



Win Awenen Nisitotung

December 16, 2016 • Vol. 37 No. 12
Little Spirit Moon
Manidoo Giisoonhs



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

Army corps denies Dakota Access Pipeline easement under Lake Oahe

On Dec. 4, the U.S. Army Corps of Engineers announced its decision to not allow the easement that will allow the proposed Dakota Access Pipeline to cross under Lake Oahe in order to look at alternative routes.

Jo-Ellen Darcy, the Army's assistant secretary for civil works, said in a statement she based her decision on a need to explore alternate routes for the Dakota Access Pipeline crossing. "Although we have had continuing discussion and exchanges of new information with the Standing Rock Sioux and Dakota Access, it's clear that there's more work to do," Darcy said in the statement. "The best way to complete that work responsibly and expeditiously is to explore alternate routes for the pipeline crossing."

Darcy said the consideration of alternative routes would be "best accomplished through an environmental impact statement with full public input and analysis."

The Dakota Access Pipeline is an approximately 1,172-mile pipeline that would connect the Bakken and Three Forks oil production areas in North Dakota to an existing crude oil terminal near Pakota, Ill. The pipeline is 30 inches in diameter and is projected to transport approximately 470,000 barrels of oil per day, with a capacity as high as 570,000 barrels. The current proposed pipeline route would cross Lake Oahe, an Army Corps of Engineers project on the Missouri River.

U.S. Secretary of the Interior Sally Jewell supported the U.S. Army's decision related to the Dakota Access Pipeline. She said, "The thoughtful approach established by the Army today ensures that there will be an in-depth evaluation of alternative routes for the pipeline and a closer look at potential impacts, as



Photo by Rick Smith

Showing solidarity with Standing Rock and raising awareness on Line 5, locals held a demonstration on No DAPL Day in downtown Sault Ste. Marie. The JKL School drum, advised by JKL teacher Dr. Chris Gordon, was part of the demonstration. Story and photos on pages 14-15.

envisioned by NEPA. The Army's announcement underscores that tribal rights reserved in treaties and federal law, as well as nation-to-nation consultation with tribal leaders, are essential components of the analysis to be undertaken in the environmental impact statement going forward."

Following the corps decision, Standing Rock Sioux Tribal Chairman Dave Archambault II released his own statement:

"Today, the U.S. Army Corps of Engineers announced that it

will not be granting the easement to cross Lake Oahe for the proposed Dakota Access Pipeline. Instead, the Corps will be undertaking an environmental impact statement to look at possible alternative routes. We wholeheartedly support the decision of the administration and commend with the utmost gratitude the courage it took on the part of President Obama, the Army corps, the Department of Justice and the Department of the Interior to take steps to correct the course of history and to do the right thing.

"The Standing Rock Sioux Tribe and all of Indian Country will be forever grateful to the Obama Administration for this historic decision.

"We want to thank everyone who played a role in advocating for this cause. We thank the tribal youth who initiated this movement. We thank the millions of people around the globe who expressed support for our cause. We thank the thousands of people who came to the camps to support us, and the tens of thousands who donated time, talent, and money to our efforts to stand against this pipeline in the name of protecting our water. We especially thank all of the other tribal nations and jurisdictions who stood in solidarity with us, and we stand ready to stand with you if and when your people are in need.

"Throughout this effort I have stressed the importance of

acting at all times in a peaceful and prayerful manner – and that is how we will respond to this decision. With this decision we look forward to being able to return home and spend the winter with our families and loved ones, many of whom have sacrificed as well. We look forward to celebrating in wopila, in thanks, in the coming days.

"We hope that Kelcey Warren, Governor Dalrymple, and the incoming Trump administration respect this decision and understand the complex process that led us to this point. When it comes to infrastructure development in Indian Country and with respect to treaty lands, we must strive to work together to reach decisions that reflect the multifaceted considerations of tribes.

"Treaties are paramount law and must be respected, and we welcome dialogue on how to continue to honor that moving forward. We are not opposed to energy independence, economic development or national security concerns, but we must ensure that these decisions are made with the considerations of our indigenous peoples.

"To our local law enforcement, I hope that we can work together to heal our relationship as we all work to protect the lives and safety of our people. I recognize the extreme stress that the situation caused and look forward to a future that reflects

more mutual understanding and respect.

"Again, we are deeply appreciative that the Obama administration took the time and effort to genuinely consider the broad spectrum of tribal concerns. In a system that has continuously been stacked against us from every angle, it took tremendous courage to take a new approach to our nation-to-nation relationship, and we will be forever grateful."

The decision has had a national impact heard all the way to the Great Lakes, putting more pressure on state officials here to end the threat to Michigan drinking water and the Great Lakes by beginning the process of ending the flow of oil through Enbridge Line 5 in the Straits of Mackinac, advocates for shutting down Michigan's controversial pipeline said today.

"Line 5 is going to be decommissioned," said Aaron Payment, Sault Ste. Marie Tribe of Chippewa Indians Board of Directors Chairperson. "The only question is whether it happens before the pipeline ruptures in the straits or after it ruptures leaving us with a catastrophe that will devastate our way of life."

Like Enbridge's Line 5 in Michigan, the Dakota Access Pipeline was slated to cross through a critically important waterway that is a drinking water source. In Michigan the waterway

See, "NO DAPL," page 16

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Elders of units I, II and III gather in the spirit of Christmas



The elders' annual Christmas luncheon took place in Sault Ste. Marie in the DreamMakers Theater of the Kewadin Casino and Convention Center on Dec. 8. About 360 attendees enjoyed the merriment of each others' company, live music of (seen on stage, from left) Stephanie Sabatine, George Snider and Rollie Mayer, chances of winning raffles and draws, participatory dance shows as well as dishes of salads, grilled chicken and pasta and desserts. Elder volunteers from units I, II and III were recognized and the assemblage heard from the chairman of the tribe's board of directors, Aaron Payment, and had opportunities to schmooze with their respective board representatives who were on hand.



From left, Pat McMahon and Bill Marsh display the grand prize for the Unit I Elders Committee raffle. The quilt was created by Lora McMahon. The committee also conducted a 50/50 draw in which the winner took home \$184.



From left, Annette King, Lora McMahon and Lynette Marsh sell chances on the Unit I raffle and drawing on The Trail of the convention center just outside of the DreamMakers Theater. Elders' committees from each of the three units conducted raffles or 50/50 drawings for the mutual benefit of the winners and the committees.



Sault Tribe Board of Directors Unit II Representative Catherine Hollowell works the table for her unit's elders offering novelty vehicle license plates, each bearing a circle of the traditional four colors of indigenous peoples and the words "SAULT TRIBE ELDER" framed with a red border.



More photos by Rick Smith on page 27



From left, Otto Hyslop, Dell Powers and Brenda Garries sell chances on raffles and draws for the Unit III Elders Committee. Sault Tribe Board of Directors Unit III Representative Bridgette Sorenson is seen in the background chatting with a couple of elders.



Patty Jurczenko, stationed at the entrance to the theater, helps elders register and receive tickets for the main drawing.

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Blue Devils home ice moved to the Chi Mukwa Community Recreation Center



Photo by Rick Smith

SAULT HIGH BLUE DEVILS INAUGURAL 2016-17 GAME — At right, Sault Tribe Board of Directors Chairperson Aaron Payment drops the ceremonial puck for the Sault High hockey team's 2016-17 season opener on their new home ice at the Chi Mukwa Community Recreation Center on the reservation in Sault Ste. Marie, Mich. The game took place on the Olympic rink of the facility. According to John Ferroni, hockey coach for Sault High, long ago the team had home ice at LSSU for about 19 years before moving to Chi Mukwa Community Recreation Center for one year, then on to Pullar Stadium for the past 16 years. In the past 5 years, Sault High hockey teams have played two or three showcase games at Chi Mukwa. Ferroni said representatives from Sault High conducted negotiations with counterparts from the City of Sault Ste. Marie, Sault Tribe and Chi Mukwa and after all things were considered, determined players, parents, students and school staff would enjoy the tribe's recreation center.

Former tribal appellate judge elected as Marquette County district court judge



Hon. Karl A. Weber, former chief appellate judge for the Sault Ste. Marie Tribe of Chippewa Indians, was elected as district court judge of the 96th Judicial Court of Marquette County on Nov. 8.

Following 25 years of private practice in state and federal courts, most recently as the managing partner of the northern Michigan office of Plunkett

Cooney in Marquette, Weber was appointed to the bench in 2015.

"I am honored to serve the residents of Marquette County as district court judge," said Weber. "I love the law and enjoy the challenges associated with the position, especially the ability to make a difference in someone's life."

Judge Weber was raised in Negaunee, Mich., and graduated from Negaunee High School in 1982. He received both his undergraduate and law degrees from the University of Michigan, in 1986 and 1990. Although he had opportunities in larger cities, Judge Weber wanted to come home to the U.P. to practice law and raise his family. He and his wife, Peggy, reside in Marquette with their son, John, 12. Their two oldest boys, Nick and Joe, attend the University of Michigan in Ann Arbor. Judge Weber enjoys hunting, fishing and skiing.

Judge Weber is a member of the state bars of Michigan and Minnesota and the Marquette County Bar and has served the Marquette community in many legal capacities:

- Special assistant attorney general for the Jacobetti Home for Veterans;
 - Michigan Attorney Discipline Board grievance panel member;
 - Board member and speaker for the Upper Michigan Legal Institute;
 - Executive Committee member for the Federal Bar Association - Western District of Michigan;
 - Marquette County public administrator.
- He also found time to serve the community outside of the office:
- Community Foundation of Marquette County (current) - board member
 - Northern Michigan University - board member and board chair (twice elected)
 - Range Bank - director
 - Marquette-Alger Youth Foundation - board member
 - Marquette Area Chamber of Commerce - board member
 - Lake Superior Community Partnership - chair of Law Day
 - Rotary of Marquette West - board member
 - St. Peter's Cathedral - board member (finance committee)

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."

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Keith certified as DOJ PREA auditor in Nevada



Sault Tribe member Lesley J. (nee Nelson) Keith was officially announced as one of the newest additions to the U.S. Department of Justice and Prison Rape Elimination Act (PREA) Resource Center certified auditor list. PREA was enacted in 2012 to address and protect sexual safety in prisons, jails, lockups, community confinement and juvenile facilities. As a certified auditor, Keith will assist state, local and tribal jurisdictions to implement the national PREA standards. Additionally, Keith works a dual role as a PREA compliance coordinator and training and development manager for the Ninth Judicial Court in Douglas County, Nev.

Membership assistance

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 (906) 450-7011, mjenerou@saulttribe.net

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

December 16, 2016
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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.

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

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Kewadin donates funds to Little Bear



By **BRENDA AUSTIN**

Sault Tribe's Kewadin Casinos recently donated \$10,000 in 2 percent funds to Little Bear Arena to fund free public skating. The check presentation took place Nov. 17 at Little Bear Arena in St. Ignace with Unit 2 Directors Bridgett Sorenson and Keith Massaway, Kewadin Casinos Marketing Representative Dan Doyle and St. Ignace Recreation Director Scott Marshall.

Doyle said, "We are here today to contribute \$10,000 to Little Bear Arena to support free public skating and are glad

to help out these community events and facilities. To date the tribe has donated more than \$40 million to local communities in 2 percent funds from Kewadin Casinos."

Recreation Director Scott Marshall, said, "It's a great opportunity for the community and for us because we are trying to promote skating in the arena and get people more active in skating and playing hockey. This is going to create an opportunity for us to do that and make it free for everybody. Hopefully we will

get more people into the rink to try skating out. We are very blessed to have this opportunity."

Since 1993, the Sault Tribe has disbursed 2 percent payments twice annually to U.P. communities and organizations. Funds are distributed to communities extending from St. Ignace to Manistique and Marquette to Sault Ste. Marie and is awarded based on 2 percent of slot revenue from the tribe's Kewadin Casino properties located in Sault Ste. Marie, St. Ignace, Hessel, Manistique and Christmas.

Hollowell passes California Bar exam



The family of Michael Hollowell is pleased to announce his graduation — *summa cum laude* — from Michigan State University, College of Law. Michael and his wife Emily currently reside in the San Francisco Bay Area where he recently passed the California Bar exam and will pursue Indian Law with an emphasis on land use and water rights. His parents are Richard and Catherine Hollowell from Cedarville, Mich.

Sault man gets 14 years for assaulting federal officers with a knife

MARQUETTE, Mich. — U.S. Attorney Patrick A. Miles Jr., announced on Nov. 10, 2016, that Eric Michael Verwiebe, 37, of Sault Ste. Marie, Mich., was sentenced in U.S. District Court to 168 months' imprisonment for assault on a federal officer with a dangerous weapon.

He was also ordered to serve three years of supervised release following incarceration.

While imposing sentence, Hon. Paul L. Maloney stated that assaulting federal law enforcement is a serious offense and Verwiebe's sentence was needed not only to deter the defendant from future criminal conduct, but also to deter others who may consider assaulting law enforcement.

On July 27, 2016, Verwiebe pled guilty to assaulting two Bay Mills tribal officers who encountered him while on patrol

in August of 2015. The officers received a notice that Verwiebe had committed an assault earlier in the day and was now armed with a knife.

The officers found Verwiebe walking in the middle of the road. When the officers got out of their patrol vehicle and approached Verwiebe, he pulled a large kitchen knife, with a blade of approximately seven inches long, from the pocket of his sweatshirt. He then raised the knife and pointed it towards the officers.

Officers ordered Verwiebe to put the knife down. Verwiebe responded by yelling obscenities, threatening to kill the officers, and raising the knife over his head (blade pointing towards officers) as he walked towards officers. When Verwiebe was approximately 7-10 feet from the officers, one of the officers deployed

his Taser hitting Verwiebe in the chest. Verwiebe dropped the knife and fell to the ground.

As officers approached, Verwiebe stood up, took a fight-

ing stance, and attempted to punch the officers. Verwiebe continued to resist officers until he was handcuffed and secured in the patrol vehicle.

The Bay Mills Tribal Police Department and the FBI investigated the case. Assistant U.S. Attorney Hannah N. Bobee prosecuted the case.

Sault man sentenced for habitual domestic violence

MARQUETTE, Mich. — Justin Ryan Wykoff, 28, of Sault Ste. Marie, Mich., was sentenced to 42 months in federal prison for domestic violence by a habitual offender, U.S. Attorney Patrick Miles announced Nov. 10. In addition to the prison term, U.S. District Judge Paul L. Maloney ordered Wykoff to serve three years of supervised release following his prison term.

Wykoff pled guilty to the charge in August of this year. The charge stems from an incident last December in which Wykoff assaulted a woman in the parking lot of the Sault Ste. Marie Tribal Health Center. A passerby witnessed the assault and reported it to the Sault Ste. Marie Tribal Police. Wykoff had previously been convicted of domestic violence offenses against the same woman on May 22, 2015, and

Sept. 2, 2015, in the 91st District Court, Chippewa County, Mich. In imposing the sentence for the December assault, Judge Maloney noted both the physical abuse and the insidious psychological abuse Wykoff had inflicted upon the victim.

Before the federal charges were brought, Wykoff pleaded no contest to a misdemeanor charge in tribal court for the same December incident. But a conviction in tribal court does not foreclose federal prosecution and, after consultation with tribal authorities, the U.S. Attorney's Office pursued the federal charges as well.

The Sault Ste. Marie Tribal Police and the Federal Bureau of Investigation investigated the case. The case was prosecuted by Assistant U.S. Attorney Paul D. Lochner.

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Thank you to all who supported this year's Hogs for Hope fundraiser!
It was an amazing show of support from our community!

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Additionally FAN of Chippewa County would like to thank:

- Our many bakers who so generously shared their wonderful work
- Donna for the great baked beans you made
- Neville's Market
- The Christopher Columbus Hall crew for coming to our rescue
- Chippewa County's Health Department
- Chippewa County Sheriff's Dept. and MSP for stuffed animals for kids
- Parker's Hardware and Teresa for helium balloons for kids and decorations
- Those bidding on our silent auction items
- The 60-plus Volunteers who showed up to help, especially Alpha Kappa Chi
- Jesse and the kitchen workers
- Woody's One Stop for ice donation
- Ted from the Moose Lodge for helping smoke the pork
- Joe Claxton and the "River City Smoke" hog roasters
- And musicians The Brooks Band, Thieves in the Night, Stephanie Sabatine and Mary Ann Stott

Summary of board resolutions passed from Sept. 6 to Nov. 28

The Sault Ste. Marie Tribe of Chippewa Indians Board of Directors convened on **Sept. 6** with all present.

The tribe's membership in the National Congress of American Indians (NCAI) was renewed with \$10,000 for 2017 annual dues and designation of the board chairman, Aaron Payment, as NCAI convention delegate and all remaining board members as alternate delegates, along with the Gaming Commission director, Kenneth J. Ermatinger.

Support passed for Standing Rock Sioux efforts to defeat the Dakota Access Pipeline urging the U.S. Army Corps of Engineers to reject the river crossing permit for the pipeline construction the Secretary of the Interior to ensure the federal government rejects the pipeline. Further, a \$10,000 donation to the Standing Rock Sioux was appropriated from unexpended tribal support to tribal operations, cost center 1160.

The board approved a request for the U.S. Department of the Interior to convey land designated as "Bonacci Parcels A, B, C, G, H" into trust land status to accommodate school grounds expansion.

A second request for conveyance of land into trust status passed for land designated as the "Clark Parcel" as well as a third for "Teeter's Addition and Fletcher's Addition."

Signature authority was authorized for the board's chairman, Aaron Payment or his designee,

to conduct agreements for the 2017 Bureau of Indian Affairs Self Governance Program and the Tribal Transportation Program.

The 2017 Indian Housing Plan, grant number 55-IH-26-5480, was accepted and funding requested through the U.S. Department of Housing and Urban Development.

Signature authority was authorized for the board chairman or his designee for agreements with the USDA-NRCS for construction of a fish barrier at the tribe's walleye culture pond.

A fiscal year 2016 USDA budget modification was approved for an increase in federal revenue of \$86,000 with no effect on tribal support.

A fiscal year 2016 Emergency Assistance budget modification passed for an increase in tribal support of \$27,059.12, an increase to direct services.

A fiscal year 2016 executive office budget modification passed for a decrease in tribal support of \$31,720.25, reflecting reallocation of expenses and changes to personnel page.

Another meeting was convened on **Oct. 18** with all present.

A fiscal year 2017 Native Employment Works budget modification passed for an increase in tribal support of \$64,897, an increase to direct services.

A fiscal year 2017 Workforce Innovation and Opportunity Act Work Experience and Job Training programs passed for an increase in federal funding of \$23,589.63 with not effect on tribal support.

A fiscal year 2016 governmental capital purchases budget modification passed for the Chi Mukwa Community Recreation Center roof in the amount of \$233,250 covered by other revenue/fund balance with no effect on tribal support.

A fiscal year 2016 Inland Fish and Wildlife budget modification passed for changes in the personnel sheet, reallocation of expenses and a decrease in federal funding of \$1,227 with no effect on tribal support.

A fiscal year 2017 Alcohol and Substance Abuse Program budget establishment passed for \$125,002.53 in federal funding with no effect on tribal support.

The tribe's Community Health Program was authorized to conduct a random Partnership to Improve Community Health Grant surveillance study by mail among tribal households in the tribe's service area using data from the Tribal Enrollment Department.

An unspecified fiscal year 2016 tribal attorney budget modification passed for changes in the personnel sheet with no effect on tribal support.

The board chairman was authorized to negotiate a key employee contract with an individual recommended by committee to serve as the tribe's economic development director. Further, an unspecified fiscal year 2016 Economic Development Commission budget modification passed for changes in a personnel sheet with no effect on tribal support.

A number of minor technical revisions to the tribe's gaming ordinance passed for compliance with National Indian Gaming Commission regulations.

The Sault Tribe criminal offenses code was amended for sections related to various degrees of assault or battery, stalking, malicious use of telecommunications, domestic abuse and custodial interference, misuse of prescription medications, sexual exploitation or immoral intent.

Revised governmental, enterprise and casino complaint resolution policies were authorized and went into effect on Oct. 18, 2016.

The board met on **Nov. 1** with Anita Nelson absent.

A fiscal year 2017 Indian Health Service Healthy Heart budget was established for federal funding of \$178,000.16 with no effect on tribal support.

A fiscal year 2017 Manistique Health Center budget was modified for unspecified changes in the personnel sheet and reallocation of expenses with no effect on tribal support.

The tribe's newspaper was authorized to enter into an agreement with Adam Matthew Ltd. to digitize back issues of the paper from 1978 to 2005 into fully searchable documents.

Approval was given for amending Chapter 11 of the Tribal Code regarding enrollments during periods when rolls are closed. The amendments read: 11.115(3) From time to time

the board of directors may elect to close the tribal roll. During these periods of closure, certain persons may continue to be enrolled, despite having passed the age of 21. The persons so permitted shall be limited to:

(a) persons unable to provide conclusive proof of ancestry prior to age 21 due to the fact that their own child custody or adoption records were sealed by order of a court and, as a result of not having access to those records, the person was unable to provide the needed documentation to establish membership under 11.106 prior to the unsealing of the records; or

(b) persons who trace ancestry to the tribe through a parent which was not listed on their birth certificate or acknowledged in fact or through court proceedings, or through a custody order, a child support order or other proceeding which should have made the person aware of their ancestry prior to the age of 21 (in these cases, the applicant must obtain DNA proof of parentage through that parent to a scientific level of certainty of 99.99 percent or greater, and shall further seek to have their birth certificate amended to correctly list as their parent the person proven by the DNA to be their genetic parent; or

(c) persons who have been placed outside the home of their parents who were unable to gain access to knowledge about their Sault Tribe ancestry prior to

Continued on page 6



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*Must register at Northern Rewards Club.

Check your Northern Rewards Club booth for details on all promotions.

Club hours vary by site.

NIH video challenge seeks Native health stories

By RICK SMITH

The National Institutes of Health (NIH) recently placed a notice in the Federal Register that it opened the Storytelling About Health and Wellness in American Indian and Alaskan Native Communities Challenge video competition on Nov. 28.

Submissions accepted until Jan. 31, 2017, judging takes place during February and winners to be announced in the week of March 6.

“Tribal communities are revered for preserving their culture and passing on their history, customs, and traditions through their use of vivid, verbal narratives. Storytelling is an enriching tradition that serves to entertain, educate, and inspire,” the NIH

starts the challenge description in the Federal Register. The description further comments on the general health and health care disparities found in Indian Country and explains the hope that the challenge will give the public an incentive to highlight “the strengths and resilience of these communities, their heritage and traditions, and how their cultures promote their health and well-being.”

Further, the videos should explain what research is needed to improve health care in tribal communities.

Sault Tribe members, for example, could illustrate how the rural region of the Upper Peninsula of Michigan presents transportation obstacles in remote

areas and even in not so remote areas. The videos could serve as a platform to highlight the difficulty in attracting and maintaining medical professionals because of the combination of harsh winters, limited leisure and retail options, working in understaffed conditions and other issues.

It could be a way to highlight the competent care provided by current medical care providers and staff, including traditional healers, as well as a way of saying we need more people just like them.

Videos could reflect views from medical staff as well as from patients, pointing out how far the tribe has come so far.

The competition is open to the public and can be entered by indi-

viduals or groups if U.S. citizens, American Indian tribal governments and employees or incorporated private businesses if mainly operating in the United States. Restrictions apply to federal employees and contractors and recipients of federal grants and federal facilities. Employees of the National Institutes of Health are not eligible to participate.

No more than five winning submissions will be awarded cash prizes and recognition on the NIH Tribal Health Research Office web site and possibly on others. First place receives \$4,000; second place, \$3,000; third, \$2,000; and two honorable mentions each receive \$500. The first place winner(s) also get a invited to a meeting of the NIH Tribal

Consultation Advisory Committee with travel reimbursement.

Complete challenge details are in the Federal Register announcement at <https://www.federalregister.gov/documents/2016/11/28/2016-28497/announcement-of-requirements-and-registration-for-storytelling-about-health-and-wellness-in-american>.

Those interested may contact the NIH Tribal Health Research Office at NIHTribalCommittee@od.nih.gov or (301) 402-9852 with any questions about the challenge.

Videos are limited to five minutes in length, use either English speech or subtitles and include at least one member of a federally recognized tribe.

Summary of board resolutions passed since September . . .

Continued from page 5

turning 21; or

(d) direct lineal descendants of those persons enumerated in (a), (b) or (c) above, alive as of the date upon which the enrollment of the person is finalized provided that all such lineal descendants must apply for enrollment within one year of the related person enrolled pursuant to (a), (b) or (c) above.

Further, parts of section 11.103(2) were amended:

(d) to establish and certify blood quantum of members;

(e) to notify rejected applicants of the reasons for their rejection; and

(f) to create and administer procedures governing the proper methods and standards in the acceptance and review of DNA evidence, including selecting acceptable testing centers.

A grant application was approved for U.S. Health and Human Services funding in support of Elder Services functions from April 1, 2017, through March 31, 2020.

Tribal liquor licenses were renewed for all Kewadin Casinos and Midjim convenience stores.

The board reaffirmed the position of the tribe that, in the absence of a binding court decision to the contrary, the tribe is not subject to the Fair Labor Standards Act (FLSA) but it is in the best interests of the tribe, its members and employees to continue voluntarily adopting and complying with FLSA standards. Tribal administration was directed to take steps to assure the tribe continues to be in compliance with the FLSA Final Rule effective Dec. 1, 2016, including future automatic updates to salary thresholds that occur every three years.

The board directed the chairman and his executive team to prepare requests for proposals from qualified professional evaluators to conduct a comprehensive review of the tribe's existing health care system including its organization and structure, finances, personnel, facilities, equipment, members served, quality of care and any other pertinent components; prepare a report and recommendations on what measures the tribe should take to improve health care to maximize quality health care for members.

Matching contributions of one

percent were reinstated for the tribe's 401(k) plan effective on Jan. 1, 2017.

The board met again on Nov. 22 with all present.

A fiscal year 2016 Odenaang budget was established for \$3,487.82 from the program's fund balance with no effect on tribal support.

A fiscal year 2017 sanitation budget (BE-13-J11) was established for \$4,918.05 in carried over federal funds with no effect on tribal support.

A fiscal year 2017 sanitation budget (BE-15-J54) was modified for an increase in federal funds of \$147,497.94 with no effect on tribal support.

A fiscal year 2017 National Congress of American Indians budget was modified for an increase in other revenue funding of \$203.65 with no effect on tribal support.

A fiscal year 1017 implementation of Mental Health and Aging Initiative budget was established for \$1,800 in other revenue funding from the Inter-Tribal Council with no effect on tribal support.

A fiscal year 2017 Child Care Development Fund budget was modified for an increase in federal funding of \$52,896.44 with no effect on tribal support and another modification accommodated \$50,000 in federal funds, also with no effect on tribal support. A fiscal year 2017 Child Care Development Fund budget was established for federal funding of \$81,620.17 with no effect on tribal support.

The 2017-21 Tribal Transportation Improvement Plan was adopted for projects funded by Sault Tribe and the U.S. Bureau of Indian Affairs.

A cooperative winter snow and ice removal agreement between Sault Tribe and the Mackinac County Road Commission passed with expenditures up to \$40,000 from the Transportation Maintenance Fund for clearing Mackinac Trail and 3 Mile Road in Mackinac County.

Revisions to employee exempt and non-exempt policies and definitions, employee sick leave and vacation policies were enacted. Further, policy benefits/eligibility sheets were added to manuals for governmental, enterprise and casino employees.

Resolution 2012-216 was rescinded, which directed that

travel outside of the tribe's service area by any member of the board must be pre-approved by the board. The directive is deemed as inconvenient and impractical for purposeful operation of the board's duties. All board member travel information remains available to members upon request.

Further guidance passed on cost of living allowances (COLA) increases: Any annual COLA shall take effect for the pay period that includes Jan. 1 of each calendar year. The amount of the COLA shall be based on the annual Consumer Price Index for all Urban Consumers and shall

not exceed three percent in any one fiscal year. In the event that COLA calculations results in negative numbers, the COLA for the subsequent year shall be zero. The measures also apply to the HORNE group employees effective with increases scheduled for Jan. 1, 2017.

Measures to ensure compliance with the Fair Labor Standards Act were passed.

The board met on Nov. 28 with Michael McKerchie absent.

Continued funding was approved for all Schedule C cost centers and enterprise cost centers for fiscal year 2017 at respective fiscal year 2016 spending levels

for a period not to exceed 60 days. The continuing resolution shall not impair or delay implementation of the COLA increases, reinstatement of the one percent matches for the tribe's 401(k) and maintaining or implementing grants.

All resolutions mentioned above can be seen in their entirety online along with the records of votes cast on the measures by board members at <http://saulttribe.com/government/board-of-directors/board-download-files?-folder=Board%2BMeeting%2BVotes%2BAnd%2BApproved%2BResolutions>.

WALK-IN CLINIC

Sault Tribe Health Center, 2864 Ashmun, St. Sault Ste. Marie

Open Monday through Friday
from 8 a.m. to 7:30 p.m.

Sault Tribe Health Center 2nd Floor
2864 Ashmun, Sault Ste. Marie

Rae Ann Brand FNP
Andrew Rife PA

No Appointment Necessary!



Nov. 4, 2016, marks 10 months since the opening of our Walk-In Clinic at the Sault Tribal Health Center in Sault Ste. Marie. It has been a very exciting time for our medical clinic and our patients! We are now able to care for our tribal members, their families and all eligible patients with expanded hours until 7:30 p.m. nightly, Monday through Friday. The feedback we are receiving from our patients is outstanding! Our patient visits have increased from an average of 16 patients daily to over 26 patients daily.

All patients eligible to be seen at our medical clinic are also able to access the Walk-In Clinic. Patients present, sign-in, and are seen on a first-come, first-served basis. The walk-in clinic is intended to be used for acute illnesses and minor injuries and short term medication refills. You should use the walk-in clinic for medical concerns that arise between regularly scheduled visits with your primary medical provider. A visit to the Walk-In Clinic does not replace your regular appointments with your primary medical provider. If you haven't been seen by your primary medical provider in over 6 months, please call medical scheduling at (906) 632-5230 to assist you in making this appointment.

Visits to your walk-in clinic supplement but do not replace regularly scheduled visits with your primary medical provider to address your chronic medical needs, make sure you are up to date on cancer screenings, and take preventative measures such as immunizations and diabetes prevention.

As always, we are here to care for you.
Chi Miigwech

Sault Tribe Health Services ... "Health for a Lifetime"

Udall appointed to vice chair seat on U.S. SCIA

BY RICK SMITH

Senate Democratic leaders recently announced the appointment of Senator Tom Udall of New Mexico as the vice chairman of the U.S. Senate Committee on Indian Affairs in the 115th Congress. Udall was named to the post on Nov. 16.

“I am enormously proud to represent and defend the sovereignty of New Mexico’s 23 tribes and all Native American communities,” said Udall in a release. “Throughout my career, I have been committed to working alongside Indian Country to uphold our trust responsibility and support tribal communities in their work to build sustainable economies, provide good schools and quality health care, maintain access to clean air and water, and strengthen their connection to culture and tradition.”

Udall currently serves and retains his seats on the Appropriations, Commerce, Foreign Relations and Rules committees.

According to statements on his web site, Udall takes great pride in working with, representing and defending the sovereignty of American Indian communities and has since he was a member of the House of Representatives and served as a vice-chair of the Congressional Native American Caucus.

He aims to continue helping Indian Country in his new capacity on the Senate Committee on Indian Affairs mainly through helping tribes to “build sustainable economies and vibrant businesses.” He lists other issues where he wants to help American Indian communities such as access to increased educational opportunities, dependable health care, adequate housing, access to clean water, electricity and basic telephone and Internet service.

“I have always been — and will continue to be — a strong supporter of Native American rights, working in Congress to bring attention to the most critical and endemic problems facing

Native communities,” he states.

Indeed, Udall has played roles or supported numerous acts of Congress to further Indian Country. He continues to advance the Building Upon Unique Indian Learning and Development (BUILD) Act he introduced several years ago to enhance education experiences for American Indian students from pre-kindergarten through college.

Through the Udall Foundation, he also advocates for the Native American Congressional Internship Program, which provides opportunities to gain practical, first-hand experience in the workings of the federal government and the inter-governmental relationship between the United States and Indian Country.

More on the Udall Foundation and how to apply for the Native American Congressional Internship Program can be found online at <https://udall.gov/OurPrograms/Internship/WhoShouldApply.aspx>.



U.S. Senator Tom Udall (D-N.M.), a long time advocate of Indian Country was recently appointed as vice chair on the U.S. Senate Committee on Indian Affairs.

JANUARY IS STALKING AWARENESS MONTH

SUBMITTED BY ACFS

January is Stalking Awareness Month, when we can put the spotlight on how widespread stalking is across the United States.

Stalking can take many different forms. The scenario below can be identified as stalking and what measures can be taken for victims of crime.

1. Bill asks Kate out on a date, Kate declines as she has a boyfriend.
2. Bill gets angry and calls Kate names to her face and on social media.
3. Bill follows Kate around, getting jealous of her boyfriend.
4. Bill threatens to harm Kate and her boyfriend.
5. Kate and boyfriend file for personal protection orders.
6. Kate makes complaint to police in hopes charges can be filed against Bill for stalking and harassment.

The National Center for

Victims of Crime lays out general guidelines of stalking laws throughout the nation to give us a better understanding of how stalking is controlled by the judicial system.

- Stalking is a crime under the laws of 50 states, the District of Columbia, U.S. territories and the federal government.

- Less than one-third of states classify stalking as a felony upon first offense.

- More than half of all states classify stalking as a felony upon second or subsequent offense or when the crime involves aggravating factors, which may include possession of a deadly weapon, violation of court orders or conditions of probation or parole, victim is under 16 years of age or same victim as on prior occasions.

For a compilation of state, tribal, and federal laws, visit www.victimsofcrime.org/src, last updated January 2015

The Sault Tribe Advocacy Resource Center can help victims of stalking file for personal protection orders. To receive our services, you must reside in the seven-county service area (Chippewa, Mackinac, Luce, Alger, Schoolcraft, Delta and Marquette counties). If you do not live in the service area, Sault Tribe ARC will assist with referrals to appropriate agencies. Our services are free of cost and confidential. We can be reached at (906) 632-1808.

Stalking facts — About 7.5 million people are stalked annually in the U.S.; 15 percent of women have experienced stalking compared to six percent of men; the majority of stalking victims are stalked by someone they know; and 61 percent of female victims and 44 percent of male victims of stalking are indeed stalked by a current or former intimate partner.

Online publisher seeks No DAPL artwork and writing

“We are not afraid of strong, political work, but we do favor the didactic. Surprise us. Open a new avenue of thought and connection beyond what is in the news.”

BY RICK SMITH

An online publisher, Broadside Press, recently posted a solicitation for artwork and writing about the ongoing confrontation over the Dakota Access Pipeline (DAPL) near the 1,000,000-acre Standing Rock Indian Reservation that straddles the border between western North Dakota and South Dakota.

A portion of the major pipeline project currently under construction near the Standing Rock Reservation and has been vehemently opposed by a few thousand American Indians and others at an on-site encampment and uncounted sympathizers around the world. Those against the pipeline maintain it would be a constant threat the reservation’s water supply and sooner or later

cause harm or death.

Broadside Press invites American Indian writers and artists to share works for inclusion on a feature on the No DAPL standoff. “Respond to the DAPL in words or images. Your response need not be literal — you may take off in any tangent the subject suggests,” Broadside Press wrote in submission guidelines. “We are not afraid of strong, political work, but we do favor the didactic. Surprise us. Open a new avenue of thought and connection beyond what is in the news.”

Deadline for submissions is Jan. 10, 2017, and must include a short biography. Other guidance regarding submissions is at www.broadsidepress.org/responses/2016dapl/.

Sault Tribe committees have vacancies

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

- Anishinaabe Cultural Committee - Two vacancies (men, four-year term)
- Cultural Screening committee - Two vacancies (four-year term)
- Great Lakes Conservation

Committee - One vacancy-small vessel (four-year term)

Health Board - Two vacancies (four-year term)

Higher Education Committee - One vacancy (four-year term)

Election Committee - Six vacancies (four-year term)

Special Needs/Enrollment Committee - Six vacancies (two-year term)

Child Welfare Committee - Five vacancies (four-year term)

Unit II Newberry Elders Subcommittee - One regular, one alternate (four-year term)

Unit IV Manistique Elders Subcommittee - One regular, one alternate (four-year term)

Unit II Hessel Elders Subcommittee - Two regular, one alternate (four-year term)

Unit V Munising Elders Subcommittee - One regular, two alternates (four-year term)

Unit II Naubinway Elders Subcommittee - One alternate (four-year term)

(MIEA) Michigan Indian Elders Association - One vacant delegate seat

Tribe offers job training opportunities for qualified applicants in service area

The Sault Ste. Marie Tribe of Chippewa Indians Workforce Innovation and Opportunity Act (WIOA) Program has funding available for short-term occupational training opportunities.

WIOA may be able to provide tuition assistance for skills training if it leads to an industry-recognized certification.

Candidates must meet certain eligibility requirements and be residents of the tribe’s seven-county service area in the EUP.

Please apply at WIOA, 523 Ashmun Street, Sault Ste. Marie, MI 49783 or Call Brenda Cadreau at (906) 635-4767 for more information.



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Conservation Corner: Great Lakes subsistence and subsistence netting licenses

BY ROBERT MARCHAND

As the Sault Tribe department that issues all treaty licenses to our members, Sault Tribe Law Enforcement (STLE) receives many questions regarding the various, sometimes complicated, rules and regulations that govern them. We encourage members to contact our office to speak with an officer who will be able to answer questions regarding allowable and unallowable activities, and are committed to providing clarification in Sault Tribe's newspaper through Conservation Corner. Unless otherwise noted, Tribal Code references are directly quoted from *Chapter 20: Great Lakes and St. Mary's River Treaty Fishing Regulations* (referred to here ahead as Chapter 20), and the **Chippewa Ottawa Resource Authority (CORA) Commercial, Subsistence, and Recreational Fishing Regulations (CORA Code)**.

Please note ALL subsistence, subsistence gillnet and all types of commercial licenses expire on Dec. 31 each year. Subsistence and subsistence gillnet 2017 licenses will be available beginning on Dec. 27, 2016. 2017 Commercial licenses will be available for renewal beginning on Dec. 12, 2016. Please call at least a week in advance to make an appointment for commercial licenses.

Subsistence, subsistence gillnetting and recreational STLE issues Great Lakes subsistence and subsistence gillnetting licenses that allow Sault Tribe members to fish the Great Lakes (including St. Marys River) within Sault Tribe's 1836 Treaty boundaries. Members may obtain the basic subsistence fishing license at no charge (if applying or requesting an application packet through the U.S. Mail, a \$4 mailing fee applies) or they may obtain subsistence gillnet licenses for a \$20 fee (add \$4 mailing



fee if applying or requesting an application packet through the U.S. Mail). Members 55 and over are free of charge for gillnet licenses; however, they would still be required to pay the \$4 mailing fee. STLE currently accepts only checks or money orders for payment of treaty licenses if processing through the U.S. mail, but have just begun accepting debit and credit card payments at the licensing window.

Sault Tribe's Board of Directors enacted Tribal Code Chapter 20, which can be found at www.saulttribe.com under Government, then Tribal Code. Subsistence and subsistence gillnet licenses also fall under the regulatory authority of the CORA Code, which can be found at www.1836cora.org under Fishing Regulations.

Whether applying for just subsistence or subsistence gillnet licenses, all applicants are provided with a packet of information that includes Sault Tribe's Code, Chapter 20; CORA Code; grid maps showing locations where you can fish; and enough monthly catch reports for a 12-month period. The two-page application includes providing specific personal identifying information such as name, date of birth, address, phone number, email, height, weight, the red number from your tribal enrollment card and the grid locations you plan to fish as well as whether you are

applying for the gillnet portion of the license.

Sault Tribe members may engage in recreational fishing with just their current, non-expired tribal enrollment card; if using just your tribal enrollment card, members must follow the bag limits, seasons, size limits, closed areas, and gear and method restrictions applicable to recreational fishers licensed by the state of Michigan (CORA Code, Section XVII – Recreational Fishing). Due to the reporting requirements of Sault Tribe's subsistence and subsistence gillnet licenses (see more information below), many members prefer to fish the Great Lakes under the state of Michigan's rules with just their tribal enrollment card.

Reports are due no later than the 10th of every month, for the previous month. Reports are required to be submitted regardless of whether you actually went fishing or caught anything. If you did not fish, fill out all required fields at the top and simply write across the page "Did Not Fish." If you fished and caught nothing, fill out all required fields at the top, including grid locations, and simply write "0 catch" across the page.

Properly completed reports include the following information (also stated in the letter from chief of police with the application packet):

- Printed name of license holder;
- Sault Tribe number, on the back of the license;
- Grid location/number being fished;
- Month being reported;
- Gear used; and
- Species of catch and amount – either in pounds or number of fish – not both.

Reports may be submitted in person, by you or your designee (filled out in its entirety by you), at 2175 Shunk Rd. in Sault Ste. Marie, Michigan;

via fax at (906) 635-7707 (if faxing, please call the office to ensure your fax was received); or via U.S. Mail at P.O. Box 925, Sault Ste. Marie, MI 49783. Reports may also be submitted via email to Rachel AND Amber in the Licensing Office. If you choose to email the report in, you must email it to BOTH of them, and receive a confirmation email response from one of them to ensure your report was received. Their email addresses are ahorner@saulttribe.net and rshreve@saulttribe.net.

Please remember that if you maintain your license through the end of the year, you must turn in a December catch report no later than Jan. 10, 2017.

Even when a member receives a ticket, the applicable catch report must be turned in to STLE.

Commercial fishing – captains and helpers

STLE became the licensing agent for commercial licenses several years ago. Commercial licenses include captains, co-captains and helpers. Members must be 18 or older to obtain a commercial fishing license, if available.

Sault Tribe has a cap of 65 captains' licenses it is authorized to issue. What this means is, STLE cannot issue any new captain's license to any member who does not currently hold a captain's license.

Existing captains should ensure they have a letter in their file at STLE in the event of death or dismemberment indicating to whom they wish to transfer their license to. Per Chapter 20.102 (9), *"A tribal commercial fishing license may be passed on only to the natural son or daughter, spouse or husband as authorized by the tribal board of directors."* If a captain is unsure if there is a letter in their file, they can call our office to confirm. **If there is no letter**

in the captain's file, it may revert back to the tribe.

New helpers must schedule their appointment with STLE at least one week in advance, and then immediately contact Sault Tribe Enrollment at 632-8552 to request their "file." Members must pick up their file and bring it to their appointment at STLE. Helpers pay \$25 each year, and this can be in the form of a check, money order, debit or credit card. Members will take their file, along with the application paperwork and commercial helpers license to the Bureau of Indian Affairs to have it certified. **The license is not valid until the Bureau of Indian Affairs signs off on it and affixes your picture to it.**

Per Sault Tribe's Chapter 20, Section 20.102 (10), *"Any Sault Ste. Marie tribal license holder who fails to renew his tribal treaty fishing license for a period of one (1) year shall not thereafter be relicensed."* All captains must either renew their license **each year**, or at a minimum pay the license fee in order to retain it.

Commercial license holders must be present at the time of license renewal. Others are not authorized to renew commercial licenses for any tribal member. If a captain requires a co-captain for reasons allowable in Tribal Code Chapter 20 or CORA Code, the captain and co-captain **must both be present** for the license appointment. **Any changes to that captain/co-captain relationship require changes to both licenses issued.**

Treaty fishing rules and regulations are very complex. Members may always contact STLE's office with questions or concerns. Licensing staff is available Monday-Friday from 8 a.m. to 5 p.m. and officers are available 24/7.

Robert Marchand is chief of the Sault Tribe Police Department.

Tribe's Inland Fish and Wildlife seeks input

**Jan. 9 and Feb. 6
Kewadin Casino
6:30 p.m.**

The tribe's Inland Fish and Wildlife Department (IFWD) is completing climate change vulnerability assessments for a number of culturally important species within the 1836 Ceded Territory. This work builds upon a completed vulnerability assessment for snowshoe hare in the Eastern Upper Peninsula.

The IFWD seeks input from the tribal community as to which species to focus these renewed assessment efforts.

Assessing vulnerability to climate change is important for understanding how projected climate changes will influence species, for setting management and planning priorities, and for informing adaptive management

planning. Assessments incorporate information about species sensitivity and exposure to projected changes as well as their ability to adapt to those changes.

The IFWD invites interested tribal community members to attend two meetings that will take place on Monday, Jan. 9 and Monday, Feb. 6 at 6:30 p.m. at the Kewadin Casino in Sault Ste. Marie. These meetings are scheduled to follow the Inland Conservation Committee monthly meetings.

As an incentive for participating in this discussion, Chairperson Aaron Payment has donated two \$50 gas cards to be given away to one attendee at each meeting.

For questions about these meetings, please contact Dani Fegan at dfegan1@saulttribe.net or call (906) 632-6132.

Woodstove survey needs input

Greetings! I am Robin Bouschor and I work as an air quality specialist with the Sault Tribe Environmental Department.

I am conducting a woodstove heating assessment and would really appreciate your participation if you are a Sault Tribe member and use a woodstove for heating your home.

I am gathering this information to assess whether or not Sault Tribe could support a woodstove changeout program.

A woodstove changeout program helps communities reduce emissions by providing consumers with incentives to remove old, dirty-burning woodstoves or wood heating appliances, and

replace them with clean efficient new heating appliances.

If you would like to participate in this assessment, the Sault Tribe Environmental Department, (906) 632-5575, and ask for Robin Bouschor, email me at rbouschor@saulttribe.net, or stop by our office at 206 Greenough Street in Sault Ste. Marie.

Become a USFS junior snow ranger

BY RICK SMITH

The United States Forest Service (USFS) offers a program that seems tailored for youngsters in the Upper Peninsula of Michigan. The Junior Snow Ranger Program is designed for children in the fourth and fifth grades. An online full-color activity book loaded with all kinds of cool stuff guides kids on gobs of outdoor and indoor winter activities. And they're not just any lame-o activities, more details in a moment.

The program is geared to inspiring kids to "embrace a life-

long relationship with the winter environment and to become stewards of the land." Sounds good, eh?

Back to that activity book mentioned a moment ago: The USFS says it "highlights the role of a real snow ranger, the use of rescue dogs and continued importance of wildfire prevention during the winter. In addition, it teaches kids how to make their own snowshoes, similar to those that were once used in some Native American cultures." And know what else? The book points all kinds of awesome

ideas, like how snow shoes work great in sand too! Doesn't that sound like fun? You could make your own snowshoes, then talk mom and dad into taking an awesome trip to Sleeping Bear Dunes or the nearest beach to try them out — any time of the year!

Get online and check out all this exciting snow ranger stuff at https://fs.usda.gov/Internet/FSE_DOCUMENTS/stelprdb5347818.pdf

Find out about more super-duper cool stuff for kids brought to you by Uncle Sam at www.kids.gov.

LSSU Native Center celebrates 30 years on campus

BY BRENDA AUSTIN

The Lake Superior State University (LSSU) Native American Center celebrated 30 years on the LSSU campus this month.

Batchewana First Nation member Craig Thundercloud McKay from Sault Ste. Marie, Ontario, was invited by Native American Center and Campus Diversity Director Stephanie Sabatine to display his artwork at the LSSU Library Gallery throughout the month of November. November was also Native American Heritage Month.

McKay started creating art

a young age, and now operates Snappin Thunder Art Gallery in Sault Ste. Marie, Ontario. Students and the community were invited to visit the LSSU Library Gallery to meet McKay, and afterwards a reception was held at the Native American Center.

McKay's birch bark art, carvings, sculptures and paintings, along with other featured First Nations artists, can be seen at Snappin Thunder Art Gallery located at 810 Queen Street E., in Sault Ste. Marie, Ontario, Canada. He can also be contacted by calling (705) 206-3275 or by

email at: thunder-cloud@hotmail.ca

November also featured a traditional meal at the Native American Center and the Bahweting Anishinaabe drummers performed at the LSSU Quarterdeck to honor Native American Heritage month.

Anna Hubbard, local Native American artist, is scheduled to display her artwork and storytelling along with her friends Peter Migwans, Doug Chambers, Pat Shackleton, Shena Sloboda, and Gerry Adams in the LSSU Library Gallery throughout the month of December.



From left, Canadian First Nations artist Craig Thundercloud McKay, Director of LSSU's Native American Center, Stephanie Sabatine, Joffre Janveaux, and Shelley Wooley, Title III TALK Grant director, gathered during a reception held at the Native American Center in honor of McKay and in celebration of the centers 30th anniversary.

American Indian students missing the boat for getting scholarships through Catching the Dream

BY RICK SMITH

Catching the Dream, a non-profit, national American Indian education and scholarship center, says Indian communities are missing out as are students when the organization is overlooked by students seeking paths to college and satisfying careers. Strangely, though the organization could be a powerful ally for Indian students in getting mentally prepared for college and finding funding through scholarships, it reports a lack of applicants to take advantage of its help.

The main mission of Catching the Dream is to help improve living conditions in

American Indian communities. "Throughout the United States, Native communities suffer from a lack of qualified professionals — teachers, engineers, doctors, communication specialists, business managers, social workers and technicians. Well-paying jobs exist in Indian communities, but few Indians are prepared to fill them. Hospitals, dental clinics, schools, engineering and agricultural projects, all remain understaffed and seriously unable to meet community needs," states the homepage of the organization's web site.

The main reason for the shortage of qualified Indian professionals is the poor state of

education in Indian Country and Catching the Dream has aimed to help correct the situation in a number of ways since 1986. Among the different strategies employed, the organization actively seeks American Indian high school students nationwide with academic potential to help them prepare for college. Further, the organization guides prospective college students in finding and winning scholarships, provides grants to help students in college and supports improvements for Indian schools.

While the organization reports a scarcity of applicants for its help, it boasts an admi-

nable success rate among those who do enlist the help through Catching the Dream. According to figures released by the organization's founder and director, Dr. Dean Chavers, the organization produced 27 graduates in the 2015-16 school year, bringing the total produced through 30 years of effort to 890. Moreover, Chavers reports 85 percent of the graduates helped by Catching the Dream work in Indian Country. He said in spite of having produced 52 medical doctors, a need exists for 500 more Indian doctors. He added the situations are similar with educators, engineers, business graduates, scientists and nurses.

Citing the availability of over three million scholarships for Indian students, Danvers pointed out his organization helps students to find opportunities and write strong essays to win as many scholarships for an individual as may be possible. "A C- essay will not win many scholarships, but an A+ essay will win most of them," he said. He further cited the case of one student who won 70 of 102 scholarships for which he applied.

Formerly known as the Native American Scholarship Fund, Catching the Dream can be explored online at www.catchingthedream.org.



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Kalvin Hartwig hired as project specialist for Sault Tribe's Education Division

BY BRENDA AUSTIN

Sault Tribe member Calvin Hartwig was hired recently as a project specialist with the Sault Tribe Education Division.

Hartwig will be assisting Education Director Lisa Corbiere-Moran with coordinating and monitoring education grants and programs, implementing new projects and developing communications materials. He will also provide expertise in negotiating, preparing, submitting and reporting on grants, and working on grant and administrative projects relating to strategic and development planning.

After graduating from high school, Hartwig attended Michigan Tech for four years earning a Bachelor of Science degree in social sciences and then went directly into a two-year Master of Arts program in international relations at Yale, where he focused on Indigenous Rights and Indigeneity. He also earned a Graduate Diploma in Communication Studies from Concordia University in Montreal, Quebec.

In addition to English, he speaks or is continuing to learn French, German, Spanish and Anishinaabemowin.

After graduating from Yale he was very involved in volunteering, and also took a job in the Congo. "While I was in Congo, I was continuing to work on a



short film I had started while living in New York City. While I was producing the film I came to realize I wanted more tools to be able to work with. I had never done filmmaking before, and I wanted to learn more about media production and film. My girlfriend was an alumna of a program in Montreal at Concordia and suggested it might be a good fit for me. I applied to their program and one at Columbia, and was accepted to both. But it was the program at Concordia that provided a little more freedom for studying film and more practical skills that I was looking for," he said.

The film when edited will be about seven minutes in length. The main character is an Anishinaabe woman who is from a reserve in Canada and living in NYC. Far from the land, community and culture she was

accustomed to, and surrounded by concrete and the hustle and bustle of millions of people, she feels lost and confused about her identity. But after a short series of events she comes to realize that she can be an Anishinaabekwe in the city and practice her culture – and learns that it is even her responsibility to do so.

Hartwig said he would like to have screenings in Indigenous communities around the world, and with the help of friends he met while a student intern at the United Nations, he said he thinks he can accomplish that goal. He also plans to reach out to public television and film festivals.

His past work experience includes being a student intern for the Secretariat of the U.N. Permanent Forum on Indigenous Issues; teaching assistant at Yale University; program assistant for the Endangered Language Alliance; research assistant at Haskins Laboratories; communications intern with Survival International USA; project coordinator for the Indian Health Center of Santa Clara Valley; and operations director for The Peace Exchange in the Democratic Republic of Congo.

Some of Hartwig's volunteer work includes sitting on the Concordia University Television Board of Directors; and as a consultant for a remote Pygmy community in the Congo to assess

rights-based development needs.

Hartwig said working as an intern at the U.N. for the Secretariat of the Permanent Forum on Indigenous Issues was an eye opener and a wonderful experience. "I got to meet people from around the world who were interested in making the world a better place. In my office, my colleagues were trying to improve life for indigenous peoples through better policies and more awareness. One thing I enjoyed was that on any given day you could be hearing two to four languages in the office," he said. "With a large institution like the U.N., you have a lot of perspectives that you need to consider, and change can be slow but you can see it, and see people working really hard with really good hearts."

He said one reason he applied for his position at the tribe was because it was an opportunity to give back to the community for its support. For example, the scholarships he earned through the tribe's Education Department he said were very helpful. "I also want to promote our traditional culture and language – I think that is really crucial. There are many reasons to study different languages. One reason is for professional development -- the more languages you know the more job opportunities present themselves – especially when you want to

work in different countries like I do. When I was working in the Congo I was speaking French. I have a life goal to learn all of the languages that make up my ethnic background. One of my priorities would be to continue to learn Anishinaabemowin," he said.

Hartwig said he is grateful to be back in the Sault and catch up on language learning and visit family he hasn't seen in a while. "I think knowing more about Ojibwe culture and language are really good tools for life's struggles and can help get you through tough times. It can also help spiritually, and help us understand how our ancestors thought and saw the world. I feel like it's our responsibility to our ancestors to know, learn and support our language and traditions," he said. "It's also crucial we build and maintain a strong identity to uphold our inherent tribal rights."

Hartwig's parents are the late Paul Hartwig, Jr. and Rita Mishoe (née Kaufmann). His grandmother, who was his primary caregiver, was the late Sharon Hartwig-Jones. He has a great-great aunt, Alice Huhtala (née Campbell), who is one of the oldest living community members in Sault Ste. Marie.

His girlfriend, Naomi Frérotte is from France; they met in NYC as U.N. interns. She is currently a U.N. employee working in Chad.

MIEA 2016-17 Student Incentive Program now open

The MIEA Student Incentive Program is offered by the Michigan Indian Elders Association (MIEA) to recognize students who achieve all "A" grades or achieve perfect attendance for a marking period.

A minimum of \$3,000 available to fund the program this year. An award of \$25 is made for each qualified entry up to the minimum available funds in the program. In the event that the number of qualified entries exceeds the funds available, winners will be determined by lottery.

To qualify, applicants must be enrolled members or direct descendants of enrolled members of one of the MIEA constituent tribes/bands in grades 1-12 in public or private schools. Home schooled students are ineligible. Straight "A" awards, which includes variations A minus and A plus, must be in grades apply only to applicants in grades 4-12.

School grading systems based on numbers is acceptable as long as straight "A" equivalent standard is met.

Students applying for perfect attendance awards in grades 1-12 must demonstrate attendance in school or at a school sponsored function each day of the marking period. Excused absences for anything other than school sponsored or approved functions do not constitute perfect attendance.

Only the first two marking periods of the 2016-17 school year are used to determine winners of the 2016-17 awards lottery.

Students can qualify for both the perfect attendance and straight "A" awards for both marking periods. For example, straight "A" grades and perfect attendance for both marking periods would mean four chances to win.

At least one parent of applying students must complete and sign the Student Incentive Program

application form in order for students to qualify for awards. Copies of applying students' report cards or letters from school administrators verifying grades or perfect attendance must be included in applications along with copies of tribal identification cards of the applying children or their parents.

The drawing to determine the winners takes place at the April 2017 conference of the Michigan Indian Elders Association.

It is very important these directions are followed for your child to be considered for an award. Completed application forms (included with these instructions), signed report cards or verification letters of achievement from school administrators and copies of the student or parent tribal identification cards must be received or postmarked no later than March 15, 2017.

Very important — Please

attach the following documents to completed applications in order for students to qualify and be considered:

1. A copy of the student's report card signed by his/her parent or a letter from an administrator in his/her school stating the marking periods for which he/she have had all A grades or perfect attendance. Note, students must be in grades 4-12 to qualify for all A awards and in grades 1-12 for perfect attendance awards.

2. A copy of the student's tribal membership card. If the student doesn't have a card, please include a copy of a parent's tribal card.

3. Photographs are not required, However, if a photograph of the student is available, which could be used in promotion of the program, please enclose with the completed application. Please write the student's name on the back of the picture.

I certify that all the information given is true and correct. I understand that this information is being given for the receipt of funds, and the Michigan Indian Elders Association program coordinator may verify the information on the application with my child's school. I further give consent for the use of my child's name and likeness for the promotion of this program.

Parent's signature: _____

Date: _____

All information must be received or postmarked no later than March 15, 2017, at 5 p.m. to be eligible. Please mail the preceding information to LeAnn Stindt, 103 Big Bear Road, Iron River, MI 49935.

New beginning farmers webinar series offered by MSU Extension this winter

People who are exploring new farm businesses will benefit from participating in the MSU Extension 2017 Beginning Farmer webinar series. From January through May, MSU Extension will offer nine two-hour evening programs that provide valuable start-up information on general and more specific farming topics, including: "Getting started with..."

Jan. 30, Small vegetable farm systems

Feb. 13, Hoophouse management

Feb. 27, Maple syrup
March 13, Fencing and watering systems for livestock
March 27, Blueberries
April 3, Crop nutrient management

April 10, Aquaculture (fish farming)

April 24, Planning and operating a mixed fruit orchard

May 8, Producing and selling eggs

A fee of \$10 per webinar is required or you can register for the entire series for \$45. Webinar recordings will be provided to all registered participants. Participate from the comfort and convenience of your own home or office. Registration, a brochure containing details on each individual program and online or mailed payment options can be found at <https://events.anr.msu.edu/Beg-FrmWeb2017/>.

You may register for all or

some of the courses at any time, even if the session has already taken place. In that case, you will get a link to the recorded program.

Each program begins at 7 p.m. Eastern Time and will last up to two hours. A high-speed Internet connection is required. You will receive webinar connection information after you register.

Contact the Alger County MSU Extension office at (906) 387-2530 or isleibj@anr.msu.edu for more information.

GED programs

Consolidated Community School Services (CCSS) and the Sault Tribe Adult Learning Center once again offer free GED preparation classes and testing to tribal and community members.

Free classes take place in Sault Ste. Marie at the MI Works! agency every Monday through Wednesday from 12:30-4 p.m., and at the JKL Bahweting Middle School every Monday through Thursday from 6-8:45 p.m. Contact Tanya Pages at 632-6098 or tpages@eupschools.org for more information.

Tribe's Court of Appeals judges visit local schools

The Sault Tribe Court of Appeals visited two area schools on Nov. 18 to bring awareness of what tribal courts do, why they are necessary, their history and the availability of career paths. Three representatives from the Tribal Appellate Court, Reserve Appellate Judge Jared Hautamaki, Chief Judge of the Appellate Court Karrie Wichtman and Reserve Elder Appellate Judge Elisabeth Dietz, gave a presentation at Joseph K. Lumsden Bahweting Anishnabe PSA and Sault Area Middle School. Sault Tribe Court is at 2175 Shunk Road in Sault Ste. Marie. At right, Hautamaki, Wichtman and Dietz talk to children in the JKL School Library.



Housing Authority staff spread goodwill



This Christmas, the Sault Tribe Housing Authority staff will once again be bearing gifts to resident tribal families during the 2016 holiday season.

This annual endeavor has been taking place for countless years. Over the course of these years, this charitable group of employees presents resident families with gift baskets, food baskets and participated in a giving tree using the employee Friday Dress Down Fund.

This year's donations to families will be in the form of \$50 gift cards. The resident service specialists and home ownership specialists will be playing "Santa" and delivering the cards to 37 selected families in hopes of offsetting extra expenses and



elevating some financial stress associated with this time of year. Practically the entire Housing Authority staff contributes to the Friday Dress Down Fund throughout the year! The staff wishes everyone a merry Christmas and a happy new year!

Apply for Sault Tribe employment opportunities

Contact Employment at (866) 635-7032 or stemployment@saulttribe.net. Apply online at www.saulttribe.com! All listings below are open until filled.

- GOVERNMENTAL**
Sault Ste. Marie, Kincheloe
 Health education supervisor – full time/regular.
 Community health educator – full time/regular.
 Tribal attorney/prosecutor – full time/regular.
 Employee specialist (2) – full time/regular.
 Cook (2) – elder services – part time/regular.
 Physician – full time/regular.
 Concessions worker I – part time/seasonal.
 Community educator – full time/regular.
 Events worker – part time/regular.
 HR coordinator – full time/regular.

- Division director (Health) – full time/regular.
 Licensed practical nurse – full time/regular.
 Shelter worker – part time/regular.
 Cook (Child Care Center) – full time/temporary.
St. Ignace, Manistique
 Chief solo dentist (Manistique) – full time/regular.
 Staff dentist (St. Ignace) – part time/regular.
KEWADIN CASINOS
Sault Ste. Marie Kewadin
 Guest room attendant – part time/regular.
St. Ignace Kewadin
 Front desk clerk – FT/temp.

- Deli cooks (2) – full time/regular.
 Prep cook – part time/regular.
 Guest room attendant – part time/regular.
 Bar server – full time/regular.
 Players Club clerk – part time/regular.
 Guest room attendant – part time/regular.
Christmas Kewadin
 Line cooks (2) – full time/regular.
 Lead cook – full time/regular.
 Bar server – full time/regular.
 Restaurant server – FT/regular.
 Casino porter – part time/regular.
 Gaming dealer trainee – part time/regular.

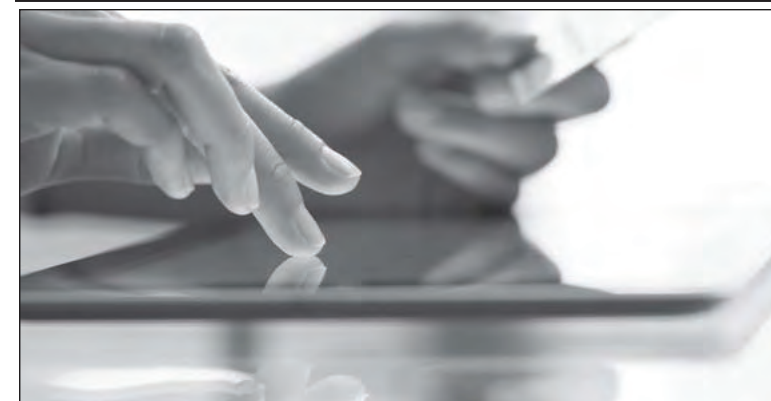
United Way workplace campaign holds bake sale at annual UW Chili Cook Off



Photo by Brenda Austin

Volunteers Heather Ogle and Tabitha Bernier, chair's office rep Ashley Vogel and workplace campaign coordinator Lisa Moran hold a bake sale and offer facepainting during the Nov. 10 United Way Chili Cook Off for the Sault Tribe and Kewadin United Way workplace fundraising campaign. The annual event was held at the LSSU Norris Center. The campaign thanks all who baked goodies and volunteered their time.

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Tribe hires economic development director

BY BRENDA AUSTIN

Joel Schultz was hired recently as the economic development director for Sault Tribe.

Schultz will be focusing on fostering an economic development effort, which will include oversight of the Midjims, DeMawating, Sawyer Village, Eagle Ridge and Northern Hospitality.

A tribal member from Bark River, Schultz grew up in Naubinway and after graduating from high school, attended Northern Michigan University, earning a degree in business.

He then started purchasing and turning around small businesses in the Naubinway, Sault, Kincheloe



and Newberry areas.

An associate suggested he apply for a position with the Michigan Small Business Development Center consulting potential start ups and existing small businesses. He applied and was offered a position and within a year became its director.

He eventually evolved into a position with the Upward Talent Council, which is a legal entity that hosts the Michigan Small Business Development Center, Michigan Works! and collaborative partnerships. While there, he worked in the planning agency as director of Central Upper Peninsula Planning and

Development.

He spent about 12 years working with state agencies before learning the tribe was hiring an economic development director.

Schultz said his initial task as the tribe's economic development director is to see where tribal businesses stand financially. "I want to get a real good feel for what our assets are," he said. "I would like to help develop the structure that will give a competitive advantage to the tribe. We have some unique advantages as a sovereign nation and I would like to define and promote those and see what we can do to develop them."

Schultz said top concerns in

the U.P. are energy, broadband, workforce development, housing, education, transportation, "and health care is a big pillar of economic development. Those are all things that we have some distinct advantages in," he said.

"Hopefully, we get an environment where we can go to work and do some good things," he added.

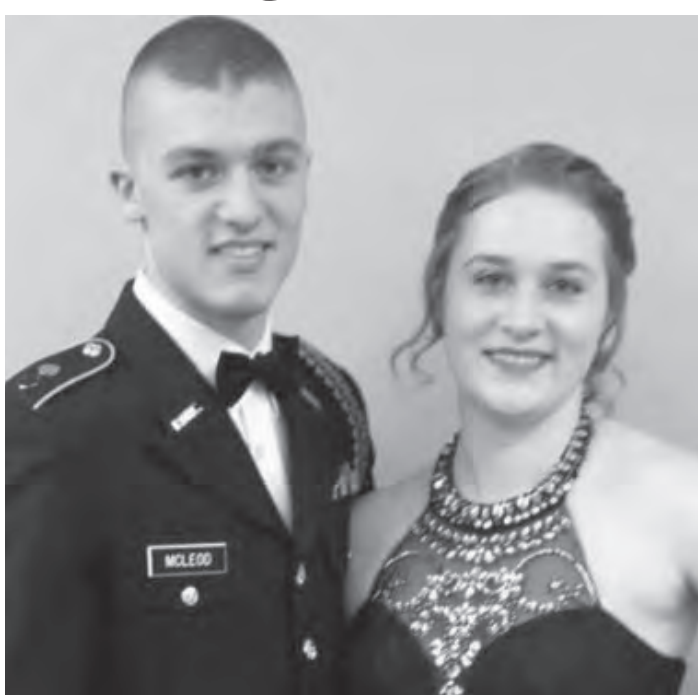
Schultz and his wife, Melissa, have three children together. Their daughter, Katelyn, is a college freshman and plays for the Saginaw Valley basketball team; their son, Ben, is a junior in high school; and daughter, Ally, is in the seventh grade at Bark River Junior High.

McLeod wedding set following commissioning

American Indians have served in the armed forces of the United States in greater numbers per capita than any other ethnic group and have served with distinction in every major conflict for over 200 years. We hold our military men and women (veterans, active duty and reserves) in very high esteem. Young women and men, like Sault Tribe member Connor McLeod, continue to serve their country and represent our indigenous nations with pride, honor and distinction.

The son of Dennis and Brenda McLeod of Rochester Hills, Mich., McLeod enrolled in the Army Reserve Officers Training Corps (ROTC) program at Michigan State University in his freshman year. Among his accomplishments:

- Named Distinguished Military Graduate (top 20 percent nationally);



Connor McLeod and Christina Knutson set to wed on Jan. 6.

- Selected among the top 10 percent of cadets for active duty;

- Published paper in the Michigan State Journal of History

titled *Death of an Army, Birth of a Legion* about St. Clair's Defeat in 1791;

- Winner of the William McCagg Memorial Paper Contest through the Michigan State University Center for European, Russian and Eurasian Studies in the European category. His paper was titled *Hitler's Foreign Warriors: Non-German Legions in the Nazi War Machine* and was about Nazi recruitment of non-German Europeans for the Waffen SS;

- Dean's list, spring of 2013 through fall of 2016;

- Army Special Forces Amphibious Warfare School (Florida);

- Army Mountain Warfare School (Vermont);

- ROTC/Officer Cadet School (Fort Knox, Ky.);

- Senior member of Path Finders, Semper Primus;

- Captain for the MSU Army ROTC marksmanship team;

- First sergeant, Spartan Army ROTC Battalion;

- Commander, Spartan Army ROTC Battalion;

- MSU Army ROTC team lead cadet, 2016 armed forces 10-mile run, Washington, D. C.

Upon his Army commissioning ceremony on Dec. 16, 2016, McLeod will be commissioned as a second lieutenant, active duty infantry, in the United States Army assigned to Ft. Benning, Ga., for basic officers training and Army Ranger School.

Connor is engaged to Christina Knutson, and their wedding is set to take place on Jan. 6, 2017, at MSU.

Like all of our ogitchidaa, McLeod is a testament to all who came before and a source of pride for his family and tribe. Chi miigwetch for your service, all.

Bouschor makes "40 Under 40"

Global Gaming Business (GGB) Magazine recently announced the 2016 class of "40 Under 40," the future of the gaming industry. Produced in conjunction with the Innovation Group and G2E's Emerging Leaders of Gaming program, the 40 Under 40 group represents the best of the next generation of leaders in the casino and gaming industry. Notably, BJ Bouschor, vice president of IT for Firekeepers Casino Hotel and Justin Quigno, director of slot services for Four Winds Casino from the Michigan market were named in GGB's 2012 Class of 40 Under 40.

"The Emerging Leaders of Gaming program has become the most important vehicle to recognize

young leaders in the gaming industry," says Roger Gros, the publisher of GGB. "With over 100 nominations for Emerging Leaders, the 40 Under 40 list was difficult to choose. It's a testament to the bright future of these individuals, and we've been very gratified by the response of the industry."

Bouschor is a Sault Tribe member. He said while he studied marketing in college and found his true career in a management trainee program at Kewadin Casinos. He told GGB, "The program brought in college graduates and moved them throughout the departments to see if they could grow into managers," said Bouschor, "that's where I got my start."

Sault area support groups meet this month

Families Against Narcotics (FAN) meets on the third Thursdays of every month, 6:30 p.m., at the Huntington Bank meeting room in Sault Ste. Marie. For more information, email to chippewa@familie-sagainstnarcotics.org.

The Substance Abuse Support Group for Family and

Friends helps those who have experienced loss, heartbreak, or diminished relationships due to someone else's substance abuse.

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



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Anishinabe veterans remembered with powwow in Kinross



The 13th annual Honoring our Anishinabe Veterans Powwow took place on Nov. 12 at the Kinross Recreation Center. Veterans and the general public felt the beat and danced to the rhythms of four drums. Above, colors and staffs set and ready just prior to the start of the powwow.



Above, from left, veterans Gene Reid of White Cloud, Mich., distributes tobacco and Butch VanEllen of Newaygo, Mich., smudges the Sturgeon Bay Singers from the Petoskey area.



Above, dancers take to the circle just after opening ceremonies.



Above, waiting for the start of ceremonies, from left, Alyvia Malloy, Kendyn Skipper, Shelly Sparks and Kendreya Teeple.



A solemn reminder.



Above, Sturgeon Bay Singers start off ceremonies with a welcome song as a member of Hessel's Mukwa Giizhik (foreground) conducts a ritual.

Photos by Rick Smith

Four drums took part in this year's remembrance — Sugar Bush of Sault Ste. Marie, Mich., Elk Spirit of the U.S. and Canada, Sturgeon Bay of the Petoskey area and Mukwa Giizhik of Hessel. Shown left, right and below, dancers in resplendent traditional finery get into the spirit of the occasion. The energetic young dancers below, whether intentional or not, seemed to mimic elements of nature as they danced. The appearance of the girl on the left suggested splashing water at times while the girl on the right resembled flickering flames.



Standing rock hard for the straits area

Showing solidarity with Standing Rock and raising awareness on Line 5

By Brenda Austin

On Tuesday, Nov. 15, communities around the country joined a day of action in showing solidarity with those at Standing Rock, and demanding that the federal government and the Army Corps of Engineers reject the final permit for the Dakota Access Pipeline and stop its construction.

Members of the Sault Tribe, Bay Mills Indian Community and First Nation communities from Canada gathered that morning in front of Sault Tribe administrative offices in downtown Sault Ste. Marie with coffee in one hand and signs in the other, proclaiming "Water is the first thing we look for when we explore other planets," and "You can't drink oil!"

Using the energy created by Standing Rock, this local gathering was also "Standing Rock hard" in protest of a 645-mile pipeline (Line 5), that carries oil and propane from Superior, Wisc., through the U.P. and down into the lower peninsula and eventually into Sarnia, Canada. Line 5, which splits into two 20-inch diameter pipes as it crosses the straits area, has been in use since shortly after WWII — for more than six decades — and is putting Great Lakes fisheries and crucial drinking water at risk.

Community activist Adel Easterday was one of the organizers of the local gathering. She said, "I received a notice online that

said there would be a national day to stand in support of people at Standing Rock because of the oil pipeline that is going to go through their cemetery and through their main water source. At the same time, the Wednesday before I got that message, the Enbridge Oil Company began anchoring Pipeline 5 under the Mackinac Bridge — and every expert we have talked to has said they are asking for trouble. The pipeline is 63 years old and covered in barnacles and rust and they are picking it up and moving it up on anchors. Ed Timm, Ph.D. said that is the beginning of slow leaks that may not be noticed right away. Then the ice covers the straits area two feet thick and there is nothing anyone could do at that point, even if anyone notices it, which is not likely. So in the spring, people will walk down to the beautiful open water and will start gagging because of the smell of oil, just like the people in Marshall and the Kalamazoo area. Then what are you going to do? The Army Corps of Engineers and Coast Guard have already said there would be no recovery from a spill in the straits area — none."

Enbridge spilled more than a million gallons of heavy crude oil in the Kalamazoo River in 2010. The spill occurred downstate near Marshall, Mich., and was the largest inland oil spill in U.S. history. Although a settlement of \$177 million was reached this summer, cleanup is

an ongoing effort.

Enbridge's Line 5 carries almost 23 million gallons of oil per day across the straits. A University of Michigan study estimated that more than 700 miles of Great Lakes shoreline would be at risk if there were a straits spill.

The Great Lakes hold 20 percent of the world's surface freshwater, a precious resource that Michigan residents hold dear and take pride in. And with Line 5 safety protocols and inspections being vague and confusing at best, there is growing concern, frustration and anxiety in local communities on both sides of the political spectrum. And the power of what's happening on the Great Plains is emboldening tribes across the country to stand up for treaty rights and protest the preying upon both local and national natural resources.

As the small group in front of the tribe's administration offices grew, they gathered their drums, chairs, blankets and coffee and walked three blocks where they gathered in a community area on the Sault's main street, Ashmun, and Portage Ave., which runs along the St. Marys River, also the United States' northern border. Children from JKL Bahweting School joined the gathering, some in their regalia and some carrying drums, dancing and chanting, "Protect the water!"

Sault Tribe Board Chairperson Aaron

Payment said that Line 5 is a direct threat to the fishing rights of tribes throughout the state of Michigan. "These are ceded waters, areas that the tribe handed over with the idea that they would retain the right to all traditional uses."

The tribe, along with the Grand Traverse Band of Ottawa and Chippewa Indians, joined the National Wildlife Federation lawsuit claiming that the Pipeline and Hazardous Materials Safety Agency failed to fully assess potential environmental and endangered species' impacts from Line 5 when they approved Enbridge's emergency spill plans in 2013.

Payment and other tribal leaders through the National Congress of American Indians are encouraging President Obama to pass an executive order requiring tribal consultation on any future development on tribal land, ceded territory or that would impact treaty rights.

Organizers of the national No DAPL Day say this is one of the most courageous stands against a fossil fuel project this country has ever seen. Their underlying message goes beyond Standing Rock — honor Native sovereignty, protect indigenous rights and hear communities when they say their water and climate matter. This call to action was about social, climate, environmental and economic justice.

Photos by Rick Smith



Singers, signs and observers at the commons area at Ashmun and Portage in downtown Sault Ste. Marie.



Retired school teacher Adel Easterday, affiliated with the Seneca of upstate New York, tells a story to the children from JKL Bahweting to help them to make the connection between the event of the day and American Indian customs. Easterday was one of several speakers.



A woman in regalia displays a message to promote protection of waters.



A toddler seems unaware of briefly becoming the center of attention among a few folks congregated in downtown Sault Ste. Marie in front of the tribe's administration building.



Raised signs and fists respond to passing vehicles signaling solidarity by honking horns.



Laughs shared on the line along Ashmun Street in downtown Sault Ste. Marie. Below, Sault Tribe Board Chairman Aaron Payment (in red sweatshirt) points to a sign.



A camera shy infant gets encouragement from a nearby participant.



Folks make signs for themselves before joining the line.



Participants walked north along Ashmun Street to the downtown public common area at the intersection of Ashmun and Portage Avenue. Below, participants display signs.



Decision denying Dakota Access Pipeline permit resonates across Indian Country

From, "NO DAPL," page 1 is the Great Lakes.

The Sault Ste. Marie Tribe of Chippewa Indians is one of five tribes with federally recognized sovereign rights within the Straits. Eleven tribal organizations, 61 Michigan counties, cities and townships have passed resolutions calling for the state to stop the flow of oil through the Straits.

A University of Michigan study said an oil spill in the straits could impact up to 700 miles of Great Lakes coastline, including drinking water in St. Ignace, Mackinac Island and Alpena. Up to 23 million gallons

of oil flow through Line 5 in the straits each day.

"The State of Michigan's fiduciary role to protect our public waters is analogous to the federal governments trustee role to protect sovereign tribal rights. They are paramount to private interests like Enbridge," said Liz Kirkwood, executive director of FLOW. "The state and the Army corps must conduct a comprehensive review of Line 5 and explore alternative routes now because of failing pipeline supports. Waiting another year for the states advisory board to complete its studies does not comply with the law."

Since June 2014, the state has been studying Line 5 while refusing to investigate multiple violations of Enbridge's easement agreement with the state or taking legal action to decommission the decaying 63-year-old pipeline. The state has twice cited Enbridge Energy Partners for violating conditions of its easement agreement allowing the pipeline to operate in the Great Lakes. Independent experts, citing at least eight additional violations by Enbridge of the easement agreement, have called on Gov. Snyder to investigate the company's pipeline operations in the

straits.

"The Army Corps of Engineers is pursuing a common-sense strategy to protect drinking water in North Dakota that should immediately be embraced by Michigan's governor and attorney general," said David Holtz, Sierra Club Michigan Chapter chair. "Gov. Snyder and Attorney General Schuette need to end years of dilly dallying and strongly embrace shutting down Line 5 in the straits as the only alternative for protecting the Great Lakes and our drinking water."

Archembault, in a Dec. 4 National Public Radio interview,

said the Dakota Pipeline protesters helped build worldwide awareness. "And now their purpose has been served, and it is time now for them to enjoy this winter with their families," he said. But this is not the end. The interview ended with a look to the future:

"This is the beginning for us all to heal and for us all to re-establish relationships and for all of us all to continue to strive and make this world, this planet a better place. And what better way to do it than with prayer and with peace?"



NEW YEAR'S 2016 SOBRIETY POW WOW

SATURDAY

DECEMBER 31ST, 2016

HOST DRUM:
BEAR RIVER
PETOSKY, MI

CO-HOST DRUM:
STURGEON BAY
HARBOR SPRINGS, MI

HEAD OGITCHIDAA:
TBA

ARENA DIRECTOR:
Nick VanAlstine
SAULT STE. MARIE, MI

HEAD MALE DANCER:
Ted Recollet
SAULT STE. MARIE, ONTARIO

HEAD FEMALE DANCER:
Shirley Recollet
SAULT STE. MARIE, ONTARIO

JKL Bahweting Anishnabe PSA
1301 Marquette Ave.
Sault Ste. Marie, MI.

THE PUBLIC IS INVITED TO ATTEND

FEAST @ 4:00 PM
NIIGANAGIZHNIK CULTURAL BUILDING
11 ICE CIRCLE SSM, MI

HAND DRUM CONTEST @ 6PM

JKL PSA GYM
1301 MARQUETTE AVE.

GRAND ENTRY @ 7PM

**SOBRIETY COUNTDOWN
& GIVEAWAY @ 10PM**



FOR MORE INFORMATION:

Visit www.saulttribe.com

General Information, Drums, Dancers: Jackie Minton Powwow Chairwoman (906) 203-4977

Vendor information: Sam Gardner (906)-203-2680

Community members walk on

RICHARD W. KING

Richard W. King, 55, of Gulliver, Michigan died unexpectedly on Nov. 13, 2016, at his residence in Shell Lake, Wisc. He was born on Jan. 17, 1961, in Manistique, Mich., the son of Harvey and Patricia (nee Collins) King and attended Manistique area schools. He graduated from Manistique High School.

Richard was employed as a skilled carpenter, woodworker and welder throughout most of his life.

He was an avid sports fan and enjoyed watching football and baseball. He was also a talented artist who enjoyed drawing during his spare time. Most importantly, he enjoyed spending time with his son, grandchildren and family whom he loved very much.

Richard is survived by his son, Christopher (Rachel) King



of Manistique; daughter, Karlene Carey of Manistique; grandchildren, Zachary and Logan King; siblings, Mary (Dan) Reed of Manistique, Sharon (Paul) Hutchinson of Manistique, Patrick King of Gulliver, Peggy Tennyson of Manistique, Michael (Mary) King of Howell, Michigan and Lisa (Rick) Siddall of Manistique; along with numerous nieces and nephews.

In addition to his parents, he is preceded in death by his nephew, Steven King.

A memorial gathering for family and friends took place on Nov. 19 at the Doyle Township Hall in Gulliver and a memorial service followed at the hall led by Tooter Barton.

Memorial donations may be directed to the family at 968N Shunk Road, Manistique, MI 49854.

DAROLD D. NASH

Darold Duane Nash, born on April 6, 1950, passed away peacefully surrounded by family at Tendercare on Dec. 2, 2016.

Darold loved setting up his

garage sale. He always had an interesting story about the people he met out in the garage. He loved working on cars. He made his own special tools for working on things. He could fix anything. Darold had a kind loving heart. He helped everyone he could.

Darold is survived by his wife, Pauline Nash; his son, Duane Nash; his daughters, Claudette (Bill) Crook, Crystal Gravelle, Emerald (Mike) Cygan and Cherylynn Nash; and two step-sons, Doug (Carla) Keller and Ralph Keller. Darold is also survived by his brothers, Edward (Marilyn) Nash, Gene (Jill) Nash, Dean (Jeanne) Nash, John (Caremella) Frazier and Christopher Frazier; sisters, Michelle (Don) Hank and Cathy Nash; and 14 grandchildren and two great grandchildren.

He was preceded in death by his grandmother, Doris Willis; grandfather, Edward Willis; his mother, Zalia Frazier; and father, Eugene Nash.

A celebration of his life took place at the Niigaanagiizhik Ceremonial Center on Dec. 8. Online condolences may be left

at www.clarkbaileynewhouse.com.

DONALD W. ROSE

Donald W. Rose, 92, of Sault Ste. Marie, Mich., passed away on Oct. 24, 2016, at the D.J. Jacobetti Home for Veterans in Marquette with his family at his side.

Don was born June 22, 1924 in Manistique, Mich., to the late Royal and Lillian (nee O'Neil) Rose.

As reported in a feature about him in the March 2014 edition of the Sault Tribe's newspaper, *Win Awenen Nisitotung*, Don served in the U.S. Coast Guard from 1942 to 1945 on the USS Bath after taking anti-submarine warfare training with the U.S. Navy in Newport, R.I., Norfolk, Va., and Pensacola, Fla., and was a veteran of the Battle of the Atlantic.

He married Louise Dillabough on June 11, 1945 in Battle Creek, Mich.

After his discharge, he became a master machinist and worked for Oliver and Clark Equipment in Battle Creek until

the time of his retirement.

Don enjoyed hunting, fishing, wood working and telling stories. He was a member of Saint Barnabas Lutheran Church, the Sault Ste. Marie Tribe of Chippewa Indians and American Legion Post 290 in Engadine, Mich. Don enjoyed the 11th U.P. Honor Flight that he took part in this past September.

He is survived by his daughter, Nancy Carroll of Oklahoma; several grandchildren and great-grandchildren; a sister, Virginia DeLong of Nashville, Mich.; and two brothers, Clement (Lyla) Rose of Traverse City, Mich., and Vernon (Ruth) Johnson of Engadine. Don was preceded in death by his wife; son, Vernon; and a sister, Doreen.

Don's final resting place will be beside his wife at Ft. Custer National Cemetery in Augusta, Mich. Donations can be sent to the U.P. Honor Flight, 7480 J. Road, Gladstone, MI 49837.

The Canale-Tonella Funeral Home is assisting the family where memories may be shared at canalefuneral.com.

U.P. residents can give thanks for lower electric bills

Not paying extra charges for reliability for first time since 2012

LANSING, Mich. – For the first time since 2012, electric customers in the Upper Peninsula (U.P.) will not be paying federally-set system support resources (SSR) payments, which keep uneconomic electric plants that owners wish to retire running to maintain electric reliability.

The federal government recently approved ending these charges on Nov. 26.

Overall, U.P. residents have

paid more than \$25 million in SSR payments since 2012, and if Michigan is unsuccessful in pending legal challenges, may be required to pay up to an additional \$48 million for past charges.

The Federal Energy Regulatory Commission (FERC) approved ending the final SSR in place for White Pine Unit 1, stopping ongoing SSR payments and saving U.P. residents roughly \$28 million through the end of 2019, or more than \$7 million a year. "Electric customers in the U.P. can be truly thankful they have

reliability at a much lower cost than they did in previous years, when they were paying federally-set charges that were not put to the smell test," said Valerie Brader, executive director of the Michigan Agency for Energy (MAE). "Thanks to Michigan's vigorous legal intervention on behalf of U.P. residents and a cooperative, creative approach from the entities charged with ensuring reliability, there will be a little extra money in consumers' pockets this winter."

"This is a big win for utili-

ty customers in the U.P.," said Sally Talberg, chairman of the Michigan Public Service Commission (MPSC). "The MPSC has been strongly advocating with other agencies and stakeholders to put an end to these charges while ensuring our power system in the U.P. is reliable."

The first SSR payment in the U.P. began on June 15, 2012, to keep the Escanaba plant running after owners sought to retire the plant. That SSR ended on June 14, 2015.

The second SSR payment in the U.P. was for the Presque Isle Power Plant, but it ended in 2014 as part of a deal negotiated by Gov. Rick Snyder, Attorney General Bill Schuette, the MPSC staff, Cliffs Natural Resources, and Wisconsin Energy

Corporation.

The historical SSR charges for this plant are the subject of intense litigation, and an administrative law judge at FERC agreed earlier this year with Michigan that electric customers had been massively overcharged.

To keep the White Pine generator running, SSR payments began on April 15, 2014, after owners sought to retire the plant.

A recently approved proposal by American Transmission Company and the Midcontinent Independent System Operator identified a way to secure reliability without the White Pine generator.

For more information about MAE, please visit www.michigan.gov/energy or sign up for its listservs to keep up on MAE matters.

Council for Native American Farming and Ranching appoints members

WASHINGTON, D.C. – Agriculture Secretary Tom Vilsack recently announced the appointment of six new members and the re-appointment of five members to the Council for Native American Farming and Ranching. As a discretionary advisory committee, the council provides recommendations to the Secretary of Agriculture on changes to U.S. Department of Agriculture (USDA) regulations and other measures that would eliminate barriers to program participation for Native American farmers and ranchers.

"The Council for Native American Farming and Ranching strengthens our partnerships with tribal governments, businesses, farmers, and ranchers," Vilsack said.

With the addition of a representative from the Natural Resources Conservation Service (NRCS), council membership is changing to better reflect the diversity of resources provided by the USDA. NRCS provides farmers, ranchers and forest managers with free technical assistance, or advice, for their land.

The council consists of 15 members, including four USDA officials and 11 Native American

leaders and representatives. Members of the council are appointed for two-year terms by the Secretary of Agriculture. The appointees may include Native American farmers or ranchers; representatives of non-profit organizations that work with Native farmers and ranchers; civil rights professionals; educators; tribal elected leaders; senior USDA officials; and other persons the Secretary deems appropriate. The following individuals have been appointed to the council:

- Angela Peter, executive director, Alaska Tribal Conservation Alliance, Tyonek, Alaska;
- Erin Shirly, assistant director for the Indigenous Food and Ag Initiative, University of Arkansas School of Law;
- Gilbert Louis III, firefighter and farmer/rancher, Grants, N.M.;
- Jerry McPeak, farmer/rancher and former state legislator, Warner, Okla.;
- Mark Wadsworth, range conservationist for the Shoshone-Bannock Tribe, Fort Hall, Idaho;
- Maggie Goode, probation officer and farmer/rancher, Hot Springs, Mont.;
- Roselynn Yazzie, crop manager, Navajo Agricultural

Products Industry, Farmington, N.M.

- Sarah Vogel, civil rights attorney and former agricultural commissioner for North Dakota, Bismarck, N.D.;
- Sherry Crutcher, rancher and director of Natural Resources for the Shoshone Paiute Tribe, Owyhee, Nev.;
- Shannon McDaniel, farmer/rancher and executive director of Agriculture for the Choctaw Nation of Oklahoma, Durant, Okla.;
- Tawney Brunsch, executive director of Lakota Funds, Kyle, S.D.

Four USDA officials are also appointed to the council:

- Jason Weller, chief, Natural Resources Conservation Service;
- Val Dolcini, administrator, Farm Service Agency;
- Dr. Joe Leonard, assistant secretary for civil rights;
- Leslie Wheelock, director, Office of Tribal Relations

The council continues to work closely with the Office of Tribal Relations and other USDA agencies to improve the success of Native farmers and ranchers to access USDA's entire portfolio of programs to build and support their businesses.

Tribal youth council serving their community



The Kinross-Rudyard tribal youth council made a commitment to serve their community during the Thanksgiving season. They raised money and made donations to sponsor two families in their area for Thanksgiving dinners. The sponsorship was through the Chippewa County Department of Health and Human Services. Each donation box included a certificate for a turkey, and everything the family needed to make a whole dinner for a family. The dinners were delivered to their families on Nov. 21. Above, youth council members Sierra Lamma, Emily Wilson and DeYanna McMillan.

Part 3: After silver nitrate treatment complete

In the first two parts of this story about a new program in the Sault Tribe Dental Clinic, we told you about beginning to use silver nitrate to control tooth cavities in young children, and how this program will be managed. This last part describes what the dentist will offer after the silver nitrate treatment has been completed.

As mentioned in the previous report, applying the silver nitrate to the tooth cavity will kill all the infection and turn the cavity very dark in color. **THIS IS GOOD!** It means the cavity will not get deeper. At this point there are several options for the parents of the child:

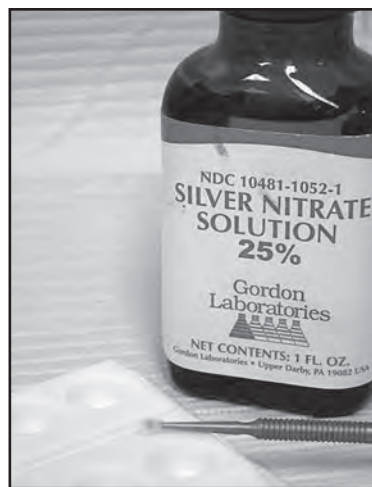
Option one — Fill the tooth cavity with a material called glass ionomer cement (GIC) the dental clinic has been using for

several years. The GIC is tooth colored and acts like a fast-acting glue or cement in that in a few minutes after it has been put into the tooth cavity, it becomes almost as hard as the tooth enamel. If all the tooth decay has been stopped, most of the time this does NOT require the child to receive a shot to make the gums numb. The GIC is applied



like a paste to fill the cavity and this takes the dentist only a couple of minutes. In many cases, this GIC will remain in the tooth cavity until the child naturally has the tooth come out as the permanent teeth come in later. If the GIC needs to be replaced later, this can also be done in just a few minutes with no shots.

Option two — Do not do any additional treatment. Many dentists have found that after the silver nitrate has stopped all the infection, depending on the age of the child and the severity of the cavities, often no additional treatment is needed. Especially for the molar teeth in the back of the mouth, the dark stain from the silver nitrate is not very visible. The silver nitrate has been found to have a prolonged effect in preventing additional cavities



from developing in the teeth that have been treated.

Option three — Do a traditional drill and fill type of tooth restoration later. The dentist will always offer this option to the parent. After the silver nitrate has stopped all the active tooth

decay, the teeth with cavities are not painful, so it is much easier for the dentist to work with the child for procedures like drilling and filling the tooth. Also, as the child gets a little older, they are better able to cooperate with the dentist, so often these fillings can be done in the clinic instead of the hospital. However, even after the silver nitrate has done its work, if there are many deep cavities, in some cases it may still require that a pediatric dentist repair these or done under general anesthesia in the hospital. However, we expect this to be needed much less frequently after treatment with the silver nitrate as the first option.

For any questions about this new program, call the Sault Tribal Dental Program at (906) 632-5260.

Think “outside the box” when choosing gifts

BY TRACY TRAUTNER, MSU EXTENSION

During this holiday shopping season, notice the look and feel of different toy aisles. The light-colored aisles have toys that revolve around beauty and domesticity, and the dark aisles are filled with toys related to building, action and aggression. The same can be seen in the different boy and girl clothing sections. When young children enter the store that has a toy aisle, they are drawn to the one that is

lined with dark or bright colors, depending on their gender. Why is that?

Research indicates that at an early age, toddlers learn that pink or light packaging is intended for girls and blue or dark packaging is intended for boys. Cognitive (brain) research shows that all babies actually prefer blue. As they get older, through media and adult influence they “learn” what toys are appropriate for them to choose.

However, girls frequently

choose a toy intended for boys if it is pink, such as a pink airplane, over a traditional girl’s toy. The strong preference for pink or blue usually happens at about age 2.

According to University of California sociologist Elizabeth Sweet, today’s toys look very similar to the toys of 1952. In the 1970s, few toys targeted a specific gender and 70 percent of toys had no gender-specific labels at all. In fact, advertisements during this time were more likely to show girls driving cars

and airplanes and boys playing in the kitchen. While some leading companies, such as Target and Walmart, have agreed to tone-down their gender-specific children’s marketing strategies, experts wonder if it is enough.

So what is the big deal? Strongly gender-typed toys that young children are exposed to and learn to prefer appear to be less supportive of optimal development. The toys that were most educational and developed children’s physical, cognitive

and artistic skills were typically gender-neutral. When children are “taught” to prefer one color over another, they are developing a specific skill set. Play with masculine toys is associated with large motor development and spatial skills, while play with feminine toys is associated with developing fine motor skills (fingers), language and social skills.

We should be encouraging well-rounded kids with many diverse interests and skills. If we fast-forward into the future, these preferences extend into future roles and occupations. Ironically, 70 percent of mothers are in the labor force and domestic responsibilities are shared more equitably than ever before.

In conclusion, strong gender-type toys might foster attributes that aren’t ones you want to encourage. For girls, this would be a focus on attractiveness and appearance with the most important message to look pretty. For boys, this emphasis is on violence and aggression, which also might be less desirable in the long run. Michigan State University Extension believes it is important to educate yourself and extended family members on how gender-neutral toys are important in promoting healthy development in children now and in the future.

State conducts certification training at tribe’s health clinic in Sault Ste. Marie



Photo by Rick Smith

Front and center, Jennifer Dakers, M.A. and CCC-A, hearing program consultant and audiologist for the Michigan Department of Health and Human Services recently conducted comprehensive audiology screening certification training over a two-week period with health professionals seen here from Sault Tribe, Chippewa County, Marquette County, Grand Traverse County and a few other entities. The training took place from Nov. 28 to Dec. 9 in Sault Ste. Marie in the auditorium of Sault Tribal Health and Human Services and included supervised audio screenings conducted by the trainees for students in Sault area schools. Front row, from left, Megan Guathier, Diane Hill, Dakers, Brittany Cavanaugh and Amie Estlick. Back row, from left, Debbie McCord, Jodi Hogle, Jeanine (Sissi) Ouellette, Tom Sauro, Krystal Weber, Kellie Glovitz and Terra Walters.

Traditional healer hours for December

Harlan Downwind: Sault Ste. Marie on Dec. 5, 6, 19, 20, 21 and 28, call Peggy Holappa at 632-0220. Manistique on Dec. 7, call 341-8469. St. Ignace on Dec. 27, call 643-8689.

Keith Smith: Sault Ste. Marie on Dec. 7, 8, 13, 15 and 22, call Tony Abramson Jr. at 632-0236. Escanaba on Dec 6 and 21, call 786-2636. Hessel on Dec. 14, call 484-2727. Munising Dec. 20, call 387-4721.

“Science Rocks” Early Childhood programs

BY WAYNE SOMES AND TAMMY PINKOSKI, EARLY CHILDHOOD
Sault Tribe Early Childhood programs recently presented “Science Rocks,” a parent-child event powered by science, technology, engineering, arts and math (STEAM). The goal of Science Rocks is to support children’s school readiness and increase family engagement through the program.

The program’s school readiness goals include:

- Physical development and health;
- Social and emotional development;
- Language and literacy;
- Approaches to learning;
- Cognition and general knowledge.

This event also promotes positive parent-child relationships,

supports families as lifelong learners and educators, supports family engagement during transitions and helps build connections between families and the community.

During the event, parents listened to a short presentation that encouraged them to promote a curiosity in how the world works by asking their children questions. For example, asking

“How does snow melt?” or “Why do leaves change colors?” are enough to spark an interest.

The activities that took place that evening included making salt dough ornaments, volcanoes, scratch and sniff putty and catapults.

Sixteen families and seven staff members participated in this fun-filled educational night.

One family said, “Loved the

hands on activities, our kids loved it and were very engaged,” while another family said, “It was way more interactive with other families and kids.”

Thank you to all who participated in this event, which was inspired for our families by the Sault Tribe Early Childhood staff and supported by the W.K. Kellogg Foundation.

Photos by Tammy Pinkoski



Aleeah and her mom, Shereese



Sylas and his mom, Robin



Rebecca and her son, Winston, make a catapult.



Early Head Start teacher Ms. Peggy and Ms. Dawn make ornaments with four families.



Iverson and his dad, Josh.



Former Head Start student, Seth, with his past teacher, Ms. Catherine.

LOOKING FOR SILVER LINING OPPORTUNITIES IN THE NEW PRESIDENTIAL ADMINISTRATION



Aaron A. Payment, MPA, M.Ed.
Tribal Chairperson

Representing All Members Everywhere

Ahneen, Boozho:

As a Tribe, we strive to remain non-partisan in relations with the federal government. A national tribal survey done by a processor showed that over 70 percent of our people lean toward principles of the democratic party. While many have revitalized their Traditional Anishinabe Biimaadziwiin beliefs after the enactment of the 1978 Indian Religious Freedom Act, many still hold values of Christianity like the "good Samaritan" and in many cases are pro-life. As our people generally lean conservative on some issues like the 2nd Amendment, we are not monolithic and cannot be pigeon holed into one political persuasion.

When I travel to Washington DC or participate as an officer through several groups like the National Congress of American Indians, Midwest Alliance of Sovereign Tribes, Chippewa Ottawa Resource Authority and now as President of the United Tribes of Michigan, I do so in a completely non-partisan way. I never reveal my partisanship at those levels as it is my duty to represent our entire tribe of varied political beliefs.

We also remain non-partisan due to the ebbs and flows of government with members of the House of Representatives, Senate and President changing who controls the Legislature, Executive Branch and the

Judicial System. We have many champions in Congress like Sen. Jon Tester who is a democrat from Montana. Of course, I count Democratic Senators Debbie Stabenow and Gary Peters as personal friends. I have known Senator Stabenow since I worked on her Governor campaign back in 1992! We also have great champions on the other side of the isle with Senator Lisa Murkowski a Republican from Alaska, and both Congressmen Tom Cole and Markwayne Mullin who are the only two Members of Congress who are enrolled members of federally recognized tribes. Both are Republicans from Oklahoma. Another long time friend is Congresswoman Debbie Dingell who is a Democrat from Southeast Michigan. Two other strong allies include liberal Democrats Senators Bernie Sanders and Elizabeth Warren.

As a tribe, we cannot afford to pick and choose who will support tribes, sovereignty, enduring treaty rights, or the federal trust responsibility. While I may have been vocal on a personal level during this last Presidential campaign, I am extremely careful to present myself at the national level in a non-partisan way. I respect that we have members of different political or ideological views. To be frank, it takes a mix of Democrat and Republican support to ensure our continued federal funding.

OUR ISSUES ARE NON-PARTISAN

Regardless of his partisanship, President Obama heralded in a level of respect and operational deference to our tribal sovereignty. One of his first Executive Orders was to ensure tribal consultation. In the attached letter I submitted during consultation on the Standing Rock and infrastructural issues, I explain the origins of our sovereignty, which predate the US and has endured through out history. My background as a scholar comes in handy on these issues as we con-

tinuously educate members of Congress of our "pre-paid treaty obligations" for the federal entitlements we receive. Our funding is not welfare, it is payment in exchange for the land we ceded to create our great nation that is the United States of America.

TRIBAL LABOR & SOVEREIGNTY

A serious issue for which national Native organizations have been advocating is passage of the Tribal Labor and Sovereignty Act. I admit I have mixed feelings on this due to mostly inactivity on behalf of our tribal government to evolve to include a true separation of powers with a respect for inherent sovereignty of individuals to have a right to their jobs. While we have a marginal level of protection under policy, our team members have no legal right to their jobs. If you are terminated, our appeals process leads back to a body of politicians who decide your fate. Whether or not you have a right to your job, should not be up to the benevolence of the board or chairperson. Team members should have a legal right that leads up to an Administrative Law Judge to ensure your rights.

As hard as it may be to hear, whether or not we enact true due process is entirely up to us as a tribal nation. Of course, our governance is only as good as those you elect. Under the current Congress, we have not been successful in gaining majority support to pass the *Tribal Labor and Sovereignty Act*. In fact, we are short just two votes. While I count them as personal friends, Senators Stabenow and Peters have not found their way to support us. Under President Obama, there was a fear of a veto.

Under the new administration, it is my hope that our home state senators find a way to support this bill but to also encourage tribes to enact their own labor laws as a compromise. Of course, this necessitates amending our 1934 Indian Reorganization Act Constitution to have a

true separation of powers and court system to adjudicate such issues. Without this, we are not a real government. For those who claim I am promoting the "white way" of government, recall the \$500,000 the tribe spent on constitutional reform and over two years of committee work to lead to a real separation of powers, which originates from founding father Benjamin Franklin's study of the Iroquois Confederacy Great Law of Peace and is the template for U.S. government.

ACA & IHS REPEAL?

While the incoming president has vowed to repeal the *Affordable Care Act*, he has since backed off this threat. I am encouraged by this as otherwise 20 million Americans will have their medical insurance struck down. A little discussed fact is that our funding from the Indian Health Service was made permanent in the ACA authorization. Repealing the ACA means striking down our IHS authorization. Additionally, I attribute at least \$5 million of our third party insurance revenues as a result of the ACA Medicaid expansion in Michigan. Further, those members who live outside of our service area receive no funding from the federal government for IHS. Thus, the Medicaid expansion is - in a way - a fulfillment of the federal trust responsibility to provide, the "health" portion of "health, education and social welfare" pledged in treaties.

While the president-elect seems to be backing down from repealing the ACA, his nominee for Secretary of Health and Human Services, Tom Price, has made a career out of his clear desire to repeal the ACA. On the other hand, the individual on tap to head the Center for Medicaid Services, Seema Verma, implemented the ACA in Indiana under Governor Pence who is the incoming vice-president under President-Elect Trump. I serve as the current vice-chair of the HHS Secretary Tribal Advisory Council and would love to be able to

work to ensure a carve out for Indian Tribes if the ACA is repealed. While health care should be a right for all, it is an enduring mandate in treaties and pursuant to the U.S. Constitution. Changing presidents should not change our right to health care.

EMPLOYER MANDATE

Another issue is that of an arbitrary piercing of our tribal sovereignty by requiring tribes to comply with the *employer mandate* under the ACA while enforcement on this matter is left to the sovereignty of states, it is forced upon tribes. This is a disparate treatment of tribes as lesser sovereigns than states. Maybe the new administration will interpret that tribes should be treated with parity with states or the new Congress will pass an exemption to the employer mandate for Indian tribes. The annual costs of implementation of the employer mandate for our tribe would be over \$3 million. This nearly erases all of the benefits of the ACA.

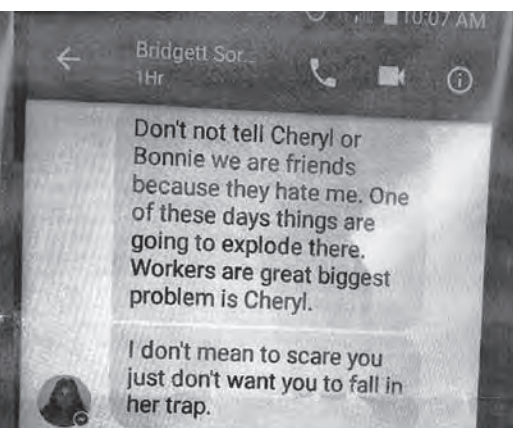
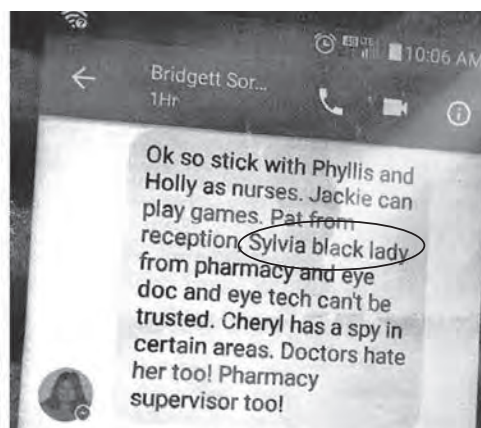
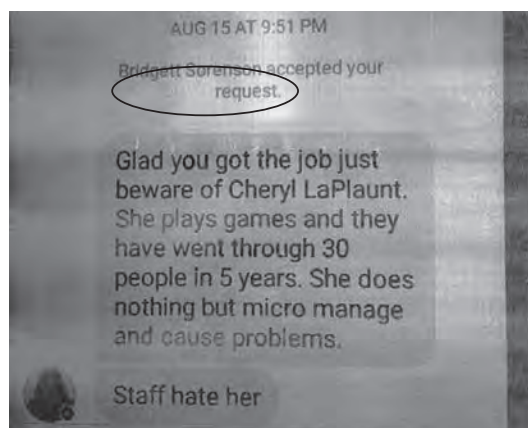
Other Native issues include fully funding implementation of the *Violence Against Women Act* to protect Indian women on the reservation from non-Indian predators; continuing the *White House Council on Indian Affairs* which includes a roundtable approach to governance of all US Cabinet level secretaries; continuation of the annual *White House Tribal Leaders Summit*; continuation of the tribal consultation mandate across agencies; creation of a Native desk in the Office of Management and Budget; retention of Native lead policy and advisory positions across federal agencies; and respect for our treaty ceded territory and trust land by rerouting of the Dakota Access Pipe Line.

We have our work cut out for us. I will do my best in a non-partisan way to advocate for our tribe and our issues. Stay tuned and stay positive.

Chi McGwitch, Negee! 

TRIBAL LABOR LAW & SEPARATION OF POWERS NEEDED TO PROTECT EMPLOYMENT TEAM MEMBERS

To the right is a copy of an unsolicited Facebook message from Director Sorenson creating a hostile work environment for one of our Health Clinic managers, a tribal member who earned her education to be able to serve our people. Board members are not subject to the tribal Personnel Policies so there is nothing that can be done to address Director Sorenson's behaviors. Tribal labor law and a separate court system are needed now!



SAULT TRIBE: STANDING STRONG WITH STANDING ROCK!

As Native Americans, we have endured a great deal at the hands of the federal government. There are ebbs and flows of presidential policy as it relates to our tribal sovereignty, treaty

rights and our inherent stewardship of the land. Our collective Native responses to the issues at Standing Rock and back home in the Straits of Mackinaw with the threat of Line 5 under the Mack-

inac Bridge is more than an environmental or liberal cause. It is our serving out our traditional way ~ our *Anishinaabe Biimaadziwiin*. We are not trying to be controversial, but we

will stand up for our beliefs and protect what is rightfully our rights.

Please see my testimony below to address these issues. I

fear what is coming so please pray for our modern day warriors and Standing Rock.

Chi McGwitch, Negee!




Aaron A. Payment, MPA, MA.Ed.

Office of the Tribal Chairperson

Recording Secretary, National Congress of American Indians

Vice-President, Mid-West Alliance of Sovereign Tribes

President, United Tribes of Michigan

Chairperson, Chippewa Ottawa Resource Authority

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906-632-6829

Email
aarpayment@saaulttribe.net

Facebook
Aaron Payment

November 21, 2016

Obama Administration
Federal Inter-Agency Panel

RE: Consultation on Federal Infrastructural Projects in Indian Country

To Whom It May Concern:

Mno Geezi gut. Ameen, Boozhoo. Biwaagajig, Ndiimako, Mukwa, Megizi Ndodem, Bahweting Ndojaba, Anishinaabe, Ojibwe, Odawa, Bodewatoni, Ndow. Gitchee McGwitch, Aki, Nibi.

Good day. I just introduced myself to you in my traditional *Anishinaabe Biimaadziwin* way in *Anishinabe Mowin*. I also, indicated my belief that we are all related and we are of *Aki* (Mother Earth) and *Nibi* (our waters). We spend the first nine months of our lives nestled in the waters our mother provides. Then, we spend the rest of our lives dependent upon our Mother Earth's waters. It is with this respect and in the tradition of our ancestors and future generations, that I deliver this testimony.

As you know, I have spent the last four years of my Chairpersonship dedicated to our shared vision of *Ogema Ogitchida Obama* (our chief warrior for our country ~ President Barack Obama). I am proud of this as he has easily been the best President and presided over the best Presidential Administration Indian Country has ever experienced. My gratitude to is to both the political appointees and the careerist as the greatness of the Obama Administration is truly a team effort. Again, let me take a moment to say *Gitchee McGwitch*.

While I am grateful for the last eight years and great strides we have made, I fear it will be some time again before we experience such cooperation and true government-to-government relations and consultation. I also fear some of the permanency we planned for with a new president may be erased with the stated threat to abolish President Obama's executive orders including those that created True Consultation and Tribal Advisories for the Office of the President and Cabinet level positions. I pray that the annual Tribal Leaders' Conference continues, as well as, the ground breaking precedent set with the Whitehouse Counsel which created a level of accountability not previously seen in our Federal Nation's history.

Nonetheless, I provide my testimony with great hope that the Obama Administration is able to expeditiously settle conflicts with respect to infrastructure projects on, near, or adjacent to Indian Country and including ceded territory. In the waning days of the Administration, I look to each of you to assist President Obama in creating a level of permanency that will make it difficult for the next President to undo. The human rights violations at Standing Rock must cease.

I feel it important and necessary to recognize that with the leadership of President Obama to save our country from the depths of the greatest economic downturn since the great depression, some unintended consequences resulted from the "infrastructural fast tracking" that accompanied the *American Recovery and Reinvestment Act*. While not intended, American Indian Tribes were left out of the

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- *and in their property, rights, and liberty, they shall never be invaded or disturbed, unless in just and lawful wars authorized by Congress;*
- *but laws founded in justice and humanity shall from time to time be made, for preventing wrongs being done to them, and for preserving peace and friendship with them.*

Then, this formal relationship was embodied in the *US Constitution* in *Article 1, Section 8, Subsection 3* granting Congress shall have the power to:

"Regulate Commerce with foreign Nations, and among the several states, and with the Indian Tribes"

Of course, the interpretation of this clause is subject to changes over time, judicial precedent including the *Marshall Court* and subsequent Supreme Court rulings and Acts of Congress. If the United States Government is to honor both the letter of the law, as well as, the spirit of the law as clarified in the policy statement that predates it - namely the *Northwest Ordinance*, then upholding the usufructuary rights retained in the treaties becomes a standard by which other countries and future Americans judge the honor of the United States of America.

With an understanding of our rights retained in treaties and our American Indian understanding of these rights, I implore President Barack Obama to put in place - though Executive Order - those steps I noted. Specifically,

- **A Treaty Rights Review**
- **A Sacred Sites Review**
- **A Full Environmental Review and Sustainability Clearance**

No further construction of the Dakota Access Pipeline should be permitted to happen until these steps are exhausted. This fall, I had the honor of meeting with Chairman Archambault. I am confident that when the *Lakota* and *Dakota* signed their respective treaties, they did not intend to relinquish their voice and shared governance over public lands or even private lands. Thus, their usufructuary rights remain.

In the heart of the *Three Fires Confederacy* territory, we have a similar struggle with a sixty four year old oil pipeline that is a decade past its expected safe use. A younger pipeline by the same company ruptured in the Kalamazoo River six years ago and represents the largest inland oil spill in US history contaminating our *Aki* (Mother Earth) and *Nibi* (our waters) with nearly a million gallons of oil. As devastating as this spill was, the conditions of the environment were somewhat contained. The pipeline at the Mackinac Bridge (the longest suspension bridge in the world at five miles long) contains over a million gallons of oil in it at any point. The minimum spill is expected to be greater than the spill at the Kalamazoo River.

Tribes all across the Country have called upon local governments, states, and the Federal government to take a stand. **We stand with Standing Rock**, with our fellow tribes in respect of their Indian Lands, waters, air, and ceded territories and call for safety measures to be made



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process through fast tracking infrastructure projects with no consultation with tribal nations. This is inconsistent with the standard the Obama administration set for "True Consultation" with tribes. Before the end of this Administration, I implore President Obama to correct this unintended misstep and embed within the Office of Management and Budget a regulatory step to REQUIRE Consultation with affected tribes when infrastructural projects threaten the usufructuary rights retained in most treaties between sovereigns. Specifically, such a regulatory review must contain three essential steps,

- **A Treaty Rights Review**
- **A Sacred Sites Review**
- **A Full Environmental Review and Sustainability Clearance**

Let me emphasize the origins of government-to-government relations and what Tribal Nations have come to expect and appreciate with a Presidential Administration which respects these origins. We are not asking for hands outs or special rights, but what we as indigenous nations embodied in treaties between the United States government and those who had clear and legitimate title to the land. The treaty and trust responsibility the federal government holds and entitlements are not welfare, special rights or even based on the horrible atrocities of massacres, land grabbing, forced assimilation and the resulting historical trauma which is manifested in the worst of the worst statistics on a numerous indices. No, the federal government could never afford such reparations.

Instead, what we seek is what is legally due to us pursuant to our respective treaties which provide for the "health, education, and social welfare for as long as the grass grows, winds blow and rivers flow" or as we understand it - into perpetuity. I say, as we understand it as, the *Canons of Treaty Construction* make it clear that no new President or even Congress can excuse away and reinterpret what is due. As long as we have a balance of power, with a separate judicial branch, these rights are to be respected and honored. We understand fully that our rights hang in the balance with a single adverse appointment to the US Supreme Court. However, as long as we are still here, we recognize the time will come though the ebbs and flows of government when all three branches will not be line up to abrogate the legal obligations retained in treaties.

Let's take step backward to provide a brief primer on the basis for the legal rights retained in treaties. Following the *Declaration of Independence*, and before the ratification of the *U.S. Constitution* in 1787, the *Preliminary Articles of Peace* in 1782, failed to mention relations of the Settlers (later the Americans) with the indigenous people. Other countries colonizing other parts of the world and the Americas, noted this inequity. Thus, the *Northwest Ordinance* provided the precepts for understanding the *Commerce Clause* of the US Constitution. The *Northwest Ordinance* drafted by our founding President George Washington, Thomas Jefferson (our Nation's 1st Secretary of State) and Henry Knox (Secretary of War) formulated a policy of honor and good will toward the Natives Americans including:

- *The utmost good faith shall always be observed towards the Indians;*
- *their land and property shall never be taken from them without their consent;*

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permanent before another environmental catastrophe occurs. A rupture at the Straits of Mackinac is imminent. In addition to serving as the Chairperson of my Tribal Nation, I also serve as the President of the *United Tribes of Michigan* and the *Chair of the Chippewa Ottawa Treaty Resource Authority* which protects our treaty rights pursuant to the 1836 and 1855 treaties, as well as, subsequent consent decrees. The *People of the Three Fires ~ the Anishinabek* have been instrumental in passing resolutions at:

- 100% at our respective tribal levels
- The *United Tribes of Michigan* level
- The *Chippewa Ottawa Resource Authority* level
- The *Midwest Alliance of Sovereign Tribes* Level, and
- At the *National Congress of American Indians* Level for which I serve as an Executive Officer.

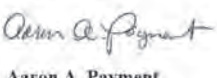
I share this to inform you that at ALL levels of Indian Country, we Stand with Standing Rock and implore President Obama to take CLEAR and DECISIVE ACTION as our Commander in Chief to project our natural resources and hold the federal government to upholding the treaty and trust responsibilities which we interpret to mean not allowing the approval or continued use of any infrastructural projects not in keeping with this understanding and the steps I prescribe.

Finally, as we transition from one of the greatest Presidential Administration, I say *Gitchee McGwitch, Negee*. Each of the respective federal department and agencies is to be commended for the leadership over the last eight years and for the dedication over the last several months in formulating what is likely to be one of the final action plans to project our retained rights that will transcend this presidency.

I urge you the Obama Administration to take a bold step, a courageous step to solidify President Barack Obama's legacy in Indian Country but also his personal commitment to Indian Country. Again, please embody in a regulatory process in the OMB,

- **A Treaty Rights Review**
- **A Sacred Sites Review**
- **A Full Environmental Review and Sustainability Clearance**

Respectfully Submitted,



Aaron A. Payment



NO budget crisis, proper planning requested



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

I missed the last unit report as things seem to be backsliding a little since the national elections have been completed. I'm disappointed to say there is extreme paranoia and false alarms as usual. I really thought we had grown past some of the constant creating dysfunction when there is none. I'm probably in no better position to write a report this month than I was last, but here goes.

During the late summer, I began to verbally request that the board start reviewing our 2017 schedule C budgets, which consists of the almost \$17 million we fund from our casino revenues to our programs and services (this budget totals over \$54 million). Once we didn't have an appropriate schedule to even review by September, I began to place on my board concerns for a written documentation of the request to review. Once this didn't happen, I placed the "2017 scheduling of review" on the board business agenda — that finally got some action from administration and it was scheduled for reviews in October. We had days of presentation and discussion in the proposed and draft, I was present for every single session and had plenty of input and suggestions and concerns.

After we completed the process I assumed some of the boards thoughts would be implemented somewhere or somehow (not all of course but services and input from membership had been brought to the table) when the 2017 budgets came to the table for a vote, it did not pass and was tabled. This was tabled for a 60-day period for more review and also made clear that the 401k match for employees and the CPI raise to employees

would still go through for Jan. 1, 2017.

That's when the dramatics began again.

Every year since I have been here, I voiced my concern about the process in which the budgets are presented, the hurry up and pass them, the concerns I get from program managers, the input I get from team members and also the ideas and suggestions I receive from members are all items that I feel should be considered in some form (not all but an avenue for dialog at least). This has not happened. I've been requesting a process where we see each program funded amount, the services provided, the amount of members that have direct service from the program and lastly the personnel cost. (We see information, but my main point is the amount of members served in each.) These are all very important items to consider when passing a budget.

Back in 2005, Chairperson Payment introduced me to the process and I've advocated and supported it since then with nothing coming to form for this. I've discussed it with the chair many times and it seems he's no longer in support. We continue to rush the process, demand it's passed and cause disruption if it's not. I am so completely over the nonsense games that continue because it's the only way some know how to lead. It was demanded that we place our concerns in writing and send them to the chair. I have done that. I have also supplied a copy here at the bottom. As I've written in the past about our budget process, I voice my concern every year as I do not think it is in our best interest in prioritizing the \$17 million we get from the casino to properly plan a budget.

Many staff explain to me that they do not have input, they feel they have no role and I truly believe we can expand many of the services if we work toward that with remedies such as properly reviewing if amounts are reflecting members served — It's rush and pass or pay the political consequences via drama, threats and bullying (bombarded the entire holiday with emails). Well, everyone should know by now, I don't hold to that. So, as I move forward I will continue to advocate for the budget process to be revamped and we look at the better ways to provide the services

with the limited money we have.

There are a few NEW positions coming that I question, as well as outside contracts that I simply don't agree with. I never have. As I said, the sky is not falling because the board did take responsibility and pass a continuing funding resolution for 60 days so there is absolutely no disruption in our programs and employees will receive the annual raise at the first of the year. Don't worry with the dramatic social media posts as it's nonsense, as the board is trying to remain steady and move through the process.

Below is my email to the chair on my concerns for the budget as he requested in writing (that's brand new but I will comply). It's official and documented. As stated, none of them are new. As always, I have a role, I have a responsibility as an elected official with many counting on me. I want to work with him to get there. I have supported this administration and supported the authority, so in turn, respect my role. The following is the email sent.

"As requested by the chairperson, please see below for my input in writing with respect to the 2017 schedule C budgets. This is an internal email to the administration.

"I know I have already recorded these requests during reviews but they are now in writing as requested.

"1) Updates list of all changed positions and NEW positions with titles and amounts. I would like the total new position dollar amount that we will be obligated to for the 2017 year and beyond.

"2) Did all program managers have input and suggest items to include for any increase/different program needs? (We had asked some program managers, but some were not there and some have voiced to me that they had no input or had been directed to keep same or reduce in areas, even after suggestions.) I didn't notice any reductions but a brief description, if any would be helpful.

"3) Is there any growth in our YEA programs for more activities/better training for our tutors. (This was discussed by more than one board member during reviews) how many are receiving tutoring throughout our service area? How are they monitored to calculate outcomes?

"4) Do we have a mechanism in place for donations distributed on the political side, political contributions? Who makes the decisions and how much is budgeted for the year? I have supported many through recommendation from the chair but have also voiced the desire to have some sort of procedure in place to choose who receives. For the best return on our part.

"5) Tribal Action Plan. Has our plan been approved? We were expecting a response by September? If not, when will the board expect to see the budget amounts needed to implement any plans? Is there anything in the budget to assist with this much-needed plan to implement? I've been advocating for four years on this. I have also documented my desire in the past to see amounts needed to implement.

"None of the above are new items for me, I've been constant in my position on what my input is. I voiced others during the reviews as well.

"Moving forward I would like to move toward the per member based budgets (the board was presented this in 2005/2006 but didn't move anywhere). We can have a full overview of the funding source, members served, description of services, personnel costs, etc. I have advocated for this for over 10 years and that is documented in unit reports, in writing via board concerns and voiced every year. This would prioritize our spending and see the need for each program. Again, Aaron you introduced this to me many years ago and I have always been supportive and advocated. We need to move toward a better process.

"We always review well after the budgets are in, at the 11th hour and it's rushed to pass, staff explained they have them done by July and we didn't start discussing until October. I also requested it as a board meeting agenda item to schedule so that it would be addressed, well after I placed on my board concerns at least twice. This is no way to prioritize and review the \$17 million tribal support budget we use for services. We need to have a procedure and timelines in place.

"I appreciate and respect all the work everyone takes to prepare these, but in my duties I will ask questions and seek answers to them. I'm always told "blame

the board, the board passed it." So I feel fully responsible and a duty to ask questions. It has also been stated we have an avenue to place items in the budget, that's not the case and this past review I was reminded it is definitely not the case, they were complete and no changes after review, we need a better process so all staff and board are clear on our priorities. I understand this is the way we have been doing it, I don't agree and it does not give us any role to advocate for needs or services as the draft is done and no mechanism to include, add or recommend. My only input for solution is the factual budget breakdown (per member served based budgeting) for each program to have a clear picture of our spending and funding. Please document as my concerns."

End of email.

So here are the facts. I will update next month where we are at.

In closing, I would like to report on our interviewing for a firm to negotiate our 2020 Concent decree. As I've reported in the past, it took a resolution by Director Hollowell and I to get that moving and we have completed the interviews with staff, board and open to all membership. We remain at the level of not having a full, wide sit-down discussion with the entire board of directors, but I'm prepared to hire a choice. I have many concerns with some items that are happening and we, as a board, have been warned by the chairperson "to not disclose our concerns or air this in public as it weakens us" I couldn't agree more, so I won't, but I would ask that he does the same in all aspects of our government as well. We are always weaker when we don't stand together. I expect leadership in the moments of passing a budget for an entire year to be just as important as every other item we have. We need to hire a firm and get a solid plan moving, a scheduled discussion with no nonsense is needed.

I hope all had an opportunity to attend the children's Christmas parties this year. We did increase the budgets for all the parties, and I'm hoping that all who attended thanked the volunteers who put them on. It's amazing the work they put into it.

Lana Causley-Smith,
Sault Tribe Board of Directors

Budget approval process needs to begin earlier



**KIMBERLE GRAVELLE
DIRECTOR, UNIT I**

Hello, as I write my unit report, it seems like this time of year we have issues with approving the budgets.

We have been making progress, but some members of the board of directors are not comfortable with the time we are given to approve the budgets. We should be getting the budgets in August of each year to start reviewing them.

The trend each year has been to start reviewing in November then a decision is expected within a few weeks. We receive numerous reports and budgets to go through. A few weeks is not

enough time to make a decision on multi-million dollar budgets!

When more time is requested to go through the budget, board members are accused of trying to sabotage the budget or wanting to do away with positions. This is not true. The board does appreciate all the team members.

One of the major concerns is some of the losses we are incurring with programs run with tribal support dollars.

If we are supporting a program, we should be able to measure the benefit of this program for tribal membership services.

If we can't show a program is an asset to our members, then it's time to cut our losses or restructure the program to make it profitable and accessible to our members.

On that note, in November, we hired an economic development director, Joel Shultz. Welcome to the team Joel.

Joel will be taking a look at our enterprises and coming up with a strategy to make them more successful.

My family and I would like to wish everyone a merry Christmas and happy new year. I would like to thank all the

team members for the hard work they do every day for our tribe.

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

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

LET'S STAND WITH
STANDING ROCK!
Thank You,
Kim Gravelle

*Merry Christmas &
happy New Year!*

Tribe needs short-term and long-term plans



DJ HOFFMAN
DIRECTOR, UNIT I

The holiday season is upon us. It is a time to enjoy family and friends and to appreciate the important things in life.

I would like to take this opportunity to wish all of you a very merry Christmas and happy new year.

While there are only a few weeks left in 2016, there is still much for us to do as a tribe.

COLA

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 was set at 3 percent, this year's COLA is based upon CPI and has been set at 1.4 percent.

All employees will receive an increase of 1.4 percent commencing January 2017.

MINIMUM WAGE

Pursuant to Resolution 2015-111, the tribe's minimum wage will increase to \$8.90 on Jan. 1, 2017. This reflects the higher of the state or federal minimum wage.

BUDGETS

The tribal board briefly reviewed Schedule C and enterprise budgets this month and approved a 60-day Continuing Funding Resolution to conduct business as normal until the Schedule C and enterprise budgets are finally approved.

These budgets primarily are generated from historical department's operational needs. Aside from new approaches or innovation, a primary element missing from a majority of these budgetary discussions is the individual plans involved for each budget has been a detailed program plan.

Our tribe needs to develop, and adopt, both short-term and long-term plans in our governmental structure, as well as our enterprise structure.

Without proper planning there is no reasonable manner with which to gauge our tribe's needs, successes, failures, goals and objectives.

As I have stated in the past, the tribe needs to require this planning as a part of the budgetary process and it is my intent to introduce legislation ensuring this requirement, as well as set time frames, as part of the budgetary process in January 2017. A fiscally responsible approach to multi-million dollar budgets is not achieved in a three-day workshop.

HUMAN RESOURCES AUDIT

Human Resources is the

central hub for all employment related actions: pre-employment, hiring, discipline, retention and termination. As a tribe we need to ensure that these areas are performing in an optimal manner, and in accordance with adopted policy to ensure that all employees are treated in an equitable manner. The independent audit, approved by tribal resolution, commences Dec. 12, 2016. I look forward to the results.

CASINOS

The casinos are the driving force behind the majority of our non-grant tribal operations' revenues. As of today, Dec. 5, 2016, the board has yet to review these budgets. Casino budgets have a direct impact on the tribe's governmental budgets — without detailed projections from this revenue source, it is irresponsible to approve budgets that are reliant on this income.

I am anxiously waiting to see detailed plans to move our casino operations progressively forward and increase revenues and actual net profit for the tribe as a whole.

ECONOMIC DEVELOPMENT

I am pleased to announce that the tribe's new economic development director has commenced his respective duties. This effort has been years in the making, and I look forward to the progress that can be made if the tribe allows this position to thrive and not be micromanaged. The need for diversification is essential to our tribe's long-term economic survival.

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 venture that we partake in. Fortunately, we now have a filled position to "run with the proverbial ball."

PRODUCTIVITY AND INNOVATION

I have stated the following in the past, but felt it was necessary to repeat it going into the new year:

It is often depicted that certain "things or innovations cannot be done due to financial or economic constraints. Essentially, the excuse that "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 buses and motorpool. 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 well over \$307,116 dollars 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 motorpool needs. I will be raising this issue in the new year to ensure 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.

I would ask that tribal mem-

bers contact their representatives and ask their thoughts on this area. This must be a focus of our tribe moving forward in a progressive manner.

CIVILITY

Throughout the pages of this paper there are often major occurrences of mudslinging that occurs in "reports." It is essential that true facts, independent of politics, are conveyed. It is clear that we need to instill "fact checking" requirements in our reporting processes. Opinions are just that, a majority of the time, however, the membership deserves to see factual data and information on a regular basis. I am hopeful that the tribal board can address this in the coming year.

In addition to factual information, the tribe needs to adopt a code of conduct. Quite honestly, the personal issues and banter need to be stopped. We are elected to serve and represent the tribal membership. It should be conducted with a semblance of professionalism.

COMING LEGISLATION

In January 2017, I will be proposing legislation to amend the Tribal Election Code to remove all of the unconstitutional provisions that currently reside in the code. In addition, I will once again propose amending the residency requirement to, "establish residency prior to being sworn in as an elected representative of the Sault Tribe."

In short, if you can vote for a position, you should also be allowed to run for that same position, regardless of where you reside.

One additional piece of legislation that will be introduced in January is a proposed constitutional amendment for term limits for elected officials. It is apparent that stagnation is counterproductive for our tribe's growth. I am placing the draft resolution within this report for tribal member input: (*See resolution*).

Please keep in mind that this resolution is in draft form and will still need to be workshopped by the tribal board of directors. However, it is important that the membership also provide input prior to its submission for vote.

Finally, I often speak of financial issues, as well as economic development related issues in my reports. I want to assure the membership 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 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 who wish to be progressive.

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

Sincerely,

DJ Hoffman

Cell: (906) 203-0510

Tribal e-mail: djhoffman@saulttribe.net

Personal e-mail: djwhoffman@hotmail.com

RESOLUTION NO: _____

SUBMITTING TO SECRETARIAL ELECTION A CONSTITUTIONAL AMENDMENT ESTABLISHING TERM LIMITS

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians ("Tribe") is a federally recognized Indian tribe organized under the Indian Reorganization Act of 1934, 25 USC 461 et seq.; and

WHEREAS, an election on a constitution supervised by the Secretary of the Interior pursuant to the Indian Reorganization Act of 1934, 25 USC 476 was ordered on May 30, 1975; and

WHEREAS, the tribe submitted its present constitution and bylaws for approval by secretarial election by Resolution No.6-27-75A on June 18, 1975; and

WHEREAS, the Constitution and Bylaws of the Sault Ste. Marie Tribe of Chippewa Indians was adopted by the membership at an election conducted on October 9, 1975; and

WHEREAS, the Constitution of the Sault Ste. Marie Tribe of Chippewa Indians, Article X-Amendments states, "This constitution and bylaws may be amended by a majority vote of the eligible voters of the Tribe voting at an election called for that purpose by the Secretary of the Interior, provided that at least thirty (30) percent of those entitled to vote shall vote in such election, but no amendment shall become effective until it shall have been approved by the Secretary of the Interior. It shall be the duty of the Secretary of the Interior to call an election on any proposed amendment upon the receipt of a resolution passed by a majority of the board of directors, the chairperson having the right to vote thereon;" and

WHEREAS, the Constitution of the Sault Ste. Marie Tribe of Chippewa Indians, Article IV, Governing Body, does not provide for term limits for members of the Board of Directors and the Chairperson; and

WHEREAS, the Board of Directors believes it is in the best interest of the tribe to limit members of the Board of Directors and the Chairperson to serving two consecutive terms in office after which they are not eligible to run for office again until the at a minimum the following election cycle two years later.

WHEREAS, the Board of Directors herein initiates a secretarial election to be held for the purpose of amending Article IV, Governing Body, to establish term limits for members of the Board of Directors and the Chairperson.

NOW THEREFORE BE IT RESOLVED that pursuant to the Constitution of the Sault Ste. Marie Tribe of Chippewa Indians, Article X-Amendments, the Board of Directors

Director Nelson updates Unit V membership



**ANITA NELSON,
DIRECTOR, UNIT V**

Happy holidays to all! I apologize for having so much negativity in my last unit report but from the information filtering back to me, it had to be written. Hope

it sent a signal for people to be kind to each other and try to make your working environment a place where you can enjoy going to work every day.

On a good and positive note, our CEO Mike and his staff have been doing a wonderful job refurbishing the casino sites. I checked it out but was disappointed that the "lighting ceremony" was on Dec. 8, the same time as Manistique and Munising's elders' Christmas parties. It will be over with by the time our dinner is served. Let's work on better scheduling next time, please. Just because we are elderly, doesn't mean we don't appreciate attending a celebration and a good party.

Our community center is now decorated for the children's Christmas party on Dec. 10. A

big thanks to my helper, Tina McNally Kleeman (aka Elf). She shopped for 85 children aged newborn to 14 years, wrapped them and marked them for each child's age. There will be more on this in my next report as there will be others to thank. Kathleen Nino-Corp will be taking pictures for the paper.

At our last meeting we had a special guest for our elder meeting — Marian Lucky. She joined us for dinner and did a presentation on her trip to Standing Rock. It gave our elders a better understanding of what the situation and environment was like there. Thank you, Marian, for taking time to do this. Your time was appreciated by our elders.

The Marquette Unit V board has a great children's party

planned at the Thomas Theater. Not only candy and gifts, but a Star Wars movie, too. Dec. 17 from 12 to 3 p.m. Judi Daley and her unit members did a wonderful job bringing this together after the resignation of the chair. I will also let you know how that event went.

The attorney for the Great Lakes Fishing 2020 has not been selected as I write this report but will be soon. Another fishing meeting will take place again later this month. In case of cancellation I will inform you. I am hoping to add more fishermen to these meetings. We need to protect our fishing treaty rights and the meetings are informative.

For those of you who made remarks about us board members requesting limited delegation of

authority to the chairperson and to the tribal member that commented that all us board members should have mental evaluations before running for the position — the board members did not bring up this resolution. It's like a pancake, there are two sides. I never realized how much rhetoric Facebook could cause. I never had Facebook before being on the board. Please be careful of sensitive information.

Not much more for this report, trying to concentrate on the nativity and not negativity. So, very, very happy holidays, stay warm and enjoy your families.

Baskets of wishes!

Anita L. Nelson, Unit V board representative
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It's time for board action — stop the chaos



**BRIDGETT SORENSON,
DIRECTOR, UNIT III**

Here we go again with pure craziness. A few weeks ago, the board met with Human Resources about the possible changes to the Federal Standards and Labor Act (FSLA) that were due to take place on Dec. 1. The chair and HR staff had a document listing positions affected by these changes. The board asked for the handout and was told by the chair we couldn't have it. We were shocked and he said if we wanted it we need to vote on getting the information because his administration would not provide it.

At the Nov. 22 meeting in Hessel there was an item placed on the agenda under new business for equal board access to information. I read the motion and DJ seconded it as well as many board members as sponsors. The request was so that all board members including the chair had equal access to any information that is requested excluding any information that is illegal, such as covered under HIPPA. The chair was furious. That was the last action item on the agenda and he packed up his stuff and refused to stay to discuss our board issues. He was yelling that he was going home to start a referendum to stop the action of the board being able to get equal access. Who could argue with that? We are all elected by the people. I said maybe you should worry about your signatures for the authority granted to him by the board in

2012.

He stormed out and called two weeks worth of special meetings, the first on Nov. 28 and he placed the only agenda item as "Rescinding the Authority of the Chair." He did this same thing about four years ago, during this same time of year after he got angry with the board and then canceled the meeting. All board members but one was there and tabled the chair's authority until the next board meeting on Dec. 13 in the Sault. He was also 10-15 minutes late for a meeting he called.

We also discussed the craziness of calling two weeks worth of special meetings to go over budgets. If we received the budgets in August every year, he wouldn't be cramming them down our throats. They are usually ready by the Budget Department by June or July. We were sent the budgets in late October but that doesn't mean we discussed them as a group or had staff presentations on their areas. When we do meet with staff, board members ask questions and request additional information and rarely ever get those questions answered before a vote. The frustration comes in because if we can't get answers or input, why ask for our support? Also, this time of year, many of the board members are preparing for the kid's Christmas parties in their units as well as elder gatherings so expecting them to drop that because we can't have the budgets earlier is crazy. I tried to pass a resolution to mandate the budgets all come to us by August first, but that didn't get the support since I forgot some budgets are on different cycles.

There have been plenty of lies and pandemonium spread on Facebook and emails to federal officials, which is so embarrassing to our tribe. Who benefits from lies? We are not in a budget crisis! We are not targeting team members' positions, wages, benefits, etc.! We expect discussion and input and that is our job! He canceled trips to D.C. that involved trying to move our downstate projects

along because he will not let us meet on the budgets without him. What is more important to the membership? Moving gaming expansion forward to bring more jobs and services or halting the budget process? Nobody wins with this mentality. The board passed a continuing resolution for 60 days for the budgets. This means move forward with spending levels of 2016 which will NOT affect grants, the 401k or COLA implementation.

So, it seems that since the board is working quite well as a group and considering rescinding the authority of the chair and having an employee run the day-to-day business instead of an elected official, there will continue to be screaming, lies, chaos, games and threats of removal. The chair prefers the divide and conquer mentality instead of unity and moving forward. He throws things out there such as me targeting people's jobs. This is hilarious in the fact that I DO NOT have authority to fire or eliminate staff. I do not see personnel files or recommend action. The board with seven votes are the only ones who can act on key employees. These staff he keeps referring about that I am supposedly doing this to are not even key staff so I don't even have one vote out of seven for action.

The chair is in the chain of command and signs off on paperwork so he knows when things are starting to happen, so if a team member is on thin ice he can say Director Sorenson is targeting so-and-so and, if something happens with their employment, people think it is true. This is unprofessional and very irresponsible. He uses me for his dirty work. He never considers these team member's feelings when he displays this nonsense on Facebook, meetings, etc. There are plenty of board members who interfere with situations of their friends or family but I am not one of them. I have one family member who is working on the front line hired years before I starting

working for the tribe, so no kickbacks for my family nor do I want them.

Aaron has tried for four years to crack me by threatening to sue me, testify against me, remove me, accusing me of running a drug house, team member accusations, the list goes on and on. Sorry, Mr. Chair, but you cannot and will not break me. I will not be selling out to you or anyone else. You and others may not like what I have to say, but I can say it is the truth and those who know me know that as well.

After my last unit report I had members calling me from other units and at large supporting what I am writing about and exposing. I think it is very sad that some members continue to follow blindly and believe every word when the lies are exposed repeatedly. But, then again, if he sees and signs off on every personnel action form (PAF), then he can continue to make sure his political supporters, campaign contributors, friends and family all receive or keep their jobs. You can see this in people that have been hired in the last four years or granting of special circumstances.

It is no wonder team members who actually earn and do their job get frustrated with others who are used as political capital and may not function outside of the tribe. We are supposed to be mentoring, training, instilling work ethic not "look who I am" mentality. This contributes to the low morale and leaving the tribe for work that is based on merit.

In the new year, I am hoping that enough members contact the chair and encourage him to work with the board in advancing the tribe, not dividing it. Remind him that our people do not support a dictatorship.

I do have issues with the proposed budgets such as a \$1.4 million increase in wages and fringe. Do we really need these new positions and some of the wages are crazy compared to other positions in the tribe? Of course, they may be geared for certain individuals. With a new

president coming in January, why would you rush a budget with uncertainties with funding? We can pass and make changes later, but who will get the blame if things need to be cut because of a decrease in funding? The big bad board. I am not afraid of being blamed because it happens every day; rather, I hate to take things away. The chair claims that for us to change the budgets we will need to cut jobs or services. This is so far-fetched, we can always make changes that will not affect either.

I noticed in the last issue of our newspaper there is no weekend access to our walk-in clinic. That is unacceptable since our hospital operates a walk-in clinic seven days a week. Unit III was the only area with no weekend access. Is this a coincidence? I think not. It is called unit retaliation just like the meddling in our elder's group.

I would like to thank the casino staff for all their hard work with collecting gifts, shopping, wrapping, baking, decorating and helping at our annual kids' Christmas party. Our team members take so much pride in this and we are so appreciative of their dedication. The Shores team members ROCK!!

I would also like to thank all our team members for contributing to our tribe's success by providing jobs and services. Your sacrifices are appreciated. I know some team members struggle daily to deal with their situations. The truth shall prevail, many times it takes longer than it should.

Merry Christmas and happy new year to all the members, their families and our team members!

We have many good things happening in 2017 such as our elders' complex being built, our land into trust for our downstate projects and, hopefully, prosperity with economic development.

For comments or questions, please contact me at bsorenson@saulttribe.net, bridgett91@yahoo.com, or (906) 430-0536. My home phone is currently on the fritz.

Resolution gives more time for budget review



KEITH MASSAWAY,
DIRECTOR, UNIT III

The board has been very busy trying to pass the budgets before the end of the year. There are some who are concerned with some parts of the budgets and they want more time to review and give input on them. I have

no problem with that approach, but it would have been helpful if we would have received them a month or two earlier.

The board at the last meeting worked out a compromise with the administration that, from now on, by resolution the draft budgets will be in the hands of the board no later than four months before the old budgets are going to expire. This will allow the board to give input and help craft the budgets to more reflect the priorities of the tribe and its members.

I applaud this and wish we had done this years ago.

The board also passed a resolution that has created some stir in our communities. The resolution simply states that any information the chairman is privileged to look at can also be accessed by the board members.

This item came up at a meeting in the budgets that the chairman had documents in front of him he would not let the board see. The staff had prepared these documents so he could construct certain parts of his decision making. The board asked for them so they could review and make a determination about that budget. He refused, prompting a lengthy discussion and a refusal to give the documents over without a law being made to make him do it.

The board then proceeded at the last meeting to make the documents available to the board and anything the chairman has access to. This does not violate any laws and does not put any sensitive information in the wrong people's hands. The board, for as long as I have been on it, has been unable to get

basic information in many areas to help us make informed solid decisions. We could only access the information if we had a board meeting and voted to allow the information to be shared from the administration to a board member.

We also put in the law that any information a board member requests will be automatically shared with all board members so everyone has equal and shared information. This is a good thing and again long overdue.

I am writing this before all the community Christmas parties have been held, but by the time you read this, they all will be concluded. I would like to thank all of the people involved and it would not be possible to make so many children happy without the countless hours put in by all the volunteers and helpers.

I just heard that the federal government is not allowing the pipeline in North Dakota to get its easement to go under the Missouri reservoir. This is a huge win for the Standing Rock Sioux Tribe and for all the Indian nations. We stood together and made everyone take notice of our needs and to protect our resources that we hold so dear. The fight is not over, but we are finally getting the attention of the federal government and the citizens of the U.S. I am so proud of all those who have taken this fight on and have participated in any way to save our water.

I hope everyone has a merry Christmas and a happy new year.

Keith Massaway
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Board approves annual date for COLA raises



MICHAEL MCKERCHIE,
DIRECTOR, UNIT I

This month the board approved an annual date for COLA raises and we also approved a small contribution towards retirement plans. I realize these are just small steps but they are steps in the right direction. Taking care of staff we have helps the entire organization grow — we are looking into options for a better pay grid for all. Our needs as a tribe outweigh our ability to provide the much needed services. It's a constant balancing act to maintain what we have while trying to provide more.

My priorities are improving are current infrastructure and feel these small steps help to keep our

long-term employees and attract new employees. However, I must apologize, we recently adopted policy changes that burden some employees from assisting and joining tribal committees. This was not the board's intent — we were approving changes to a different section regarding overtime changes and we were assured no other changes were included. This oversight should not have happened. I will be addressing this issue as I believe we should be promoting community involvement when we can. Policies should be shaped so managers can make that determination.

All too often, policies get changed to prevent abuse rather than correcting the violator. Policies can't cover everything, that's why we rely on our managers. Our internal services are just that, internal services; they need to help the manager to get the job done. My hope is that we remind each other of this and streamline our processes to be more efficient rather than require more and more hoops to jump through. We have a lot of great staff and we should be enabling them with the proper tools and support.

The board has had several positive discussions on many fronts.

We are still working on selecting a treaty rights attorney, looking into new ways of addressing our housing needs and recently hired an EDC director.

Congratulations Joel Schultz, and welcome aboard. Joel will be responsible for overseeing our tribal enterprises as well as exploring new business ventures to help diversify our tribal assets. As always I encourage members to help solve problems and if you have any ideas to help move our tribe forward, please contact me. I can be reached at (906) 440-7768 or e-mail mmckerchie@saulttribe.net. Chi miigwech.

Growing our leaders for a strong future



JENNIFER MCLEOD,
DIRECTOR, UNIT I

Aaniin Anishnaabek, I was taught that in our old way, our elders looked for young people who had a gift for leadership and a heart for the people. I was told the elders would groom these young people, from a very early age, and guide them as they grew. In that way, our old ones ensured that our ways would not be forgotten, and our leadership would grow from within. I had been trying for a couple of years to find the right young person to mentor in that way, and to share what I could. I had a couple of different youth interested, but it just never worked out.

I had promised the elders some years ago that I would mentor a young person. I believe in mentoring and I know our young people have unique per-

spectives. But, recently I had to tell our elders although I was trying, I had not been able to successfully recruit someone, and I apologized for my lack of progress. Shortly after that meeting, I received a call from one of our elders giving me a name and a strong recommendation for a candidate. There was one small problem though, she was only 12 years old. I had been looking for someone older. I envisioned a teenage girl who could sit through an adult meeting and would not require my supervision if she needed to use the restroom. I was looking for a young girl who could travel with me to events such as Midwest Alliance of Sovereign Tribes, or United Tribes of Michigan. Despite my concerns, I agreed to meet with the recommended young lady and her mother. I'M SO GLAD I DID!

With permission of her mom, Carrie Halle, I would like to introduce Samantha. Sam has the wisdom of an old soul, a heart as big as the sky, and the courage to speak up for what she believes is right, even if it's to the president of the United States! Sam is very active in basketball right now and we've only met a few times so far. We discuss lots of things — tribal government and how the board meetings are run, and we've discussed different topics that affect our tribe. Sam shares her youth perspective with



Samantha Halle

me and I am always impressed by her knowledge and purposeful replies. I could not be more proud of this delightful young woman. Recently, we were joined by another young person — Alana Dyament. Alana is only 10 years old and just happens to be my granddaughter. I was unaware that Sam and Alana were friends at school and they both insisted our group needed to grow, so it was a natural transition and a good way to expand the little group!

Each week we meet in my office at Big Bear, munching on snacks, learning the lessons that beadwork and sewing teach, as well as good conversations on culture, language, government



Alana Dyament

and issues that affect our tribe. They are both keenly aware of the recent presidential election as well as what is happening at Standing Rock Indian Reservation. Their opinions are clear and surprisingly straightforward. As we go along, I will share with you our adventures. From time to time, I may also dedicate some of my monthly article space to the girls, so that they may share their young leader's viewpoint. Our Anishnaabe prophecies teach that our children will lead us. In this small way, by simply "mentoring" them, we can help prepare them for the uncertain future.

We are living in historic times: a businessman with no political

experience has just been elected president of the United States; tribal youth in North Dakota started a movement to protect the water, it grew to a peaceful encampment of thousands of people from all over the world and stopped progress on a billion-dollar oil pipeline. Closer to home, we have the Line 5 pipeline issue that threatens the waters of the Great Lakes, the coming 2020 Consent Decree and a tumultuous tribal board of directors meeting that may change the day-to-day operations of our tribe.

In all things, we must take great care with what we say and do, the children are watching. What kind of an example will they see? What kind of a future are we leaving them? How will our decisions of today affect the children seven generations from now? In my mind, that should be THE deciding factor, even if it means our lives today may be a bit more difficult.

Moving forward, may we all know peace.

Anishnaabe gagige
(Anishnaabe for always),
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Overcoming differences for common good



**CATHERINE HOLLOWELL,
DIRECTOR, UNIT II**

A victory was won last night (Dec. 4, 2016) when the U.S. Army Corps of Engineers denied an easement permit that would allow the Dakota Access Pipeline to drill under the Missouri River at Lake Oahe in North Dakota on the *unceded* territories of the Standing Rock Tribe.

It's a victory that came about because of many, many months of people coming together to protect the water, and many, many years of the Standing Rock Sioux battling against this pipeline being built in a way that would affect and impact their water for generations to come. It just shows how powerful it is when people come together, overcome differences for our common good. And there

is nothing more precious to life than water.

This was a big victory but it is not the end of the battle. Depending on where you get your news, you may hear this was a "political" move by the current administration, or that the pipeline was already approved, or that it will set our nation's energy independence back. The truth of the matter is that the law is on our side.

As I mentioned in my last unit report, the Dakota Access Pipeline brought forward an historic opportunity for all tribal governments to give testimony about how the "rule of law" had been circumvented, disregarded and disrespected when it comes to decisions that affect Indian tribes. As an appointee for the last three years to the National Tribal Operations Committee, as your representative, and on behalf of the Sault Tribe, I attended these meetings and gave testimony from our perspective here in the Great Lakes. And, I listened to the other tribal leaders across the country. Every single tribal nation has a story of federally approved destruction. Enough is enough.

We recognize that we are up against great wealth and power, but when you are on the "right side of right," have a body of settled law in your favor AND you stand in solidarity, we have a fighting chance of protecting

our rights for future generations. Individually, each tribe has standing to file numerous legal complaints on numerous legal grounds. Who can afford that? Not us, that's for sure. But collectively, we were able to stipulate common recurring legal violations and demand the federal government re-address our common concerns.

The testimony that was given was consolidated into specific recommendations and best practices that will respect treaty rights; conform to the "rule of law" and truthfully move us forward as an entire nation. This consolidated testimony is still 55 pages long. But if anyone is interested in reading it, please feel free to contact me at: chollowell@saulttribe.net and I will be happy to add you to my e-mail list and send you a copy. Or, you can visit the NCAI website to download (NCAI facilitated the dialog between tribal nations and the federal government).

Specifically, there are substantive duties embodied in the federal trust responsibility:

- Recognition of tribal sovereignty (we are not less sovereign than states, by the way),
- Adherence to tribal treaty rights,
- Compliance with federal trust responsibility and tribal "consent,"
- Upholding statutory obliga-

tion to tribal nations.

These are all lessons that apply to the Sault Tribe's ability to protect our treaty rights. We can no longer sit on our hands or shrug our shoulders when the state and federal government make decisions that do not take into account the adverse impact it will have on our rights. It's heartbreaking to watch us squabble amongst ourselves or other Great Lakes tribes when the resource itself is being diminished because of actions by state and federal policy makers.

This victory comes at an important time for our tribe as we ramp up for renegotiation of the 2020 Consent Decree. It's a battle victory but its not over and we must remain vigilant. Finally, my three-year appointment to the National Tribal Operations Committee has concluded. I apologize for any local meetings I've missed during that time because of travel. I am looking forward to staying closer to home, especially as we begin to deal with the Consent Decree.

This is the fifth year we find ourselves scrambling to review and pass tribal budgets for 2017 and it's unacceptable. Program directors have their draft budgets submitted at the end of May. Yet the chairman goes out of his way every year to keep budgets off the agenda until the

11th hour, thus requiring us to pass the budget without due diligence, or face the consequences of government shut down. There is no reason it has to be this way besides the chairman's unwillingness to allow us to fully exercise our fiduciary responsibility that we took an oath to uphold. It causes much hardship, uncertainty and stress for our program managers and staff.

Our chairman holds tremendous power in that all staff report up the chain of command to him. If he dictates to staff that they cannot meet with the board of directors to review annual budgets (close to \$90 million), then we have a serious problem. When information is withheld from the board, we are left in the dark. How can we then be sure the best interests of the tribe are being considered?

The chairman has a penchant for spinning fantastical tales on Facebook. It gets everyone who assumes the chairman is truthful and factual up in arms. He manufactures crisis, especially when he is asked to be accountable for the "delegated authority" he holds.

Let me end by wishing everyone a blessed Christmas. My prayers for the health and happiness to you and your loved ones in 2017.

Catherine Hollowell
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Setting the record straight for Unit IV members



**DARCY MORROW,
DIRECTOR, UNIT IV**

I have been receiving calls from tribal members asking what is going on with the board taking the chairman's authority away.

I would like to set the record straight on this issue and let the members know that Aaron Payment called the special meeting and put on the agenda to rescind his authority, not the board.

This started on Nov. 16 at a board workshop when Human Resources was presenting the FLSA (Fair Labor Standard Act) changes that would take place Dec. 1, 2016. Several board members asked for a copy of the list HR was discussing and while Chairman Payment had a copy he said "no, the board did not need the information" and he refused to have HR release it to the board. This is the second time in less than a few months he has withheld information from the board.

Last month, myself and a

few other directors wrote in our unit reports how he refused to allow the Budgets Department to come in front of the board at a workshop to discuss budgets because he would be out of town.

At the Hessel board meeting on Nov. 22, the board tabled budgets Doc 003, Gov't Capital Purchases and the budget Doc 004 and Enterprises Capital Purchases, both died due to lack of support and my resolution Selection of Outside Counsel for 2020 Great Lakes Treaty Rights Negotiations was also tabled until the Dec. 13 meeting.

Director Hoffman made a motion that allows all board members to have equal access to information subject to any restrictions by law – this passed (per the Constitution, the chairman is a member of the board). Aaron was mad that the budgets were tabled and the motion for equal access passed, he was quick to close the meeting and ran out before we did our board issues. This happens all the time, I have had issues on for meetings where he runs out and we never get to discuss them. I was quick to call him out on it when he was exiting the building. I told him to stick around and do his job, that I have had issues I have had to discuss and he keeps leaving. After a back and forth between us, he told me to man up. So, I guess this is my way of manning up. For five years, I should have been letting you know the whole truth

what the real issues are instead of sugar coating my articles. I apologize to the members who do not like negativity but if I don't let you know the truth, even if it is unpleasant, who will.

After he left the Hessel meeting in a huff, HE immediately sent an email to the board secretary to call a special meeting and the only item he wanted her to add was to rescind resolution 2012-146 *Limited Delegation of Authority to the Chairperson*. In a huff, he called a special meeting and several after that to review budgets, again he does not take our schedules into consideration. On top of putting all this drama on Facebook where none of our business belongs! It wasn't the truth; he is acting like the tribe is in a crisis, a state of emergency that the board voted down the budgets. Again, not true, we tabled them. We also have a board meeting on Dec. 13 before the end of the year.

Saying we are targeting team members and their wages because we voted for equal access again causing team members to resent board members and making them upset right before the holidays, again not true. He has also embarrassed this tribe by sending out many emails to professional individuals and committees he is on saying the tribe is in a state of crisis because the board didn't pass the budget on Nov. 22 and he can't leave to attend his obligations. That was untrue and

uncalled for; it's rather embarrassing how he has portrayed our tribe to other leaders.

What is true is that the board had questions on new positions he has in the budgets and what has increased in services for our members.

A main issue for Director Chase and myself is cancer and we see no increase in service on early detection for cancer before it's a stage 4 and a lot of our members are being affected by cancer. These are a few questions that were brought up during budget review.

With Trump taking office we also need to be careful; we have no idea what could happen to our funding. Under the Obama administration we were under sequestration, which was a very stressful time for our tribe and we have no idea if Trump will cut funding or not. We need to be on the safe side and put items aside that we can, like unfilled positions, new positions, etc., until we know what the Trump administration is going to do.

At the special meeting Aaron called for Nov. 28, the board tabled the resolution 2012-146 *Limited Delegation of Authority to the Chairperson*. We will discuss it at the Dec. 13 meeting. The board also added and approved at this special meeting a 60-day continued funding resolution so we have time to go over the budgets again without being rushed. He is again on Facebook calling out the board for taking his authority. He put

it on the agenda, the board did not, and then he was 10 minutes late for the special meeting. I think he thought it would die and we would move on just like the last time he put it on the agenda.

It's also embarrassing when staff come in to present and Aaron takes over their presentation. This happens constantly we must ask him to please stop and allow the staff to present. If the board asks questions of staff he will try and answer for them, it's constant anymore. His control over our administration is strangling the growth of our tribe.

The chairman always tells the members he has no control over the casino — again, not true.

He is the chair of our Gaming Authority and the Gaming Commission. He signs off every PAF (Personnel Action Form – hiring form) that comes from the casino. I am tired of all the problems at the casino being blamed on the board and him lying to members that he is not over the casino!

Sorry to be reporting on these issues but I think you the members need to be informed.

Merry Christmas and happy new year!

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

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

Christmas gala photos from page 2 continued . . .



Former VISTA Corps agent for Sault Tribe elders, Emily Higbee, serves the first course of the luncheon to a table. Higbee moved on from her volunteer service with the tribe about a month ago, but returned to be one of about 25 volunteers to help convention center staff to do what needed to be done in order to put on an enjoyable time for the elders to enjoy themselves. Special thanks to all of the wonderful volunteers who came in the interest of our elders.



From left, Nick VanAlstine, Bud Biron, Neemin-Giizis Matrious-Nickaboine and Bii-Daa-Bin Nickaboine sing an honor song as a Christmas gift to the elders.

Photos by Rick Smith



Outgoing director of Elder Services, Sheryl Hammock, helps Aaron Payment draw one of 12 raffle tickets for a prize of \$50, for a sum of \$600, for lucky winners. It was announced Hammock accepted a position with Bay Mills Community College and will be leaving her present post with fond memories mixed with a bit of sadness at leaving.



Standing, front left, volunteers Jessica Dumback and Mary Ann Sawyers wait on tables and spread holiday cheer. Sawyer employs the help of visual aids in spreading cheer by wearing faux reindeer antlers and a vest festooned with Christmas lights.



From left, Sault Tribe Board of Directors representatives Mike McKerchie, Dennis McKelvie and Lana Causley-Smith survey the scene, obviously enjoying the pleasure of the proceedings. Causley-Smith was observed pitching in to help volunteers wait on tables and see to the elders' needs. Unit I representatives DJ Hoffman and Kimberle Gravelle were also in attendance while Jennifer McLeod was away on official business giving testimony in California on Violence Against Women Act funding on behalf of the Inter-Tribal Working Group. Unit III Representative Keith Massaway was attending a Mackinac Straits Hospital board meeting.



Four elders were recognized for their outstanding volunteer services and named Volunteer of the Year for their respective units. Lora and Pat McMahon took the honor for Unit I and Delores Calcaterra received the honor for Unit III. Seen here, from left, Frances Hank accepts the Unit II presentation for Volunteer of the Year from Sheryl Hammock.



New Year's Eve Celebration 2016!

Saturday, December 31
12:00 p.m.-11:45 p.m.

Win your share of
\$25,000 in CASH & Credits!

*FREE champagne toast, cake, hors d'oeuvres,
party favors & more! (while supplies last)*

See Northern Rewards Club to register and for more details!

The higher your card, the higher your reward!



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