojn and Jessica Dumback. Leading this committee is board member Kim Gravelle and Chairman Aaron Payment. If I have forgotten anyone's name, please forgive me. This is what happens when I wait until last minute to get my unit report done!

Also, we are going to have the return of the Chi-Nodin Running Club! We are able to do this because staff at Community Health listened to our people and wrote it into their Special Diabetes for Indians Program. I believe clubs will start up in Sault Ste. Marie, St. Ignace and Manistique. I am so excited about this. As you are aware, many of our former runners have gone on to be very successful in areas of high school and/or collegiate sports and or academics. This club taught them a lot more than just running. They learned the value in teamwork and goal-setting. Of course, they also learned that they just need to work hard to succeed in a race and in life. A Chi-Nodin reunion will be planned near the race day, so please mark your calendars all you Chi-Nodin alumni!

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



Bill Clinton and Cathy Abramson

Getting right people in jobs critical for future



**BRIDGETT SORENSON,
DIRECTOR, UNIT III**

We need to hear from you! Since we are now in the election cycle, my report will be lim-

ited to 500 words.

The board and administration are currently screening and preparing for interviews for the EDC director and the casino CEO. Unfortunately, the EDC position was posted almost a year ago so chances are many applicants have moved on. Getting the right people in these jobs could be critical for our future.

I think the tribe needs to hear from the membership on what the priorities should be. Is it to hire as many Sault Tribe members as possible or is it to hire the best person for the job while using tribal preference. On the business side, if we were to hire the highest qualified applicant who could actually produce more revenue, it would lead to more

money for services to our members. Currently, if you meet the minimum qualifications for the job only tribal members are interviewed.

We are lacking in our ability to train our current staff to move up in the organization. We have too many roadblocks to promote staff or transfer them to positions that better suit them. Until we solve these issues we are running inefficient.

On another note, we have been losing many people in our communities to cancer, accidents and other illnesses. During most of my time spent working for the tribe, we always came together to attend team member funerals or support our team members when a family member of theirs passed

away. I am ashamed to say that is no longer the norm. I have looked around at some funerals recently and there is no longer representation from top management or department heads. I remember a time when we were all a big family and cared about one another. It is unfortunate this climate does not still exist. This is another reason morale is low. Most of the 10 years I worked for the tribe was a great experience and I am sad to see the family mentality is almost non-existent.

The chairman has proposed taking \$2.5 million of our estimated \$4.5 million in contract support costs the government owes us and distributing it to the elders. What is your position on this? Do you think we should

give a one-time payout to 5,000 people, put the money into the principal of the land claims fund so that money will provide for elders for years to come, spend the money in other ways, or finally, save the money for a rainy day? We will be faced with new competition from the Odawa opening the Mackinaw City Class II casino this spring.

Mark your calendar for the St Ignace Family Fun Day on March 19 at the Little Bear as we honor Shirley Goudreau for her years of dedication to this event. Cakes wanted for the cakewalk!

I welcome your input on any of these issues I have presented. Contact me at bsorenson@saulttribe.net, bridgett91@yahoo.com or (906) 430-0536.

Massaway heading to D.C. to discuss health issues



**KEITH MASSAWAY,
DIRECTOR, UNIT III**

The board has worked on many budgets and have almost passed all of them for this year. We only have the casino capitol expenditures left on the table to pass and finish up the 2016 budgets. Actually, the process is never really finished and we should receive budgets to review, starting next month. The first budget is for Head Start and Early Head Start. They have to be in place by July, then Schedule "A" (which is mainly Education) and then schedule "B" (which is mainly Health) and then schedule "C" (which is our largest budget that encompasses all the other governmen-

tal programs. That budget is passed at the end of the calendar year. Other crucial budgets are the casino, enterprises and capitol expenditures. As you can see, it is non-stop for an entire year.

I will be in Washington, D.C., from Feb. 23 to 27 for the semi-annual meeting with the Secretary of Health and Human Services Special Tribal Technical Advisory Board to Substance Abuse and Mental Health Services Administration. That is a long title to say that I am an advisor that represents the tribes of the Midwest on the effects, causes and outcomes

of the addiction problems and mental health issues we have. The other board members are tribal leaders from all four corners of the United States. You have to be an active board or council member to sit on this board. Suicide is also a major focus of these consultations. Madam Secretary Burwell bases a lot of the funding allocations on input from our advisory board and several other boards made up of doctors, health administrators and social workers. It is reassuring that the tribes have a strong voice in these discussions at the highest levels.

We have had many important and loved members of our tribe walk on recently and I would like to express my condolences to all family and friends whom this has affected. Many of these people have worked hard to make this tribe what it is today and it is up to us to continue and make it great for those to come.

Thank you very much for all the e-mails and phone calls — it is great to hear from all of you.

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

Board passes casino budgets without detailed review



**DENISE CHASE,
DIRECTOR, UNIT IV
Casino budgets 2016**

The board scheduled a workshop to do a thorough review of the five casino budgets; but then it was cancelled because it conflicted with the chairman's direct report meeting. It should have been rescheduled immediately. The board had already passed a 60-day continuing spending resolution, at their 2015 spending level, so we had time to complete a detailed review, which would be no different than how we treated the governmental budgets. The chairman, board, budget staff, executive team, program directors and managers met several times on the governmental budgets and did more than one continuing funding resolution until everyone was satisfied that a thorough review was completed. Unfortunately, this did not happen for the casino 2016 budgets and they were pushed through

and approved last week by a majority of the board without a detailed review.

Economic development director and CEO Kewadin Casinos

Moving forward, the tribe will be conducting interviews this month on two very important positions to our organization. The positions were posted and HR received a huge number of qualified applicants. An interview panel review committee was formed and interviews will be scheduled soon. Hopefully, by the next newspaper issue, I will be able to update you on who was hired for those positions.

Special Diabetes Program

The Health Division received a grant renewal of \$912,394 a year for the next five years. The Diabetes Education Program and clinic staff offer many services, such as one-on-one professional diabetes education, nutrition counseling and diabetic prevention activities. The Community Health team and Special Diabetes Program staff provide services to tribal members and their families across the service area. Directors Morrow, Glyptis, Abramson and I gave input prior to staff submitting the grant application. Thank you to Lisa Meyers and Jennie O'Dell, who wrote the grant and were very successful.

Manistique clinic update

The board approved a 2016

budget modification to continue dentist services at our Manistique Dental Clinic. This budget mod allows our visiting dentist, Dr. Schilling, to continue to provide the needed dental services to tribal members who reside in the Manistique, Escanaba, Munising, Marquette and Newberry service areas. Dr. Schilling provides the needed routine and emergency dental services while the Rural Health, Dental and Health Directors are actively seeking to recruit a full time dentist for the Manistique Clinic. The Chief Solo Dentist position at the Manistique Community Center has been vacant since May 2015 with several dentist candidate recruits having declined the position. Dr. Schilling has been providing dental services since September 2015.

After months of recruitment, Rural Health Director Marlene Glaesman announced that Dr. Gloria Van Klompenberg had accepted the position as Physician Clinic Supervisor for the Manistique Health Clinic and Dr. Kroupa-Krulik would go back to the full time physician at the Munising Health Clinic. Thank you to Dr. Kroupa-Krulik for her service at the Manistique Tribal Center.

COLA increase

The Board approved to give a 3 percent COLA to employees in 2016. The recent 2016 Cola increase that was passed

for governmental, casino and enterprise employees still had some flaws in who would be eligible for the increase. When the resolution was passed for the increase, it exempted the health positions that were covered by a separate resolution and also disqualified the "over the max" group of employees. There was a prior resolution passed that "imposed a freeze on the wages of any team member (over the max) whose current wages exceeded the maximum wage for their position as determined by the market based compensation system adopted by the tribe." The main problem is, we are still working with outdated market study data, plus we have pay compression issues, throughout our organization. The over-the-max list of employees is made up of employees who got their

raises and COLA through the normal raise process and have years of longevity with the tribe, and also those who got huge increases and raises outside the normal raise process. So, at the last meeting, the board concurred and approved that all staff would receive the COLA. One of my board issues is that we have our executive team start on getting the information pulled together, including the cost, of having a new market-based wage / compensation system review done for all our governmental, casino and enterprise employees, like we just completed for the Health Division.

If you need to reach me please call (906) 203-2471 or my email is dchase@saulttribe.net.

Thank you,
Denise Chase, Vice-Chair

Michigan Revises its Quarantine for Emerald Ash Borer

The Michigan Department of Agriculture and Rural Development has revised the state's Emerald Ash Borer Quarantine to better reflect where Michigan is in its battle against the beetle. The quarantine revision now includes four additional counties in the Upper Peninsula — Baraga, Dickinson, Marquette and Menominee.

MDARD is revising its quarantine based on EAB detections made during United States Department of Agriculture Animal and Plant Health Inspection Services (USDA-APHIS)-led summer trapping and surveillance efforts. EAB was detected on USDA-APHIS panel traps in Dickinson and Marquette counties. The two positive traps in Marquette County were in the city of Marquette and northwest of the city of Marquette. The one positive trap in Dickinson County was near Norway.

Gogebic, Iron and Ontonagon counties will remain un-quarantined. For more information, go to the EAB website at www.michigan.gov/emeraldashborer.

Absence of trust still abounds at board table



JENNIFER MCLEOD,
DIRECTOR, UNIT I

Aaniin Anishnaabek, my article last month was met with great response from members. Many thanks to all of you who contacted me. However, I am sad to report that things at the board table have only gotten

worse, and with the coming election, I expect it to get much, much worse. The absence of trust still abounds and I watch as the rumors, lies and dirty politics affect the workings of our government. Our people deserve better! I often sit and think about solutions, searching for the "change" that so many of our members say needs to happen. As I was thinking about this dilemma, I looked at my tribal oath of office, and realized the answer was right there:

Epitch nin kitisiminan-banig. Gaiat gaie. Kaginig gaie. Apine gaie kagigekamig. Gaaiawigobanen. Anininabewini-bimadisiwinan. Nin ga manadenan.

Continually as our ancestors were in the past, and are now and will continually be forever I

will honor the Anishnaabe way of life.

We don't need to change. We need to go back to who and what we are... Anishnaabe people!

Honoring our Anishnaabe way of life is not happening when our leaders assemble to care for our tribe. We no longer act as an Anishnaabe tribe that happens to own a portfolio of successful, profitable businesses so that we can take care of our people. In my opinion, we have become a large business (that doesn't really know if it's a casino, a medical center, a landlord or a gas station) that just happens to own a tribe! When the chosen leaders (board members) of our tribe gather, the meetings almost never begin with our traditional ways of prayer and smudging (even though it is on the agenda). There are some

very fine individuals seated at the board table, but because of the leadership, we rarely talk about how to better the lives of our people. We talk about budgets. Our process of leadership in the board meetings has become colonized and assimilated to the point that we have lost our identity and, as a result, our focus is wrong. We don't need "change" we need to REMEMBER, and BE who the Creator made us to be... Anishnaabe gagige (Anishnaabe for always).

This can be a lengthy discussion, and I will write more on my website. But for now, I believe that our businesses need to be run by professionals, not politicians, we need to go back to being a tribe, not a corporation, and we need to keep our teachings front and center when we meet. If

we practiced our old ways, and embraced the seven teachings of our people (Love, Respect, Honesty, Humility, Truth, Wisdom and Bravery) the board room fighting, hatred, greed and lies would disappear.

For some, my words will ring true. For others, they will sound naive or idealistic. But, one need only to look back a short time in history to see that our ways worked. Anishnaabe gagige (Anishnaabe for always) can be a reality again. We need to follow our own path.

Anishnaabe gagige (Anishnaabe for always),

Contact information:

(906) 440-9151
jennifer.mcleod.2012@gmail.com

Website: <http://jmcleodsault-tribe.com>

Chi Nodin Youth Running Club being revived



KIMBERLE GRAVELLE
DIRECTOR, UNIT I

Aniin, first, I am happy to announce we are in the process of piloting a program to bring the Chi Nodin Youth Running Club back into existence.

Our first action was to approach Billy Mills to see if he would host the May 14, 2016, JKL Fun Run and help inspire the children to want to make a choice of a healthier lifestyle.

We are doing this in conjunction with the Sault Tribe Health Division. Our goal is to promote awareness of the health benefits of running and walking, both mentally and physically. This

would be a positive program for the benefit of our youth.

We have narrowed our list of applicants for the CEO and economic development director positions.

We will be conducting interviews in the very near future and hopefully will have these positions filled by the end of March. An economic development director would ensure that we continue to work on finding economic ventures in order to generate additional revenue, which would increase services to our tribal members.

The JKL Bahweting School gym is nearing completion. The contractors, Moore & Trosper, have done an excellent job. I would like to give kudos to DJ Hoffman for staying on top of this every step of the way. Again I would like to thank the board of directors for making this possible for the benefit of the students at the school.

At a special meeting in Munising, the board decided that a special advisory election will run in conjunction with the general election in order to fill the vacant seat in Unit V.

The board informed the members who were in attendance if they had any concerns they could contact any one of us and we would be happy to assist them.

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

Thank you,
Kim Gravelle

Sault Tribe members with bad addresses

Sault Tribe's members whose addresses are not up to date have "bad addresses" with the tribe's enrollment department. Please check over these names and if you see a friend or relative on this

"bad address" list, please let them know they need to update their address. It's very simple and quick! Just call 1-800-251-6597 or email Enrollment@saulttribe.net.

Abear, Kevin E	Alleyne, Doralee M	Arnold, Andrew G	Ballard, Ryan C	Beauchamp, Elizabeth D	Bellant, Andrew E
Abear, Steve M	Allison, Raymond D	Arnold, Christine M	Ballingash, Jordan J	Beaudoin, Angela M	Bellant, Brian F
Adamczak, April L	Allport, Phoebe R	Arnold, Rebecca L	Ballingash, Joshua R	Beaudoin, Curtis M	Bellant, Brian J
Adams Jr, Donald H	Almanza-ojeda, Crystal L	Arnold, Ruth A	Banach, Nichole M	Beaudoin, Seth E	Bellant, Brian L
Adams, Anthony R	Alvarado, Chelsi G	Arseneau, Lawrence R	Banks, Bailey J	Beaudry, Brandon M	Bellant, Charles M
Adams, Courtney N	Amerman, Corinne M	Arthur, Clinton J	Banks, Carrie L	Beaudry, Courtney L	Bellant, Danielle M
Adams, Craig P	Andary, Wesley J	Ash, Robert C	Banks, Cherie L	Beaudry, David M	Bellant, Hailey J
Adams, Crystal J	Anderson II, Robert E	Atkins, Shirley J	Barber, Gary L	Beaudry, Jennifer L	Bellant, Jason R
Adams, David L	Anderson, Andrea N	Atkinson, Edmund R	Barber, Jessica R	Beaudry, Katie M	Bellant, Jesse A
Adams, David M	Anderson, Aylex L	Auger, Jole' M	Barbric -Benton, Chayla J	Beaudry, Michelle A	Bellant, Johnathon A
Adams, Mark W	Anderson, Brandy M	Aultman, Inez A	Barens, Charlene A	Beaudry, Nikole L	Bellant, Kandy M
Adams, Mary A	Anderson, Brian S	Avery, Melissia A	Barens, Cheryl K	Beaudry, Ronald D	Bellant, Nicole M
Adams, Mindi L	Anderson, Charles F	Avis, Angeline S	Barens, Stephanie M	Beaudry, Shelly J	Bellant, Richard P
Adams, Scott M	Anderson, Maureen E	Ayers, Nichole M	Barkdull, Shelby D	Beaumont Jr, Neal J	Bellefeuille, Kimberly
Adams, Wyaudtnoong L	Anderson, Melissa S	Ayotte, Andy J	Barnes, Jonah M	Beaver, Jason C	Bellefeuille, Weston J
Adkins, Aaron C	Anderson, Mitchell E	Ayotte, Jason M	Barnes, Noah D	Becerril, Charlie S	Belonga, Amber R
Adkins, Savanna G	Anderson, Ryan E	Babich, Regina M	Barnett, Kathleen E	Beck, Donald B	Belonga, Holly L
Agawa, Lacey J	Anderson, Theran J	Bach, Andrew J	Barr, Brian J	Beck, Lavina L	Belonga, Jeffery L
Agawa, Thomas A	Anderson, William A	Bach, Ellen K	Barrett, Adrienne A	Beckham, Jason E	Belonga, Kevin J
Aikens, Lita M	Address Jr, David J	Bach, Matthew L	Barrett, Brandon K	Beckley, Cheryl A	Belonga, Kimberly M
Aikens, Paul J	Andrews, Harry J	Badgley, Maggie L	Barzda, Lawrence D	Beckman, David C	Belonga, Tyler J
Ailing, Lon	Andrus, Jerrolyn J	Badour, Peggy S	Basham, Angela D	Beckman, Jason J	Belonga-Torres, Charles W
Akers, Brandon D	Andrus, Ryan C	Bailey, Aaron A	Bastyr, Carrie L	Beckman, Kristin A	Belonga-Torres, Jacob A
Akers, Kevin S	Anguilm, Shannon D	Bailey, Donalee J	Bates, Derek J	Bedell, Carol N	Belonga-Torres, Paul E
Albert, Jacob R	Anguilm, Todd J	Bailey, Johnathon E	Bates, Jordan D	Bedell, Lexi A	Benedict, John A
Albon, Shane T	Annand, Larry J	Bailey, Kyle S	Bates, Kathy J	Bedtelyon, AnnaMarie P	Benedict, Kristen N
Alderman, Rachel M	Ansell, Kaylee R	Bailey, Lynn	Batho, Randy A	Bedtelyon, Jonathan M	Benedict, Marcus A
Aldret, Kelly A	Anthony Jr, Daniel R	Bailey, Marie E	Baugh, Heather M	Bedtelyon, Karen L	Benedict, Travis L
Alexander, Cory M	Anthony, John R	Bailey, Seth T	Baumler, Audrey F	Behling, Gary M	Benner, Robert L
Alexander, Donald W	Anthony, Kathryn	Baker III, Gordon D	Baynton, Kenneth J	Behling, Tara P	Bennett, Brian G
Alexander, Laurie J	Anthony, Stanley W	Baker, Brandon J	Bazinaw, Bernadine M	Beigel, Leon J	Bennett, Gregory L
Alexander, Paxton C	Arbour, Jeffrey P	Baker, Chelsey D	Bazinaw, Jaysen D	Belanger, Jerome F	Bennett, Kevin T
Allard, Adam M	Archdale, Kelly M	Baker, Daniel R	Bazinaw, Charles G	Belanger, Loretta A	Bennett, Richard M
Allard, Shane J	Archer, Jessica C	Baker, Dawn L	Bazinaw, Charles G	Belanger, Lyndon B	Bennett, Tara L
Allen, Erin N	Archer, Scott A	Baker, Emily A	Bazinaw, Kyle J	Belanger, Sinjin M	Bennin, Matthew J
Allen, Jessica L	Ardoin, Justin P	Baker, Jerry K	Bazinaw, Michael C	Belisle, Danny L	Benoit, David A
Allen, Mary C	Arentz, Adam N	Baker, Kelli J	Bazinaw, Timothy F	Belisle, Micheal R	Benoit, Kristi L
Allen, Ronald J	Armatti, Steven J	Baker, Sandra	Beahm, Joshua A	Bell, Wendy S	Bensinger, Justin R
Allerding, Erin M	Arnold, Amanda M	Baker, William D	Beatty, Jennifer L		

Continued on Page 27

Bensinger, Nathan J	Boyer, Shauna M	Bukowski, Zachary A	Carson, Matthew A	Cournaya, Jerry L	Derusha, Brandon M
Benton, Nicholas J	Boyer, Tyler J	Bumstead, Ashley A	Carson, Michelle L	Cournaya, Melanie D	Derusha, Kristen L
Benzie, Bruce M	Boynton, Renee M	Bunce, Megan J	Carson, Paige M	Cousineau, Patricia	Derusha, Sara E
Berger, Matthew A	Brabo, Tanya S	Burcham, Elizabeth	Carter Jr, Donell L	Cousino, Russell J	Derusha-Mackey, Nicole A
Bergeron, Amii B	Brackin, Aubrey A	Burfield, Danette C	Carter, Brian S	Couture, Melissa A	Desjardins, Cynthia A
Berkland, Robert E	Bradbury, Spring M	Burfield, Michael D	Carty, John W	Coveyou II, Daniel D	Desjardins, Preston W
Bernard Jr, Lawrence G	Bradish, Nicole M	Burgan, Jessica M	Cary, Peter M	Coveyou, Joshua M	Desormeaux, Tracy L
Bernard, Joshua M	Bradley, Christoph M	Burger, Deborah C	Case, Joseph R	Coveyou, Paul J	Dessenberg, Billy L
Bernard, Kristin M	Bradley, Denton J	Burger, Laura E	Casebolt, Tineel F	Cowell III, Reuben L	Dessenberg, Christopher P
Bernard, Wayne B	Brady, Karri E	Burke, Betsy M	Casey, Brendan H	Cowell, Samantha L	Desy, Bradley R
Bernier, Paul J	Brady, Kelly P	Burke, Ryan A	Casey, Keith A	Cox Jr, Albert N	Detmer, Amanda M
Berry, Richard L	Brady, Kimberly A	Burkett, Derek P	Caskey, Rayna T	Cox, Tina M	Detmer, Jacqueline L
Berry, Thomas S	Brady, Scott A	Burling, Susan M	Cassibo, Cheyanne J	Cozart, Angela L	Deuman, Glenn E
Berube, Roni S	Brainerd, Kris	Burmeister, Deanna L	Caswell, James L	Crane, Curtis A	Deuman, Shawn M
Bezzina, Emmanuel F	Brainerd, Ryan A	Burnett, Misti D	Caswell, Teandra L	Crane, Kari A	Deverney Jr, Matthew M
Biang, Bryana M	Brainerd, Scott A	Burns, Charles M	Causley, Daniel J	Crawford, Dominic C	Deverney, Kari K
Biang, Nanette G	Braley, Sharon L	Burns, Travis J	Causley, Jane M	Crawford, Dusty B	Devitt, Todd C
Bicknell IV, Gerald A	Brantley, Roy S	Burr, Lewis A	Cavanaugh, Margaret A	Crawford, Jason W	Dewar, Debra L
Bicknell V, Gerald A	Brasseur, Bernie D	Burrowes, Nicholas R	Ceccacci, Julie A	Crebo, Matthew M	Deweerd, Leslie A
Bieber, Christy D	Brasseur, Sarah A	Burton, Jennifer M	Cerchiori, Amanda L	Cregar, Sonya M	Dewitt, Matthew R
Bier, Fahtia L	Brauer Jr, John M	Burton, Oona M	Cervera, Angela A	Cremeans, Nathan M	Dicicco, Arthur A
Bigelow, Kevin J	Brauer, Ashley K	Busch, Jennifer J	Cervera, Claudia E	Cremeans, Samantha S	Dickson, Brian P
Billings, Brandie L	Brauer, David J	Busch, Stacy L	Chaffer, Jason R	Crisp, Daniel J	Dickson, Kevin R
Billings, Tracy R	Brauer, David T	Buswa, Agashimainga F	Chaltry, Rachel L	Crist, Marcella J	Dickson, Sarah K
Billings, Vickie L	Brauer, Edward A	Butzin, Laura A	Charbeneau, Rosemary E	Criswell, Kelly M	Diehr, Susan
Birkbeck, Christina L	Brauer, Edward A	Butzin, Timothy R	Charbonneau, Robert C	Criswell, Kimberly A	Dietz, Randy E
Biron, Corie M	Bray, Aimee M	Bynoe, Patricia A	Charlot, Michael M	Croad, Gary M	Dixon, Randall W
Biron, Jonathan A	Breakie, Heather S	Cable, Laurie K	Charron, Sarah J	Crook, Kellie M	Dobos, Aaron J
Biron, Joshua J	Breakie, Hope M	Cadotte, Alexandria E	Chase, Carlie M	Cross, Ashley L	Dobos, Anastasia J
Bisbee, Benjamin R	Brechting, Robyn L	Cadotte, Amber L	Chase, Clare R	Cross, Carrie L	Doe, Joseph R
Bisbee, Elizabeth I	Breen IV, Francis A	Cadotte, Cheryl	Chevalier II, Geoffrey J	Cross, Heather M	Dollar, David
Bishop, Baileah M	Brenchley, Frederick K	Cadotte, Clarence	Chie, Nicole D	Crothers, Brandi J	Dollar, Patrick
Bishop, Michael T	Brewer, Benny	Cadotte, Jeffery P	Chingwa, Michael L	Crowder, Rebecca S	Dolly, Zura S
Bishop, Troy A	Brewer, Karen	Cadotte, Jerry	Chippewa, Steven G	Crowder-Simmons, Laura J	Donnay, Chelsea M
Bizeau, Shirley M	Brewster, Adam J	Cadotte, John E	Christe, Brette S	Crozier, Kyle P	Donnay, Emma A
Black, Cynthia R	Brewster, Natasha R	Cadotte, Justin D	Christensen, Robert O	Cruz, Anthony R	Dougherty, Stacie M
Black, Renee L	Bridson, Taylor E	Cadreau, Erica L	Christopher, Cory D	Cruz, Helen S	Dow, Valerie J
Blalock, Roxanne E	Briggs, Charles D	Cadreau, Jason M	Christopher, Kevin S	Cruz, Rhonda B	Dow, Virginia C
Blanchard, Noah L	Briggs, Rosemary	Cadreau, Margaret	Christopher, Victoria L	Cryderman Jr, Darrell J	Dowling, Allison W
Blanchard III, Joseph P	Briggs, Sherry L	Cadreau, Michael D	Chumney, Mary A	Cryderman, Justine A	Downs, Christopher L
Blanchard, Annie J	Brigman, Christee A	Cadreau, Nicole M	Clark, Christopher J	Cryderman, Robert J	Doyle, Bobbi S
Blank, Leland J	Brigman, Hans R	Cadreau, Teresa A	Clark, Dawn M	Cryderman, Trevor W	Doyle, Vickie S
Blankenship, Margaret S	Brigman, Heather R	Cafek, Scott J	Clark, Eric B	Crystal, Jaime M	Drayer, Nicole M
Blay, Frederick A	Brigman, Rod R	Cafek, Stephanie D	Clark, Ian J	Cumming III, Robert M	Driscoll, Robert A
Bloodworth, Dylan C	Brimmer, Samuel L	Cain, Brian A	Clark, Joshua P	Currie, Dillion L	Duff, Lorraine L
Bloss Jr, Robert E	Brock, Samantha B	Cairns, Todd R	Clark, Robert J	Currie, Patrick G	Duff, Robert C
Bluemlein, Michael G	Brodeur, Jonathan M	Cairns, Wayne J	Clark, Robin L	Currie, Roy A	Dugan, Laurie R
Boahbedason, Francis J	Brody, Gene K	Calhoun, Kimberly A	Clark, Scott O	Curtis, Jamey F	Dumont, Joshua L
Boardman III, Gerald R	Brody, Susan L	Calkins, Robbie E	Clauss, Mark A	Curtis, Rachel M	Dunford III, Arthur L
Bobee, Dustin E	Brody, Tara J	Callaghan III, William J	Clauss, Robert B	Curtiss, Michael A	Dunford, Amanda F
Bobee, Jobeth I	Brommenschenkel, Jason A	Callaghan IV, William J	Clement, Paul J	Cuthbertson, Laura A	Dunford, Krystle M
Bobee, Joseph F	Brooks, Corey M	Callahan, Benjamin J	Clement, Lacey D	Cuty II, Joseph P	Dunford, Oscar J
Bock, Jessica L	Brothers, Bayley T	Camp, Alexander	Clement, Ronald L	Cvengros, Jason S	Dunford, Sherri A
Boda Jr, Robert H	Brothers, Keith A	Camp, Christopher J	Cline, Casey J	Cvengros, Jessica M	Dunford, Stephanie R
Boda, Anthony C	Brown III, Benjamin J	Camp, Christopher T	Clingan, Cassey J	Czapek, Roy S	Dunkel, Amanda R
Boda, Starla D	Brown Jr, James E	Camp, Heather L	Closs, Delores K	Dalgard, Stephen P	Dunklee, Amanda L
Boden, Jessica J	Brown Jr, Thomas J	Campagnola, Heather M	Closs, Joel R	Dalimonte, Heather A	Dunlap, Ashley M
Bodwin, Benjamin P	Brown, Bertha	Campbell, Brett M	Closs, John R	Dalimonte, Lacey A	Dunlap, James M
Bodwin, Rebecca A	Brown, Betty L	Campbell, Gaberiel H	Closs, Justin L	Dangler, Jocelyn R	Dunleavy, Leah
Bohn, Bethany A	Brown, Brandy T	Campbell, Holly A	Closs, Lee A	Daniels, Trevor A	Dunn, Melissa A
Bohrer, Michael G	Brown, Bryan J	Campbell, Jennifer L	Cobb, James H	Darnell III, Charley B	Dunn, Seanna M
Bomia, Melanie L	Brown, Crystal M	Campbell, Julie M	Cody, Bryan J	Darnell, Mickie J	Dupont, James E
Bonneau, Joseph A	Brown, Curtis J	Campbell, Kristi M	Cody, Ryan G	D'Autremont, Joshua A	Dupont, Rico A
Bonnier, Brenda L	Brown, Cynthia A	Campbell, Shawna M	Cole, Danielle M	Davenport, Gerry A	Duran, Ashton L
Bonnier, Kenneth R	Brown, Darinda L	Campbell, William J	Cole, Jarrod S	Davenport, Lorrie A	Duran, Michelle A
Bonno Jr, William R	Brown, Gregory	Canterbury, Lorna M	Collard, Cathleen	David, Dawn M	Durham, Amy L
Bonno, Angel D	Brown, Jacqueline A	Cantrell, Kandy M	Collard, Sean	David, Trudy K	Dutcher, Joann L
Bonno, Barbara L	Brown, Jeffrey A	Cantrell, Kaycee D	Collelo, Cindy	Davis, Scott B	Duty, Kerry J
Bonno-Garrett, Jessica R	Brown, John P	Cantrell, Mykel A	Collier, Jennifer L	Davis, Candace L	Duvall, Stacy L
Boos, Jason J	Brown, John W	Captain, Chad M	Collins, Brian A	Davis, Cecil E	Eagy, Bridget N
Borgeson, Ashley M	Brown, Karen A	Captain, Tamika M	Collins, Michelle G	Davis, Christopher L	Eagy, Jessica L
Borke, John P	Brown, Kimberly I	Captain, Tammy S	Combs Jr, David L	Davis, Cristine A	Easterbrook Jr, Ronald L
Borland II, William L	Brown, Laurie A	Captain, Tonya K	Combs, Courtney P	Davis, Donna M	Eastman, David F
Bosley, Ashlyn T	Brown, Lloyd	Carbone, Stephanie N	Comez, Jose F	Davis, Sierra D	Eastman, Tracy L
Bost, Shane A	Brown, Malcolm J	Cardwell, Karen C	Concord II, Frankie A	Davis, Trisha C	Eaton, Gregory A
Boston, Julie A	Brown, Mallissa A	Carl, Dustin L	Concord, Madelyn M	Dean, Corinn K	Eaton, Joshua D
Botsford, David	Brown, Michael W	Carlson, Cheryl A	Conley, Hillery L	Debusk, Kevin L	Eberly, Joy M
Bouchard, Jerry A	Brown, Peter J	Carmichael, Jennifer M	Conly, Melanie J	Decker, Brian S	Eckhart, Victoria
Bouchard, Ashley N	Brown, Sally A	Carmody, Kasey J	Conner, Courtney R	Decker, Brittany M	Eddy, Joni M
Bouchard, Woallen	Brown, Thomasina J	Caron, Darryl R	Convery, Shane	Decker, James A	Edenburn, Jeramie L
Boulley, Allan M	Browning, Daryl D	Carpenter, David K	Cook, Caleb D	Decker, Laura L	Edenburn, Julie A
Bourasaw, Angela R	Browning, Tristina M	Carpenter, Michael J	Cook, Desiree D	Decker, Noelle M	Edgington, Valerie J
Bourasaw, Peter J	Brownlee, Brittany M	Carpentier Jr, Charles H	Cook, James E	Decker, Sherri L	Edmonds, James B
Bourasaw, Troy A	Brozzo, Brandi J	Carr, Alexander L	Cook, Natasha A	Deitz, Scott W	Edmonds, Sherry A
Bourne, Roy L	Brozzo, Steven E	Carr, Christopher D	Coombs, Tara L	Deline, Brent G	Edwards, Amber N
Bourque, Leo S	Bruce, Anthony J	Carr, Darrin R	Coons, Ashley N	Delisle, David J	Edwards, Gregory S
Boursaw, Donald C	Bruce, Christine M	Carr, Garry L	Corbiere III, Emery J	Della, Laura K	Edwards, Tina K
Boursaw, Kevin P	Bruce, James R	Carr, Lester J	Corbisier, Christopher R	DeLong, Stacy M	Eitrem, Brian L
Boursaw, Natasha M	Bruce, Joshua D	Carr, Patricia M	Corbisier, Megan M	Delpriore, Cheryl L	Eldridge, Christina A
Boursaw, Ronald L	Bruce, Kasey L	Carr, Rebecca S	Corns, Brandon L	Demers, Nicole A	Elgas, Bridgette L
Bouschor Jr, Lloyd G	Bruder, Donald H	Carrick, Kimberly L	Cosens, Travis D	Demrose, Jennifer S	Emmons Jr, Curtis W
Bowen, Hannah M	Brunet, John T	Carrick, Robin Y	Cotton, Kyle L	Demrose, Samantha J	Emmons, Heather N
Bowen, Joseph H	Bruning, James M	Carroll, Raymond A	Coughlin, Francis R	Denkins, Daniel J	Englehart, Heide C
Bowen, Kimberly M	Brussveen, Stacy M	Carrothers, Michelle C	Couillard, Brian J	Denkins, Jake N	Engler, Alexandria D
Bowers, Aaron M	Bugenske, Lisa K	Carson, David J	Couillard, Daniel J	Depew, Joel T	Engler, Daniel C
Bowles, Kimberly R	Buggy, Michael R	Carson, Jason L	Cournaya, Anna M	Derouin, Darryl P	Erickson, Dwight N
Boyd, Tina M	Bukowski, Brandi A	Carson, Jonathan A	Cournaya, Jami F	Derouin, Taylor J	Erickson, James S

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Ermatinger, Kara L	French, Ida R	Gorney, Crystal M	Haller, Robert J	Heusinger, Sarah A	Huyck, Charles A
Ermatinger, Michael D	French, Travis M	Gorny, Adrien L	Hallesy, Alicia J	Hewitt, Richard A	Hyde III, George W
Erskine, Adam L	Frick, Andrew R	Gorny, Ariana R	Hallesy, Naomis G	Heyrman, Karen L	Hyde, Adam B
Eson, Steven M	Frick, Melissa M	Gorny, Dawn R	Hamilton IV, William A	Hiatt, Matthew W	Hyde, Benjamin C
Essary, Christopher F	Frick, Stacy J	Gorny, Derrick B	Hamilton Jr, James L	Hibbs, James M	Hyland, Christie L
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Estes, Todd J	Frohne, Kenneth G	Gorny, Thomas E	Hamilton, David J	Hibner, Alison M	Hyndman, Melody R
Ettawageshik, Joel Q	Frontino, April M	Gorny, Thomas L	Hamilton, Kevin L	Hibner, Jeremy A	Idalski, Crystal L
Ettawageshik, John L	Frush, Michelle A	Gotts, Nicholas J	Hamlin, Pamela A	Hibner, Nathaniel T	Ingleston, Ruth J
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Exford IV, George F	Furness, Mary E	Goudreau, Jeremy C	Hancock, Eric H	Hietikko, Michael V	Ison, Justin J
Falbe, Brian D	Furness, Nicholas M	Gouge, Christina L	Hannan, Susan M	Hildreth, Dwayne A	Iverson, Jeanna E
Falkenberg, Brittany L	Furney, Alisha J	Gouine, Gerald	Hansen, Haley F	Hill, Daniel L	Jackson, Amanda L
Falkenberg, Kim P	Furney, Crystal M	Graham, Jacob J	Hansen, James T	Hill, Dawn D	Jackson, Charles D
Fallstich, Chelsea A	Furney, Tiffany S	Graham, Michael J	Hansen, Marianne	Hill, Frederick A	Jackson, Cheyenne G
Fallstich, Jessica J	Gable, Marisa N	Graham, Mikayla M	Hanson II, Charles P	Hill, Ryan F	Jackson, Destiny C
Farley, Matthew W	Gaede, Danna K	Graham, Nancy K	Hanson, Kelly J	Hill, Tadd M	Jackson, Holly M
Farley, Nathan A	Gaede, Michael S	Graham, Sheila A	Hanson, Lynn M	Hincka, Jason G	Jackson, James A
Farley, Steven W	Gage, Shalynn M	Graham, Tanya J	Harden III, Roscoe W	Hipkins, Michael D	Jackson, Jennie M
Farris, Jonathan S	Gagnon, Lynne M	Grande, Brien M	Harden, Henry L	Hocking, Erin E	Jackson, Leon A
Fater, Amber C	Gahn, Britni M	Gravelle, Brett M	Harden, Tala N	Hodges, Joseph R	Jackson, Tonya A
Fater, Stephanie A	Gale, Danny M	Gravelle, Brody J	Hardwick Jr, Gerald F	Hoffman Jr, Thomas L	Jacobs, Forest M
Faulkner, Sheena M	Gale, Mario R	Gravelle, Matthew J	Hardwick, Bruce A	Hoffman, Brenan D	Jacobs, Jeffrey S
Faustin, Jolene R	Gale, Veronica R	Gray, Earl D	Hardwick, Carol L	Hoffman, Gina L	Jago, Christopher J
Fecteau Jr, Donald V	Gallagher, Daniel J	Green III, Allen R	Hardwick, Gary J	Hoffman, Shauna L	James, Cala C
Fegan, Abigail M	Gallagher, James E	Green Jr, Gerald D	Hardwick, Jeremy C	Hoglund, Gina E	James, Janaan R
Ferguson, Asa J	Gallagher, Robert J	Green, Amanda M	Hardwick, Ryan D	Hogue, Margaret M	Javner, Bradley J
Fernandez, Patricia L	Gallegos, Eric P	Green, Amber L	Hardwick, Sharon L	Hoig, Kyle J	Jeczmonka, Rebecca M
Ferrari-Willis, Brittany L	Galloway, Melissa E	Green, Andrew C	Harlan, Josette A	Hoig, Lysa M	Jenerou, Venessa L
Fetterhoff, Sophia R	Gambardella, Austin C	Green, Anthony C	Harned, Todd	Hojnowski, Ronald A	Jennings, Angela J
File, Shelby D	Gambardella, Jason C	Green, Donivan J	Harper, Jana J	Holliday, Justine A	Jennings, Elaine K
File, Tammy M	Gambardella, Keri L	Green, Guy G	Harper, Larisa L	Holliday, Kyle P	Jensen, Michael L
File, William M	Gamelin, Richard T	Green, Heather A	Harris, Curtis T	Holliday, Lodema L	Jensen, William E
Fink, Adam V	Garcia III, Aristeo M	Green, Jacquelin E	Harris, Jennifer E	Hollman, Jessica L	Jewell, Ashley
Fink, Melissa R	Garcia, Robert A	Green, Michelle A	Harris, Jill M	Holmberg, Andrea L	Jewell, Brandon
Fischer Jr, David A	Gardner, Jonathon M	Green, Rebecca M	Harris, Mary	Holmberg, Bradley N	Jewell, George W
Fischer Jr, John R	Gardynik Jr, Timothy J	Green, Ryan D	Harris, Melissa A	Holmberg, Brandy L	Jewell, Jason E
Fischer, Dale A	Gardynik, Theresa M	Green, Samantha	Harris, Patricia A	Holmberg, Buddy A	Jewell, Jenny L
Fischer, Jeanie M	Gardynik, Thomas R	Green, Samuel P	Harrison, Melinda M	Holmberg, Patti A	Jewell, Jeremiah L
Fischer, Kyle T	Garries, Wendy B	Green, Sarah K	Hartline, Wesley S	Holmberg, Tabitha R	Jewell, Nicole L
Fischer, Sarah T	Garrow, Diana J	Green, Scott E	Hartrick, Tim M	Holmes, Donald J	Jewell, Ronald C
Fish, Randy J	Garrow, Peggy L	Green, Sheri A	Hartwell, Stephen P	Holmes-Johnson, Dorothy A	Jewett, Andrea L
Fish, Sonya L	Garver, Alexxiz A	Green, Timothy C	Hartwig, Monique R	Holt, Rayanne J	Jewett, Danielle L
Fisher, Adam J	Garver, Audie R	Greer, Joshua W	Hascall, Stanley	Holtham Jr, Matthew J	Jimenez, Wendy J
Fisher, Crystal A	Garver-Krolczyk, Kristine M	Greggs, Adam C	Hassen, Autumn R	Holton, Cheryl A	Job, Thomas M
Fisher, Jennifer A	Garvin III, Andrew R	Greggs, Jason J	Hassen, Jody L	Homminga, Jason R	Jobson, Amber R
Fisher, Michele A	Gaskin, Carrie L	Gregorini, Jeremy J	Hatch, Christian M	Honeman, Joan L	Jobson, Tiffany L
Fitzpatrick, Laura L	Gasparik, Jenny R	Gregory, Richard J	Hatch, Lisa E	Honeycutt, Britiany N	Jochman, Carolyn M
Fitzpatrick, Scarlet K	Gates Jr, Larry D	Grenke, Robert S	Hatch, Mark H	Honke, Ronda L	Johnson Jr, James L
Flietstra, Ryan J	Gates, Katherine J	Griessmann II, Horst G	Hauser, Windy K	Hood, Jennifer	Johnson, Andrew D
Flinn, Jaylene M	Gates, Kelly J	Griessmann, Silka A	Haws Jr, Ryan S	Hood, Robert	Johnson, Christian M
Florek Briceno, Geneive A	Gates, Shawn J	Griffin, Sharon G	Hayden, Samantha J	Hood, Trevor D	Johnson, Courtney M
Florek, Levi P	Gaus, Tina L	Griggs, Lacey D	Hayes, George A	Hoornstra, Cory S	Johnson, Debbie L
Flores, Ashley L	Gaus, William R	Griggs, Michael I	Hayes, Kenna C	Hoornstra, Kayla A	Johnson, Doreen M
Fochtman, Aaron M	Gee, Juanita M	Grimmer Jr, Joseph P	Hayes, Kimberly J	Hoover Jr, Thomas G	Johnson, Elizabeth S
Foldi, Richelle L	Geiger, Sonja M	Grimmer, Joseph P	Haynes, Catelyn R	Horka, Troy N	Johnson, Holly L
Foley, Jonathon R	Geiger, Timothy E	Grimmer, Kathryn M	Hazen, Eric J	Horn, Robert R	Johnson, Jeremiah C
Foley, Lana T	Gereau, Deborah L	Grimmer, Matthew P	Hazen, Susan M	Horn, Scott F	Johnson, Kari E
Follbaum, Christy M	Gereau, Lawrence E	Grimmer, Timothy G	Hazle, Andrew J	Horning, Andrew J	Johnson, Katelyn M
Ford, Deborah M	Gereau, Retha R	Grondin, Amy E	Head, Cedric S	Horning, Karin M	Johnson, Kevin J
Forrest Jr, Carl M	Germain, Janet L	Grondin, Charles J	Heckert, Douglas W	Horton, Leanna L	Johnson, Kirk D
Forry, Katie M	Gerou, Anthony R	Grondin, Geraldine R	Heckert, Leon L	Horton, Lisa M	Johnson, Kory W
Forshee, Brandon A	Gerou, Duane T	Grondin, Thomas J	Heckert, Rachele L	Houghton, Jennifer A	Johnson, Marcia A
Fortin, Mark A	Gerou, Mark A	Grondin, Todd L	Heckert, Sharon D	Houle, Jason M	Johnson, Rebecca E
Foss, Christopher M	Gerou, Michael J	Gross, Melesa M	Hedges, Brad	Hovie, Erica S	Johnson, Rebecca J
Foster, Arlene C	Gerou, Paul M	Grotewold, Tonya H	Height, Tricia	Howard, Deanne M	Johnson, Robert L
Foster, David W	Gessinger, Bradley T	Gruse, Timothy M	Helder, Robin R	Howard, Kimberly A	Johnson, Samantha B
Fontaine Jr, Joseph L	Gessinger, Heather	Guerra, Gabrielle D	Heldt, Jason W	Howard, Laurie A	Johnston Jr, Donald J
Fouracre, Lucas V	Giel, Nicole L	Guertin, Shanon L	Heldt, Robert T	Howell, Daniel J	Johnston, Ashley N
Fourment III, Theodore A	Giffin, Maria H	Guertin-Fritz, Brenda L	Helms, Michelle J	Howell, Jessica B	Johnston, Jeffery W
Fourment, Aaron M	Gilbert, Andrea R	Guillard, Daniel J	Hemming III, Daniel L	Howell, Kelly J	Johnston, Paige M
Fournier, Benjamin E	Giles, Brandon E	Guillard, Roger K	Hemmings, Diane T	Hoyt, Michelle M	Johnston, Tim E
Fournier, Robyne L	Gillmore, Brad S	Guillard, Theresa A	Hendrix, Amy L	Hubble, Marina M	Jones, Gregory M
Fox, Brittney R	Gillotte, Jennifer L	Guillen, Anastasia A	Henry Jr, Stanley N	Hudgins, Joshua C	Jones, Justin P
Fox, David R	Glass, Destiny E	Gulseth, Patricia L	Henry, Jason W	Hudson, Kelly A	Jones, Michelle L
Fox, Dawn M	Glass, Marcia A	Gunderson, Krysteena A	Henry, Scott M	Hudspeth, Scott A	Jones, Paul E
Fox, Tammy L	Gleason, Angela R	Gunsell, Bryan E	Henry, Susan	Hudzinski, Susan M	Jones, Renee L
Fox, Tyler A	Godfrey, Lesley L	Gurnoe, Lisa	Henry, Tammie J	Huey, Marc E	Jones, Thea W
Franklin, Bradley A	Godin, Lena	Gurnoe, Stanley	Henschel, Amber K	Huff, Thomas W	Jonker, Joseph D
Franklin, Jody L	Goetz, Chantal L	Gurski Jr, Gary J	Henschel, Michael F	Huffaker, Jacob T	Jorgensen, Darlene K
Franklin, Nichelle R	Goetz, Daniel L	Gustafson, Daniel J	Hercules, Cynthia G	Huffman, Christina M	Jorgensen, James W
Fraser, Jeanette L	Goetz, Gary D	Gutierrez, Wendy J	Herman, Bonnie	Hufford, Jennifer L	Joseph, Edward J
Fraser, Jodi A	Goetz, Jordan M	Gutleber, Ryan R	Herman, Jennifer A	Hufford, Joshua M	Josiah, Dion M
Fraser, Nathaniel A	Goetz, Peter J	Guyette II, Edward J	Hermann, Adam C	Hughes, Brian M	Joyce, Jennifer R
Frasier, Mark R	Goetz, Randell J	Haanpaa, Scott L	Hermann, Jessica A	Hughes, Candace A	Joyner Jr, Terry O
Frasier, Sierra R	Gokey, Julie A	Haas, Eric D	Herrala, Angelica H	Hughes, Colin M	Juarez, Celeste R
Frato III, Joseph A	Gokey, Michael S	Hackworth, Jonathon A	Herrman Jr, Kevin L	Hughes, Nikole K	Juillet, Paula M
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Frazier, Randy S	Gokey, Stuart R	Hager Jr, Michael	Herro, Gary L	Hughey, Ian S	Kaechele IV, Walter I
Frazier, William J	Gokey, Todd S	Haggadone, Sandra J	Herro, Guy C	Huskey, Gary W	Kaiser, Aubrey I
Frederickson, Kaitlin A	Gomez Jr, Jose A	Hagle Jr, Willis E	Herro, Kenneth J	Hutchinson, Andrew L	Kaiser, Natalia A
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French, Amanda N	Goodrich, Matthew N	Hall, Heather A	Hershey, Kenneth	Hutte, Daniel J	Karim, Lynda M

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Kartes, Amanda K	Krull, Alicia D	LaVake III, Alex	Livingston, Stephen O	Martin III, Kenneth T	McCoy, Crystal L
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Kartes, Jeffrey J	Kudla, Johnathon G	LaVake, Charles J	Lock Jr, William M	Martin, Alicia M	McCoy, Jeremy J
Kartes, Kristin L	Kufta, Patsy C	LaVake, Melissa A	Lock, Valda G	Martin, April M	McCoy, Kasey L
Kaufmann, Kerri J	Kuntz, Jaime C	LaVasseur, Ashley M	Locke, Mary K	Martin, Cayhra A	McCoy, Lawrence D
Kee, Jared R	Kwiatkowski, Bobbi L	LaVictor, John S	Lockhart, April L	Martin, Chad A	McCoy, Lisa M
Kee, Jeremy R	LaBlance, Emerald P	LaVigne Jr, Ralph J	Lockhart, James M	Martin, James A	McCoy, Patrick J
Keenan, Charlotte J	LaBlance III, Paul E	LaVigne, Hailey A	Lockhart, Nicole D	Martin, James A	McCoy, Shawn M
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Keiser, Jessica J	LaBlance, Jill H	Lawless, Jennifer A	Lockwood, Adrian B	Martin, Kurt B	McCoy, Tamara S
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Keller, Stephen A	LaBlance, John E	Lawrence, Constance M	Lockwood, Gordon D	Martineau, Brunell W	McCroory, Jesse J
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Kelly, Antoinette M	LaBranch, Tracy L	Lawrence, Linda S	Lockwood, Jason B	Martinez, James A	McCuaig, Lisa
Kelly, Carrie	LaBranche, Joelle M	Lawrence, Tionya A	Lockwood, Jessica A	Martinez, Terrie A	McCullough, Sheryl M
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Kelly, Christopher R	LaCombe, Amanda E	Leask, Kevin P	Loebach, Jacob I	Massaway, Michael D	McDonald Jr, John
Kelly, Heather L	LaCombe, Brittany A	Leask, Michael C	Lokey, Robert A	Massaway, Roger M	McDonald, Damon W
Kelly, Jean A	LaCombe, Jason W	Leask, Nathan M	London, Melissa K	Massey, Angela M	McDonald, Lisa D
Kelly, Kristina M	LaCombe, Justin T	Leask, Rene`e	Long, Jeremy H	Massey, Brett C	McDonald, Tom
Kelly, Melissa R	LaCosse, Brandon T	LeBlanc III, George A	Long, Lisa L	Massey, Justin R	McDonnald, Mechelle D
Kelly, Rachel F	LaCoy, Debra J	LeBlanc, Christopher J	Long, Ronald E	Massey, Kelley L	McDowell, Michael J
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Kemeny, Grace E	LaCross, Donald K	LeClaire, Darrin W	Lopez, Henry J	Massey, Sandra A	McFarland, Danielle N
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Kemp, Darryl A	LaDrig, Barbara M	LeClear, Jason D	Lorenz, Donald J	Massie, Steven P	McGahey, Judith A
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Kemp, Russell A	LaDuke, Darcie R	LeDuc, Amy L	Louis Jr, Vincent	Masta, Donald J	McGahey, Kalin J
Kempf, Amanda R	LaDuke, Derrick R	Ledy, Jason K	Lounsberry, Christopher M	Masta, Stephanie J	Mcgahey, Sean R
Kendrick, Norman J	LaDuke, Ernest J	Ledy, Lawrence M	Love, Jody L	Masta, Tina B	McGinnis, Jason S
Kennedy, Joseph W	LaDuke, Norman R	Lee, Ashley M	Lovell, Dustin R	Mastaw II, Daniel K	McGinty, Anna-Marie
Kennedy, Markus W	LaDuke, Richard T	Lee, Barbara	Lowe, Jennifer M	Mastaw, Adam B	McGlinch, Joshua J
Kennedy, Patricia K	LaFerner, Kenneth M	Lee, Dana C	Lowe, Jessica M	Mastaw, Charles J	McGowan, Andy J
Kenyon, Cassie A	LaFleche, Jolene	Lee, Dustin C	Lucarelli, Dennis G	Mastaw, Christopher C	McGowan, Ashley N
Kerr, Richard J	LaFoille, Craig A	Lee, John W	Lucarelli, Gina M	Mastaw, Fredrick A	McGowan, Kristy M
Kerridge, Allen M	LaFoille, Jeffrey R	Lee, Lawrence N	Lucas, Michael J	Mastaw, Payton L	McGowan, William R
Kerridge, Bryan W	LaFond, Shane A	Lee, Lois M	Lucas, Robert J	Mastaw, Ruth M	McGruther, Joseph M
Kerridge, Cheryl A	LaFountain, Alexander V	Lee, Rodney J	Lucha, Debbie J	Mastaw, Steven	McGuire, Susan A
Kerridge, Cynthia L	LaFrance, Jordan J	Lee, Timothy M	Lucha, Jessica K	Mathews, Brent D	McInnes, Kimberly
Kerridge, Jeffrey J	LaFrance, Sheri L	Lehman, Jon L	Lucha, Kristin M	Mathews, Carolyn S	McIntire, Joseph A
Kerridge, Jewlianna E	LaFray Jr, Richard A	Lehman, Kaylee D	Luczyk, Gerald P	Mathews, David A	McKechnie, Sally A
Kerridge, Kelly K	LaFray, Jeremy J	Lehman, Misti B	Ludlow, Stephanie G	Matson, Cristal A	McKelvie Jr, Emery A
Kerridge, Leo V	LaFreniere III, Patrick E	Lehre, Derek A	Luellwitz, Lauren M	Matson, Ethan B	McKelvie, Cassandra L
Kerridge, Phillip W	LaFreniere, Laurie A	Leleniewski, Sheri A	Lundberg, Heidi M	Matson, Michael I	McKelvie, David C
Kerridge, Trafton G	LaHaie, Kristine M	Lemire, Melinda L	Lynch, Kai M	Matson, Michael J	McKerchie, Holly A
Keto, Adam R	LaJoice, Joseph M	Lenhard, Kenneth J	Lynch, Kim M	Matson, Robert J	McKerchie, Joshua L
Keyandwy, Dawn M	LaJoice, Michael A	Lenius, Dana L	Lyons, Nicholas R	Matteson, Antoinette R	McKerchie, Michael W
Keyandwy, Jerri K	LaJoice, Shelley I	Lennox, Christopher H	MacArthur, David L	Matteson, Jennifer A	McKerchie, Trevor A
Keyandwy, Katie L	LaJoie, Lydon J	Lennox, Randy J	MacDonald, Andrew P	Matteson, Justin S	McLean II, Raaen B
Keyer Jr, Steven J	Lake, Shaun A	Leonard, Charles P	MacKenzie, Amanda J	Matteson, Marty L	McLeod, Benjamin
Keyser II, Carl R	LaLonde, Christopher D	Leopold, Amber R	Mackenzie, Jeffry S	Matteson, Richard C	McLeod, Joseph
Kibble, Nicholas J	LaLonde, Deanna L	Letchworth, Karen J	MacLean Jr, Thomas L	Matteson, Victor R	McLeod, Kristine A
Kielty, Tara L	LaLonde, Dennis G	Leveille, Douglas M	Maclean, Brianna L	Matthew, Patrick T	McLeod, Metta P
Kilpatrick, Hope E	LaLonde, Donald G	Leveille, Jennifer W	MacLean, Lorretta L	Mattson, Melanie A	McMahon, Michael P
Kilstofte, Tammy K	LaLonde, Douglas T	Leveille, Laurie W	Maddox, Clara E	Mattson, Theresa L	McMillan, Billy J
Kimmings, Amanda M	LaLonde, Jessica N	Leverance-Harrison,	Maddox, Nelson T	Matula, Mandy S	McNally, Natalie J
King II, Edward A	Lambert Jr, Gregory D	Keylee A	Magnusson, Troy D	Mausolf, Juli A	McNamara, Molly A
King, Ashley A	Lambert, Jennifer M	Levesque, Ernest P	Majkrzak, Misty R	Mayer, Danielle C	McNeely, Carolee A
King, Barry A	Lambert, Joseph J	Lewis, Allan J	Maki, Tara M	Mayer, Mandy M	McPhall, Ronald J
King, Gary L	Lambert, Michael K	Lewis, Anna M	Maki, Timothy R	Mayer, Robert O	McPhall, Wayne
King, Joseph P	Lambert, Robert J	Lewis, Dakota D	Maleport, Laurie A	Mayer, Ronald L	McPherson, Amanda M
King, Michael	Lancewicz, Joseph W	Lewis, Dawn M	Maleport, Robert W	Maynard, Stephanie M	McPherson, Bobbie S
King, Sabrina L	Lancour, Gerald E	Lewis, James E	Maleport, Sharolyn	Mazurek, Dawn M	McPherson, Justin R
King, Shannon C	Lancour, Hailey M	Lewis, Jeffrey A	Malin, Allison R	McAllister, Kyle J	McPherson, Megan L
King, Timothy G	Landers, Joshua M	Lewis, Kody L	Mallory, Jennifer L	McCabe, Jordan A	McPherson, Sarah L
Kinney, Misty L	Landsparger, Brian D	Lewis, Matthew L	Mallory, Susan R	McCall, Loren M	McRorie, Brian K
Kinney, Shane N	Lang, Shalee S	Lewis, Michael E	Maloney, Stacie M	McCall, Travis K	McRorie, Myrisa M
Kjos, Eric J	Lansky, Dale A	Lewis, Raymond M	Maloney, Tia M	McCarthy, Kenneth P	McSweeney, Tommy L
Klikuszewski, Michael J	Lansky, Daran F	Lewis, Robin J	Mandelstamm, Sarah M	McCarthy, Krystal D	Mead, Ashley F
Knowles, Kara L	LaPine II, Edward V	Lewis, Ryan E	Maniaci, Gina R	McCarthy, Richard J	Mead, Benjamin K
Knox, Kyle W	LaPine, Armand D	Lewis, Shiann M	Maniaci, John M	McCarty, Brendan P	Meggison, Dustin R
Kobylarz, Kimberly M	LaPine, Chrystal F	Lewis, Tina M	Maniaci, William C	McCary, Ryan W	Melvin, Lorea L
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Komarnizki, Jake A	LaPine, George A	Libby, Nicholas A	Mannisto, Neal M	McClara Jr, James E	Menard, Dustin A
Komendera II, Erik E	LaPine, Melissa D	Lichtenberger, Rebecca M	Manzardo, Lynne M	McClara, Chelsie M	Menard, Jennifer L
Komendera, Erik E	LaPine, Michael T	Liebrecht, Stacie M	Mapes, Michelle R	McClellan, Roger D	Menard, Jennifer L
Komendera, Jacquelynne A	LaPlaunt III, Leo J	Liford, Candise L	Marble, Danielle L	McClellan, Shannon D	Menard, John R
Konkel, Tamara D	LaPlaunt III, Robert J	Liford, Kristopher L	Marble, Donna F	McClelland, Gary W	Mendis, Melody M
Kort, Danny F	LaPlaunt Jr, Gary L	Lincoln, Nicole M	Marcou, Veronica J	McClelland, Pamela L	Mendoskin, Rose M
Kosiewicz, Scott J	LaPlaunt, Amanda M	Lindeblad, Tabatha M	Marcus, John D	McClish, Eugina M	Mendoskin, Sheila A
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Kowalski, Jodie A	LaPlaunt, Gerald W	Lindsay, Emily A	Markey, Jennifer J	McClusky, Charles L	Merchant, Jean C
Kowalski, Melissa M	LaPlaunt, Jesse	Lindsay, Jeffrey B	Marsh, Bronson J	McClusky, George A	Merchberger, Karl P
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Kramer, Culann P	LaPonsie, Rashalla K	Lipponen, Megan N	Marshall, Craig P	McCondra, Raymond P	Mertz, Justin L
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Kreger, Eugena L	LaTour, Jane D	Litzner, Jordan G	Marshall, Jeffery J	McCormick Jr, Robert J	Metivier, Evelyn A
Krol, Matthew D	LaTour, Natalie R	Litzner, Justin W	Marshall, Kathy S	McCoy, Adam D	Metivier, Lynette S
Krueger, Margie L	LaTour, Patrick	Livermore III, JD	Martell, Nicole K	McCoy, Amanda J	Metivier, Paul
Krueger, Steven D	LaTour, Zoe Y	Livermore, Erin G	Martell, William	McCoy, Amy S	Meyer, Christine J

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Michaels, Violet L	Nash, Duane T	Osterhout, Christopher T	Perry, George J	Rand III, Richard S	Rowles, Bryan J
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Miles, Jason R	Nefcy, Angela M	Page, Barbara A	Persyn kubitski, Marie A	Reeder, Wendy L	Rush, Amy S
Miles, Laura N	Nelson, Justin	Page, Carmen R	Persyn, Katelyn E	Reffruschinni, Adrienne	Rush, Christine R
Miller Jr, Richard V	Nelson, Linda G	Page, Lisa A	Persyn, Starr L	Reffruschinni, Amber R	Rush, Ryan M
Miller, Christopher L	Nelson, Michaela A	Pagels-Perrault, Jeremiah C	Peters, Carrie M	Reffruschinni, Joseph C	Russell, Jakob S
Miller, Emily R	Nelson, Rose M	Palamara, Jennifer A	Peters, Jennifer C	Reffruschinni, Rhonda R	Russell, Jenny L
Miller, Frank I	Nemec, Marcella A	Palmer, Stacy L	Peterson, Brian T	Reffruschinni, Roxanne R	Russo, Samantha A
Miller, Gary B	Nemecek, James D	Paquin Jr, Mel J	Peterson, Jacqueline A	Rehahn, Christina D	Ryder, Eric D
Miller, John P	Nertoli, Jessica M	Paquin Jr, Thomas J	Peterson, Judy	Reid, Danielle M	Ryder, Robert M
Miller, Joseph D	Nesberg, Diane	Paquin, Cindy L	Peterson, Karissa B	Reid, Michael P	Ryerse, Jon R
Miller, Loretta R	Nesbitt, Rebecca L	Paquin, Donna J	Peurach, Matthew R	Reimer, Des'ree L	Ryon, Robert J
Miller, Matthew D	Ness, Chandra L	Paquin, Elizabeth J	Phillips, Amber M	Reimer, Lony F	Sabastian, Chellsye E
Miller, Michael J	Ness, Drew A	Paquin, James C	Phillips, Doris M	Reiss, Christine R	Sabias, Joshua R
Miller, Pamela M	Nesselrodt, Diedra K	Paquin, Jennifer M	Phillips, Penny H	Renelt, Christopher L	Sabo, Cindi R
Miller, Samantha J	Nesseth, Rebekah J	Paquin, John V	Phillips, Roseanne M	Rennells, Christa S	Saddler, Sara B
Miller, Zachary J	Nettleton, Amber F	Paquin, Justin M	Phillips, Tyler T	Restau, Randi L	Sage, Billie Jo
Mills, Trevor J	Neuberburg, Rebecca L	Paquin, Kathleen M	Pierce, Katherine L	Resterhouse, Chelly R	Sakis, Matthew P
Mintline, Mary S	Neuman, Jamie P	Paquin, Michelle	Pilcher, David J	Resterhouse, Dennis	Salamone, Paul K
Mion, Michael R	Neumann, Justin A	Paquin, Sandra L	Pilon, James L	Resterhouse, Mia L	Salas Jr, Eddie
Miron, John A	Neumann, Kenneth J	Paquin, Sonya L	Pine, Jeffrey R	Resterhouse, Micheal R	Salas, Jerome J
Mitsuta, Takashi W	Neumann, Nickolaus A	Paquin, Vanessa M	Pine, Rick P	Resterhouse, Sandra L	Salazar, Jennifer L
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Moffat, Nathan R	Nichols, Bobbie J	Pardee, Sarah M	Piskorz, Rick J	Reynolds, Abigail S	Salo, Angelica M
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Moglovkin, Tiffanie A	Nichols, Gail L	Paris, Joseph E	Plastino, Carla	Reynolds, Carleton S	Salo, Kathrine G
Mohler II, Stephen B	Nickerson, Kamryn K	Paris, Rebecca A	Podoba, Timothy C	Richards, Jeanette	Salter, Mallory D
Moilanen, Jason E	Nikunen, Jasmine L	Parish, Lee-Ann I	Poe Jr, Melvin L	Richards, Taresa A	Salvador, Francine M
Mongene, Melinda M	Noble, Blaine A	Park, Shauna M	Poe, Lana M	Richards, Todd	Sampson, Jessica F
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Montgomery Jr, Sharon E	Nolan, Johnathan S	Parr, Jasmine N	Pond, Trisha R	Richter, Melissa J	Sanders, Daniel L
Montgomery, Cheryl	Nolan, Monique M	Parr, Thomas C	Pooley, Kristen A	Ricker, Michelle R	Sangster, Noelle M
Montgomery, Debra S	Nolff-Petoskey, Aaron L	Parrish, Glenn R	Pope, Sarah F	Rickert, Kristian H	Sarbou, Steve E
Montgomery, Olivia R	Nolff-Petoskey, Timothy A	Parrott, Sara A	Pope, Thomas J	Rickley, Randolph S	Sari, Destry V
Montgomery, Robert	Norden, David M	Paschall, Karen L	Porco, Angela M	Rickley, Tina M	Sasaki, Angela N
Montgomery, William	Norden, Julie A	Passage, Amanda J	Porter, Amy L	Riesenbeck, Brian L	Satterlee, Angela M
Montry, Lori S	Norris, Wendy L	Passage, Dane A	Porter, Lee A	Rike, Benjamin T	Saunders, Danielle M
Mooney, Joseph P	Norvell, Kiley E	Passage, David R	Porter, Lydia P	Rike, Brandon C	Saunders, Donald
Moore III, Dan W	Nosek, Jerry T	Passage, Denise E	Porter, Pamela L	Rike, Jamison M	Sauve, Jennifer E
Moore, Ashley R	Nystrom, Adam M	Passage, Jeffrey A	Postelwait, Dennis D	Rike, Susan M	Savoie, Curt A
Moore, Harley A	Oakley, Wendy L	Passage, Katherine L	Potter Jr, Richard	Riley, Brittany L	Savoie, Eric F
Moore, Heath C	O'Bara, Joseph E	Passage, Kelly J	Potter, Kevin M	Riley, Brook L	Sawasky, Justin N
Moore, Lynne M	Oberlin, Lance A	Patch, Shawna M	Potvin, Joshua J	Ritter, James B	Sawasky, Taylor D
Moore, Matthew J	O'Berry Jr, Owen W	Patzer, Karen S	Potvin, Tyler F	Ritter, Stephen K	Sawson, Christopher K
Moore, Michael C	O'Berry, Brandie L	Paul, April M	Poulsen, Stewart D	Rivard, Debra L	Sawson, Vanessa R
Moore, Michelle A	O'Berry, Bryan K	Paul, Brenda S	Pounders, Barbara L	Rivera III, Pilar	Saxon, Peggy A
Moore, Thomas C	O'Berry, Conary T	Paul, Kathleen D	Povey, Dell E	Rivers, Elizabeth M	Sayles Jr, David W
Moquin, Christopher T	O'Berry, Mark D	Paul, Sean C	Povey, Joshua J	Rivers, John N	Sayles Jr, Leroy J
Morales, Joseph V	O'Berry, Samantha C	Paulsen, Camie A	Povey, Kathleen A	Riza, Lori A	Sayles, Nicholas J
Morales, Teresa Y	Obeshaw, Jeff L	Pavelock III, John H	Povey, Michael P	Roath Jr, Michael W	Scaife, Kristin A
Morris, Elizabeth A	O'Conner, Claudissa R	Pavlat Jr, Dale R	Powell, Meghan K	Roath, Diana M	Schadel, Richard A
Morris, John P	O'Connor, Joseph B	Pavlat Jr, Gene T	Powell, Patricia S	Roath, Erika D	Schaedel, Rachel Y
Morrison, Gabrielle J	O'Dell, Jenni L	Pavlat Jr, Howard F	Powell, Vivien L	Robach Jr, Bernard D	Scheil, Christopher S
Morrison, John L	Oderfer, Christopher A	Pavlat, Bryant L	Powers, Janine A	Robach, Jeremy D	Schmidt, Amy M
Morrow, Chad A	Ogle, Anthony J	Pavlat, Timothy A	Pranga, Jonathon A	Robbins, Richard L	Scheuring III, James W
Morrow, Gene L	Ogle, Heather M	Pawlowski, Heather A	Prater, Brian L	Roberson, Shanna M	Schlehuber, Krista A
Morrow, Matthew S	Ogle, Michele M	Payment, Ann M	Pratt, Katherine A	Robertson, Samantha J	Schmalzried, Jesse C
Morse, Matthew C	Ojibway, Jay W	Payment, Krystal L	Predmore, Jennifer A	Robinson, Jean E	Schmid, Raymond L
Moses Jr, Harvey J	Ojibway, Jeffrey P	Payment, Norman J	Preston, Amanda L	Robinson, Joanne S	Schmidt, Charles C
Moses, Christina M	Olah, Renee' L	Payne, Joel C	Price Jr, Ryan E	Robinson, Joseph	Schmidt, John W
Moses, Faun M	Oleson, Christopher J	Paynter, David W	Price, Ashley B	Robinson, Martin J	Schmidt, Steven J
Moses, Jeania M	Olin, Natasha N	Peaine, Eric J	Price, Bradlee J	Robinson, Michael H	Schmidt-Beatty, Sean S
Moses, Joseph J	Olivier, Rachel A	Peake, Barry M	Price, John H	Robles, Alexander A	Schneider, Jordan W
Mosher, Christopher S	Olli, Casey M	Peake, Tyler A	Proctor, Michael D	Robles, Jamie L	Schopp, Shalyn M
Mosher, Claudine N	Olli, Dylan S	Pearce, Nicole L	Proctor, Pamela L	Robles, Shayna L	Schroeder, Traci A
Mosher, Tempeste J	Olli, Michael V	Peppers, Timothy G	Prout, Aaron W	Rochefort, Korine R	Schultz, Brook L
Motz, Amber B	Olmstead, Michelle	Pellizzon, Michelle L	Prout, Michael S	Rodgers, Jodi K	Schultz, Kendra D
Mourufas, Nicholas G	Olson, Anthony D	Pelon, Joseph L	Pruitt Jr, Norman J	Roe, David S	Schupbach, Gail D
Mraz, Thomas J	Olson, Eric	Pelon, Trisha L	Pruitt, Samuel T	Roe, Karen L	Schuster, Jennifer R
Mrozek, Tara M	Olson, Joshua J	Peltier, Nicole R	Pryor, Christopher J	Rogers, Brittany J	Schwartz, Amber R
Mueller, Melissa A	Olson, Kathleen A	Peltonen, Greggory F	Pryor, Joshua W	Rogers, Onalee	Schwartz, Cynthia A
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Mullendore, Carolyn M	Omans, Jay A	Penrose, Elizabeth R	Quigley, Jessi M	Romero, Aaron M	Schwiderson, Eric J
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Munsell, Jennifer A	O'Nan, James D	Peralez, Angelica G	Quinn, Suzanne M	Rosati, Michell	Schobey, Daniel M
Murkot, Jeffrey L	O'Neil, Brian K	Perrault, Brandon M	Quintanilla, Victor	Rose, Megan L	Scobey, Peggy M
Murkot, Robert W	O'Neil, Jonathan P	Perrault, Travis J	Rabideau, Alan R	Rose, Susan K	Scott, Derek T
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Seymour, Sandra L	Sparks Jr, Walter C	Swinehart, Scott E	Trieschmann, Martin J	Waidelich, Sarah J	Willis, Melissa A
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Sharp, Peter W	Spiroff, Kimberly A	Tait, Jami J	Trouten, Holly J	Walters, Warren S	Wilson, Dawn M
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Sheehan, Russell T	Splan, Steven P	Tallman, Rebecca L	Trumbley, Janice S	Ward, Austin B	Wilson, Kyle J
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