

Munising holds traditional foods, medicines workshop

STORY & PHOTOS: MANISTIQUE TRIBAL CLINIC STAFF

It was a full house at the Manistique Community Center on Dec. 7 with nearly 60 in attendance. Tribal and community members from all across the service area braved the cold weather to participate. Presentations were made by Harlan Downwind and Tony Abramson Jr. from the Traditional Medicine Program, Lisa Burnside and Patty Teeples from Youth Education and Activities and Marybeth LeVeque of Munising. Gail Sulander RD CDE from Manistique shared on indigenous foods from the Great Lakes region. The Hessel drum shared their gift of song.

The lesson on traditional use of tobacco by Downwind and Abramson included mak-

ing a personal semma pouch. Attendees were provided a leather pouch kit and were offered kinnikinnick by Lisa and Patty to put in their pouch for future use.

Information on the Sault Tribe health services and programs were available along with health screenings. David Wesoloski from the Health Education Program offered carbon dioxide screens and shared a display on the effects of commercial tobacco. Amy Johnson provided blood pressure checks and shared on the Family Spirit Program, which is a new service in Manistique. Participants gained insight on healthful Anishinaabe living throughout one's life and enjoyed a feast of Great Lakes local and traditional Anishinaabe foods. Tom Tufnell, a local elder, graciously provided the meal blessing. Five lucky

attendees were given copies of the *Decolonizing Diet Project Cookbook* by Marty Reinhardt of MSU. (Purchase a copy for your family and friends by contacting the NMU Native Studies Program).

Manistique Community Health schedules this type of health-promoting event every year. There is always a great response by the community. In 2017, plans call for a fall health and wellness gathering in October. They generally take place on the first Wednesday of the month, which coincides with the monthly Traditional Medicine clinic. Anyone interested in being informed when final plans are made may ask to be put on a call list by calling the Manistique Tribal Clinic at (906) 341-8469. If you would like to learn more about tradi-

tional nutrition, Gail Sulander, registered dietitian and certified diabetes educator, has developed a program for integrating more

Anishinaabe and Great Lakes Local Foods into your day-to-day living. Call for an appointment at (906) 341-8469.



Marybeth LeVeque speaking.



Traditional medicine practitioner Harlan Downwind speaking.



Room full of workshop attendees.



Amy Bryant and her healthy mother and babies display.



Hessel drum



David Wesloski attends his tobacco education display.



Two young ladies make medicine bags.



Lisa Burnside (standing) offers her assistance.

Notes for elders from the MIEA meeting

The 2016-17 Student Incentive Program application was posted to the MIEA website in November of 2016.

Tribal elders who are contacts and delegates should encourage education departments to work with you on this program. We, as elders, have a responsibility to encourage our youth in pursuing education. The Student Incentive Program not only encourages students to have the best grades possible, they can also learn commitment and a strong work ethic through perfect attendance.

All applications are due to LeAnn Stindt on the MIEA approved form by March 15, 2017. Substitute forms, late or incomplete applications will not be accepted. Please see application information for further information. *See below.*

In the event you no longer have the email with the Student Incentive Program Application, you can download it from the website at <http://michiganindianelders.org/students.php>.

michiganindianelders.org/students.php.

The Student Scholarship Program application will be posted to the website soon. All applications are due to coordinators Tammy Shananaquet and Joan Jacobs by June 15, 2017, on the MIEA approved form. Substitute forms, late or incomplete applications will not be accepted. *See below, on right.*

Some things to look forward to in 2017:

- Registration will be available for the April 2017 spring conference hosted by the Little River Band of Ottawa Indians in January. The specific dates have not yet been determined, but as soon as I receive those dates, registration forms will be distributed and posted to the MIEA website. Thank you for your patience!

At the October 2016 fall conference, a suggestion box was offered as it is important to the Executive Committee for these conferences to be beneficial to all MIEA members. The

response was fabulous! Thank you to everyone who contributed a suggestion. Please be assured the Executive Committee has reviewed these suggestions and many of them will be implemented at the April 2017 spring conference. Below is a sample of a few of the suggestion, but is not exhaustive of submitted suggestions:

- Workshop on Social Security — signing up, required forms, etc., including information on Social Security Disability and required forms;

- Workshop on hospice care;
- Information on grandparents' rights;

- Vendors — have a separate vendor registration form and have vendors in a separate location from the meeting so they are not a distraction. Note: Only MIEA members are to be vendors at MIEA conferences;

- Minutes — Distribute to delegates prior to meetings either through email or first class mail. Note: Minutes are sent via email

and have been for two years to delegates with email. In the past, tribal elder contacts were asked to distribute minutes to delegates without email. Because this has not been done by the contacts, delegates who do not have email will now receive minutes via first class mail;

- Overlays and computer screens when available are hard for people to see. Please provide copies of information on tables for members to read and to take notes;

- Nominations for officers — Would like to see each nominated person running for a seat give a brief statement in front of the elders during the conference as to why they can fill the seat by their qualifications. We need to identify the elders, the tribe they represent and qualifications to be officers.

Business meetings:

- Have agendas available either in welcome packets or on the tables;

- When anyone speaks, i.e.,

elders in attendance, delegates, Executive Committee, etc., they should provide their names FIRST;

- Make minutes available to attendees;

- Speakers and information regarding legislation affecting Native communities;

- Invite UNITY tribal youth councils to attend meetings.

Plus many other suggestions, the above are just some highlights! Again, thank you to all who took the time to make a suggestion!

Lots more information will be coming in the first part of January of 2017. Please keep an eye on your email messages and add me to your contact list so I don't end up in your junk mail. If I can be of any assistance or answer any questions, please feel free to contact me. Happy new year!

Serving with hope,
Dawn Lenger

MIEA secretary
lengerdm@gmail.com, (616) 443-5567

MIEA Incentive Program now open

This year's Michigan Indian Elders Association Student Incentive Program is now open. The program awards students in grades K-12 for all A grades, perfect attendance or both during the first and second marking periods of the 2016-17 school year. The program is open to ALL tribal students, regardless of location.

You can read about the incentive and download an application at <http://michiganindianelders.org/students.php>.

To apply, send the completed application, a signed report card or verification letter of achievement from a school administrator, and copy of the student's or parent's tribal identification card to the address provided on the application. Applications MUST BE RECEIVED by 5 p.m. on March 15, 2017.

Please note this is not a Sault Tribe program. All applications must be sent to the address indicated on the application.

MICHIGAN INDIAN ELDERS ASSOCIATION

STUDENT INCENTIVE PROGRAM 2016/17

A Student Incentive Program is being offered by the Michigan Indian Elders Association (MIEA) to recognize students who achieve all "A's" for a marking period as well as students who achieve perfect attendance for a marking period.

There will be a minimum of \$3,000 available to fund this program this year. An award of \$25 will be 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, the winners will be determined by lottery.

TO QUALIFY:

- The student must be an enrolled member or be a direct descendant of an enrolled member of one of the MIEA constituent tribes/bands.
- The student must be in Grades 1-12 at a public or private school.
 - Home schooling is not eligible.
- A student must be in Grades 4-12 to qualify for the straight "A" award (A-, A, A+).
 - For a school system that uses a grading system based on numbers, the equivalent to straight "A's" will be acceptable.
- A student must be in Grades 1-12 to qualify for the perfect attendance award.
 - Perfect attendance means exactly that. A student must be in school or at a school sponsored function each day of the marking period. Excused absences for anything other than a school sponsored/approved function do not constitute perfect attendance.
- The first two (2) marking periods ONLY of the 2016/2017 school year will be used to determine the winners for this lottery.
- A student can qualify for both the perfect attendance and straight "A's" for both marking periods. For example, straight "A's" and perfect attendance for both marking periods would mean four (4) chances to win.

PLEASE SUBMIT THE FOLLOWING ITEMS:

- A parent of the student must complete and sign the Student Incentive Program Application Form in order for the student to qualify for an award.
- A copy of the child's report card signed by the parent or a letter from an administrator of the student's school must be submitted with the completed application form to verify the achievement of straight "A's" and perfect attendance.
- A copy of student's or parent's tribal identification card.

The drawing to determine the winners will be held at the April 2017 Conference of the Michigan Indian Elders Association.

****VERY IMPORTANT****

You must follow these directions for your child to be considered for an award. The completed application form (included with these instructions), a signed report card or verification letter of achievement from a school administrator and copy of the student's or parent's tribal identification card **must be received or postmarked no later than March 15, 2017**. Applications received/postmarked after March 15, 2017, will not be accepted; no exceptions. Please send the aforementioned documents to:

LeAnn Stindt
103 Big Bear Road
Iron River, MI 49935

MICHIGAN INDIAN ELDERS ASSOCIATION

2017 SCHOLARSHIP APPLICATION

STUDENT'S NAME _____
Last First Middle Initial

MAILING ADDRESS _____
Street Address PO Box

City State Zip code

Telephone Number

FATHER'S NAME _____

MOTHER'S NAME _____

MAILING ADDRESS _____
Street Address PO Box

City State Zip code

Telephone Number

CONSTITUENT TRIBE/BAND* _____

* Proof of Tribal Affiliation: Copy of Tribal Card or letter of verification from your Tribal Enrollment Department

IF I AM GRANTED A SCHOLARSHIP AND I WITHDRAW FROM COLLEGE, UNIVERSITY OR TECHNICAL SCHOOL BEFORE THE END OF THE SEMESTER/TERM FOR WHICH I HAVE RECEIVED MONIES FROM THE MIEA SCHOLARSHIP FUND, I HEREBY AGREE THAT I SHALL RETURN ALL SCHOLARSHIP MONIES TO SAID FUND WITHIN THIRTY (30) CALENDAR DAYS OF WITHDRAWING FROM SCHOOL. I UNDERSTAND THAT EXCEPTIONS CAN BE MADE TO THIS POLICY IF I WITHDRAW FROM SCHOOL FOR MEDICAL REASONS OR OTHER EXTENUATING CIRCUMSTANCES. I UNDERSTAND THAT THE SCHOLARSHIP COMMITTEE WILL MAKE THE FINAL DETERMINATION ON THE VALIDITY OF MY REASONS. I AGREE TO INFORM THE SCHOLARSHIP COMMITTEE COORDINATOR, IN WRITING, OF MY DECISION TO WITHDRAW FROM SCHOOL.

Signature of Student Date

Signature of Parent Date

Signature of Parent Date

IN COMPLIANCE WITH PUBLIC LAW 93-380, 93RD CONGRESS, H.R. 69, 21 AUGUST 1974, FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT, THE HIGH SCHOOL, COLLEGE, UNIVERSITY OR TRADE SCHOOL HAS MY PERMISSION TO RELEASE A COPY OF MY GRADE TRANSCRIPT TO BE MADE A PART OF THIS SCHOLARSHIP APPLICATION FOR REVIEW BY THE M.I.E.A. SCHOLARSHIP COMMITTEE.

Signature of Student Date

Signature of Parent Date

Signature of Parent Date

AN * THROUGHOUT THE APPLICATION SIGNIFIES THE NEED FOR YOU TO SEND THE REQUIRED SUPPORTING DOCUMENTATION.

* PLEASE INCLUDE THIS APPLICATION WITH TWO (2) LETTERS OF REFERENCE NOT RELATED TO YOU.

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Training opportunities available for eligible applicants

The Sault Ste. Marie Tribe of Chippewa Indians the 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 a resident of the seven-county service area. Please apply at WIOA, 523 Ashmun St., Sault Ste. Marie, MI 49783 or call Brenda Cadreau at (906) 635-4767 for more information.

Unit V Marquette Elder Subcommittee changes meeting to Feb. 9

The Unit V Marquette Elderly Subcommittee has changed its meeting date from Feb. 2 to Feb. 9 at the Holiday Inn. The meeting starts at 6 p.m. **Previously posted was the Munising meeting date change. The Munising meeting is scheduled as usual for February.** For questions, call the Elder Services Division at (906) 635-4971 or (888) 711-7356.

Cousins born two months apart

Cousins Tyrsten Jon Michael Sanner and Bailee Marie Herron (L-R).

Tyrsten was born to tribal member Kyle Sanner and his fiancé, Kara Kancecivus, of Middletown, Ohio, on July 31, 2016.

Bailee was born to tribal member Cedar GrayHawk Herron, of Covington, Ohio, on Sept. 21, 2016.

Proud grandmother is Annette M. Powers-Kilburn, mother of Kyle and Cedar.



Local support groups

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 chippewa@familiesagainstnarcotics.org or visit www.familiesagainstnarcotics.org/chippewa-county or www.facebook.com/fanchipp.

FAN's mission is saving lives by empowering individuals and communities to prevent and eradicate addiction. Our purpose is to raise awareness of the dangers of prescription narcotics, support those affected by narcotic addiction and erase the stigma of addiction.

Also look into Substance Abuse Support Group for Family and Friends if you have experienced loss, heartbreak or diminished relationships due to someone else's substance abuse. The group meets on the first and third Mondays of each month, 6 p.m., at the Huntington Bank in Sault Ste. Marie. Call Linda at (906) 440-7252 for information.

Burnside teaches lessons on Seven Grandfathers principles

Groups from Newberry's Luce County Community Recreation and Resource Center and the Sault Tribe Youth Education and Activities (YEA) Program came together for lessons on the Seven Grandfathers by Hessel YEA coordinator Lisa Burnside. Parents, adults and grandparents learned the Seven Grandfathers principles and practiced them by providing a safe environment for each individual to openly communicate their feelings in talking circles. Participants' imaginations and artistic abilities were exercised with craft projects following lessons.

Burnside is planning Newberry activities to start in the fall of 2017. Some of the craft projects will include Seven Grandfathers coasters, DIY laundry soap, bread in a jar, sugar and salt scrubs and making fry bread.



COURSE COMPLETED — Luce County participants received certificates for attending lessons on tenets called the Seven Grandfathers. Front row, from left, Ireland Goudreau, Aleah Dunlap, Domanick Goudreau, instructor Lisa Burnside and Jackson Goudreau. Middle row, William Goudreau, Jaden Goudreau, Eddie Leazier and Corey Leazier. Back row, Bella Goudreau, Carrie Leazier, Storm Schley, Marianne Haupt, Tina Goudreau, Paula Leazier and Mary Archambeau.



GROUP HUG — Mary Archambeau, Luce County Community Recreation and Resource Center director and coordinator, gets lots of love for her dedication to the youth, families and the community.



Above, one of two Newberry School sixth grade classes participate in lessons on the Seven Grandfathers.



Above, the other Newberry School sixth grade classe participates in lessons on the Seven Grandfathers.



Above, Newberry School third grade class participates in lessons on the Seven Grandfathers.

Sault Tribe committee vacancies — join one!

Sault Tribe members 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 with 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)

Great Lakes Conservation Committee - Four vacancies-large 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 seat vacancy, one alternate (four-year term)

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

Unit II Hessel Elders Subcommittee - Two regular seat vacancies, two alternates (four-year term)

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

Unit V Marquette Elders Subcommittee - One vacancy (four-year term)

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

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

**Advertise
in our tribal
newspaper!
906-632-6398**

Sault Tribe community members walk on . . .

LOUISE LAJOICE BENSON

Louise LaJoyce Benson, 101, ended a long and loving life on Dec. 15, 2016, in Cedar Springs, Mich. Louise was born on March 7, 1915, in DeTour, Mich., to Antoine and Mabel LaJoyce.



Louise married Arvid Benson on Feb. 25, 1939, and they lived in Sault Ste. Marie, Mich., where she worked many years for JC Penny. Louise was known for her wit and great baking.

She is survived by her children, Bunny Gustafson and Benny (Elaine) Benson of Grand Rapids, Mich.; 12 grandchildren, 12 great-grandchildren and three great-great-grandchildren.

Louise was a member of the Sault Ste. Marie Tribe of Chippewa Indians.

Many thanks to the nursing staff at Metron in Cedar Springs for their excellent care. A memorial service is scheduled for spring.

KELLY A. BLANCHARD

Kelly A. Blanchard of Prudenville, formerly of Harbor Beach, passed away peacefully at the home of friends on Dec. 22, 2016. He was 57.

He was born in Harbor Beach on Jan. 11, 1959, to Eirnel E. and Marie I. (nee Breathour) Blanchard.



Kelly attended Harbor Beach High School and graduated in 1977. He was a member of the Sault Ste. Marie Tribe of Chippewa Indians.

Kelly is survived by his brothers, Terry E. Blanchard of Harbor Beach, Joey E. Blanchard, Sr. of Gould City, Jay P. Blanchard and his wife, Jody, of Harbor Beach; sister, Mari A. Blanchard and her special friend, Brian MacArthur (Harbor Beach) of Ramstein, Germany; and brother-in-law, John Mausolf of Harbor Beach; nieces and nephews, Brad Blanchard of Midland, Joey (Amy) Blanchard, Jr. of Gulliver, Bethany (Dan) Gonzales, David (Jessica) Mausolf, Evan Blanchard, Hannah Blanchard, Christopher Blanchard, and Terra (Gary) Booms all of Harbor Beach; many great-nieces and great-nephews; and his special friend and caregiver Michelle "Missy" Seley of Prudenville, Mich.

Preceding him in death are his parents, Marie in 1995 and Eirnel in 1996; brothers, David E. Blanchard in 1964 and Kim G. Blanchard in 2012; sister, Juli B. Mausolf in 2011; and sister-in-law, Nancy J.

Blanchard in 2007.

Cremation has taken place and a private family service will be conducted at a later date.

Memorials may be made to Heartland Hospice of 564 Progress Street, West Branch, MI 48661.

Arrangements handled by Christler Funeral Home of Prudenville.

JENISE L. CORBIERE

Jenise Lynn Corbiere of Sault Ste. Marie, Mich., passed away on Jan. 5, 2016, at War Memorial Hospital. She was born on March 31, 1962, in Sault Ste. Marie, Mich.



Jenise was a devoted wife, mother, grandmother, sister, auntie and friend. Her love for her family shines in all of their hearts. She could light up a room with just her smile. She loved fishing and hunting as demonstrated through her numerous trophies. She was proud of her boys and raised them with every ounce of her love. She married her best friend, Bob, 36 years ago and their love will continue forever and always. Jenise will be remembered by all of the lives she touched and she will be dancing to the fiddle until the end of time.

Jenise is survived by her husband, Robert Alan Corbiere Sr.; sons, Robert Alan (Corbiere Jr.) Waldner and Jacque Pierre (Katie Lana) Corbiere and son-in-law, James Waldner; sisters, Dellis (Sam) Mourufas, Janet (Rick) Bennett and Nicole (Gary) Golanka; brother, Curt (Bonnie) White Jr.; parents Curt and Marylin White Sr.; grandchildren, Jace Joseph Corbiere, Michael Oliver Waldner and Audrie Rose Waldner; also survived by the entire Corbiere family.

Visitation was on Jan. 8, 2017, at Clark Bailey Newhouse Funeral Home. Memorials in memory of Jenise may be left to Robert A. Corbiere Sr. Online condolences may be left at www.clarkbaileynewhouse.com.

PAUL D. LUMSDEN

Paul "Bud" D. Lumsden, 89, passed away Nov. 21, 2016, in Rocky River, Ohio. He was born in Sault Ste. Marie, Mich., the son of Edward and Beatrice (nee Hatch) Lumsden.



During the Korean War, he served in the army and was honorably discharged with the rank of Sergeant. In 1994, after many years of service, he retired from his maintenance technician position with the Cleveland Public Library.

Paul was the beloved husband of the late Janet; devoted

father of Katherine Rhubarb (Robert), Sandra Kreal, Michael, Mary, and Timothy; loving grandfather of 10 and great-grandfather of eight; dear brother of the late Joseph and Lawrence; devoted uncle and friend of many.

A memorial mass was held at St. Malachi Parish in Cleveland, Ohio, and his final resting place is beside his wife at Ohio Western Reserve National Cemetery.

Memorial donations may be made in Paul's memory to the Jesuit Retreat House, 5629 State Rd., Parma OH, 44134.

PAUL R. MERCHBERGER

Paul "Pete" Regis Merchberger Jr., 77, of Barbeau, Mich., died on Dec. 22, 2016, at home. He was born on Nov. 19, 1939, in Pontiac, Mich., to Paul Regis and Agnes Rosalie (nee Bedard) Merchberger.



Pete grew up in Royal Oak, Mich., where he graduated from Shrine High School. He joined the United States Marines where he served for several years. He married Maebelle Marie Taschner on Sept. 7, 1963. He worked in small engine sales for his father. In the early 1970s, he began driving truck. He and Maebelle moved their family to the Upper Peninsula of Michigan in 1975 and he began driving truck for Graham Trucking. He continued trucking with his own truck, retiring in 2011. Pete enjoyed listening to National Public Radio while on the road.

Pete was a lifetime member of the St. Mary's River Sportsmen Club, a member of the Sault Ste. Marie Tribe of Chippewa Indians and a member of the American Legion Post 3 in Sault Ste. Marie.

Pete was an outdoorsman who enjoyed hunting, fishing and riding anything that could go fast, especially snowmobiles and four-wheelers. He had fun hanging out with his friends at the Cozy Corners Tavern and Grill.

Pete is survived by his sons, Eric Merchberger of Barbeau and Roger (Maggie) Merchberger of Sault Ste. Marie, Mich.; daughter, Cheryl Merchberger of Sault Ste. Marie; grandchildren, Samantha (William) Pratt, and Karl, Brian, Adam, Thomas M., and Victoria Merchberger; great-grandchildren, Maraya, Kaiden and Zoey; sisters, Barbara Nelson of North Carolina, Mary (Richard) Starkweather of Neebish Island, Mich.; brothers, Robert (Linda) Merchberger of Goodrich, Mich., and Mark (Elizabeth) Merchberger of Cedarville, Mich.; and former daughter-in-law, Rebecca Miller.

Pete was preceded in death by his wife, Maebelle; sister, Agnes "Betsy" DesRosiers;

brothers-in-law, Bill Nelson, Frank Taschner, John Taschner and Robert Taschner.

Visitation was on Jan. 5 and services followed on Jan. 6, at R. Galer Funeral Home with Brother John Hascall conducting the service.

Burial will be at Oaklawn Chapel Gardens in Bruce Township, Mich.

Memorial contributions may be made to the St. Mary's River Sportsmen Club, P.O. Box 6, Barbeau, MI 49710.

Condolences may be sent to the family at www.rgalerfuneralhome.com.

JAMES RABIDEAU

James "Bun" Rabideau was born on May 11, 1968, and died on Jan. 3, 2017.

Dear friends and family of James "Bun" Rabideau: The immediate family of James wants to first and foremost

express our deep gratitude for all your prayers, donations and sympathy. Also our preference would have been that his closest friends and family members were notified personally of this news rather than by social media. Please forgive us.



On Jan. 3, 2017, James was found unresponsive in his bed at his home by family members. We are waiting on the official cause of death. We believe and can only assume there were heart complications or respiratory problems and he "walked on" that night before or sometime that morning while he was sleeping. James was not suffering any obvious serious medical issues in the days prior to his passing on, so this was somewhat of a shock to us all. He is now with his mother, father and loving family who have all previously left this earth walk.

All of your posts and messages received have been very comforting and has shown us how much Bun was a loved friend, brother, nephew, cousin, uncle, godson and co-worker. James would swell with pride knowing how much he was loved and how much he touched or impacted other's lives. The memories, thoughts and sentiments you have shared and continue to post are very healing in this time of sorrow for us all. Megwetch!

James is survived by his brother, Robert (wife Hiroko) Rabideau and son Russell of Japan, Alan Rabideau and son, Scott of Kincheloe, Mich., and aunts and uncles Jim and Theresa Little, and Buck and Kim Gravelle all of Sault Ste. Marie, Mich.

Due to the circumstances, the immediate family decided to have James cremated. A memorial service to honor and remember this wonderful man took place on Jan. 12 at the

Niigaanagizhik Ceremonial Building in Sault Ste. Marie.

MARY ST. AMOUR

Mary "Loree" (nee Thibodeau) St. Amour, 92, of Central Lake, Mich., formerly of Rogers City, Mich., passed away peacefully in her sleep next to her husband of 66 years, Louis Joseph St. Amour, 94, in their home on Dec. 20, 2016.



She was born on June 13, 1924, in Detroit, the daughter of Phillip and Adelaide Thibodeau. Loree was a proud veteran serving in the U.S. Navy during World War II. She was a gentle, kind and caring wife and mother who loved her family very much.

She is survived by her loving family, husband, Louis; daughter, Theresa (Terry) McKee; son, Raymond St. Amour; sisters, Phyllis, Luella and Marilyn; grandchildren, Christopher, Jene and Michelle; and great-grandchildren Emmitt, Carson and Logan.

Arrangements are by Mortensen Funeral Home in Central Lake.

VICTOR LEE MATSON SR.

In loving memory of Victor Lee Matson Sr., born on April 1, 1936, in Munising, Mich., who passed away on Jan. 5, 2017.



Victor served in the Marines for four years. He was a commercial fisherman and was a member of the Sault Tribe, where he served on the Board of Directors for 20 years. Victor enjoyed life by being out on his boat, going to the casino and mostly spending time with his family, especially his grandchildren.

He had a smile for everyone and if he met you, he would never forget you.

Victor is survived by his wife of 54 years, Lizet, and his eight children: Kathy, Yvonne, Marilyn, Robert, Victor Jr., Michael, Charles and Jennifer. He was proud of his 15 grandchildren and his 14 great-grandchildren, and was uncle to many nieces and nephews.

Memorial services were held at the Niigaanagizhik Building, Cultural Center, 11 Ice Circle, in Sault Ste. Marie on Jan. 10.

Send Walking On announcements and photographs to Saulttribenews@saulttribe.net.

Moving? Call the Sault Tribe Enrollment Department at (906) 635-3396 or 800 251-6597.

Have questions for the USDA Food Program? Call them at (906) 635-6076.

KEWADIN CASINO CEO QUILTS!

TRIBAL BOARD CREATES UNCERTAIN FUTURE



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

*Representing All
Members Everywhere*

Ahneen Boozho, Negee!

By now, you have heard about the extremely offensive action the Tribal Board took to violate the will of the voting Members by stripping the Chairperson of all authority. Board Members deny this but the analysis to the right shows clearly that this is precisely what they did. If they don't understand this, then you are woefully and inadequately represented.

Then, outside of a duly called meeting and in violation of the Tribal Open Meetings Ordinance, the Board voted to **DIRECT** a legal opinion and put out a press release to deny they stripped the Chair's Authority. Their action appears to be a **REMOVABLE OFFENSE** but what do we do when a majority of the Board violates our laws? Who do we go to without a separation of powers?

BOARD MEMBERS SAY THIS IS WHAT I WANTED

During budget hearings in November, I shared with the Board my plan to utilize part of a large windfall and operational savings to increase our Elder checks this year and reward our Team Members with a bonus. Several threatened me to not bring this up. Even though I proposed a balanced budget, the Board has failed to approve a budget with no explanation and no plan to approve a budget.

Over the last several years, the Board has chipped away at the authority you expect the Chair to have. With *eyes wide open*, the Tribal voters elected me to exercise this authority just six month ago! Even my opponent in the 2016 Chair race, Keith Massaway and my 2008 primary opponent Dennis McKelvie both voted No to this nonsense. They have both said this is not in the best interest of our Tribe. Regardless of who is Chair, the requisite authority should be preserved. Again...

BOTH DIRECTORS MASSAWAY & McKELVIE OPPOSED RESCINDING THE CHAIR'S AUTHORITY PLEASE THANK THEM

I do admit to putting this item on the agenda to once and for all FORCE a vote so the Tribal Members can take this authority away from the Board and restore it back to the Tribal Chairperson. Directors Sorenson, Hoffman, and Morrow are arguing that they will simply ignore the Constitution and not hold a referendum vote. Despite this, they are Constitutionally Bound. **To deny this fundamental right is REMOVABLE.** I urge folks to watch closely and prepare to circulate removal petitions if they take away your right.

5X THE NEEDED REFERENDUM SIGNATURES!

Immediately after the Board's vote to strip Chair's authority, Members from all across the service area, the State and around the country, took the ini-

VOTE TO DISPROVE!

tiative to sign referendum petitions to take this decision away from the Board and vest it squarely with the voting Members. In fact, at press time, five times the number of petitions were submitted. Most have said, "this time the Board has gone too far!" While referenda are confusing, I ask that you just...

ELDER CHECKS AMOUNT CUT!

In March of 2015, upon receiving \$1.2 in Contract Support Cost settlement dollars (sought, negotiated and secured by my administration) I proposed a resolution to pay Elders an increase. The Board tabled the resolution because they said I was campaigning for re-election. The election is over and after we received the remaining amount in December to bring the total to \$5.5 million, I placed on the agenda a resolution to increase the Elders checks to \$1,000. Instead, the Board refused to even discuss it, cancelled a special meeting I called and tabled it again. Instead the Elders got a 6% cut but the Board did not share in a cut to their wages. The Board Pension is \$18,000 annually. Why deny our Elders such a small increase?

TRIBAL BOARD MICROMANAGEMENT THREATENS FUTURE

I cannot tell you the salary of our previous CEO but it is well over three times what I make as Chair. It was, however, not enough to retain our Casino CEO. Our Gaming Expansion Developers have expressed concern over the Board's actions and their ability to attract other investors. I agree it is a threat to fi-

nancing and possibility even gaining approval by the federal government. I have worked every angle to secure approval. Who, however, wants to take a chance on a Board who cannot retain an Executive and (without cause) strip their duly elected Chair of all authority? We have recently also lost our Health Director, Elder Director, Pharmacist, and our CFO has given notice. We have trouble attracting people to jobs paying over

\$70,000 a year! If the Board micromanagement continues, we will lose even more.

How can I be respected at the local, state, inter-tribal, and National levels including a Presidential and Secretarial appointment and be so disrespected by our Board? Thank you for all of the support and signatures! You make the ignorance of the Board at least bearable.

Chi McGwitch, Negee!

Chi

SAULT TRIBE CHAIRPERSON STRIPPED OF ALL AUTHORITY: MAJOR ACTIONS HANG IN THE BALANCE

Some Board Members insist that the Chairperson position was not stripped of all authority. However, in reviewing Article II-Duties of Officers (A) below taken directly from the Tribal Constitution, you can clearly see that no delegation exists unless the Board specifically and expressly does so like the did in 2012 (B). When the Board voted on 12/13/16, they voted to eliminate ALL of those delegated duties of the Chair listed in (B) leaving only the minimum authority in the Tribal Constitution to Chair meetings. .

Some Board Members are falsely claiming this was to create a separation of powers. However, having 100% of the Administration report to the Legislative Branch (the Board) makes the day-to-day more political not less. This is basic 8th grade civics. The previous delegation to the Chair worked because the Board cannot fire the Chair but can fire the Executive Director. Under this structure, there is NO separation of powers.

There are large expenditures and a stack of federal grants and contracts which will be defaulted upon if the Board does not reinstate the delegated authority of the Chair. Do they care?

A

ARTICLE II - DUTIES OF OFFICERS

Section 1. The chairperson shall preside over all meetings of the board of directors and exercise any other lawful authority delegated the chairperson by the board of directors. The chairperson shall vote only in case of a tie unless otherwise provided by the tribe's constitution and bylaws.

B

1. ... "manage and direct the day to day operations of the Tribe including but not limited to...
 - a. Serving as the ceremonial figure head of the Tribe for public events and visiting dignitaries;
 - b. ...Spokesperson for the Tribe...
 - c. Guiding and directing tribal governmental and business operations...
 - d. ...All duties delegated to, authorized to be performed or directed to be performed by the Chairperson in any previously adopted motion, resolution, or ordinance;
 - e. ...all duties delegated to, authorized to be performed, or directed to be performed by the Chairperson in the various Team Member Manuals;
 - f. ...all administrative and management functions required to be performed pursuant to the current organizational chart.

C

ARTICLE IX - RIGHT OF REFERENDUM

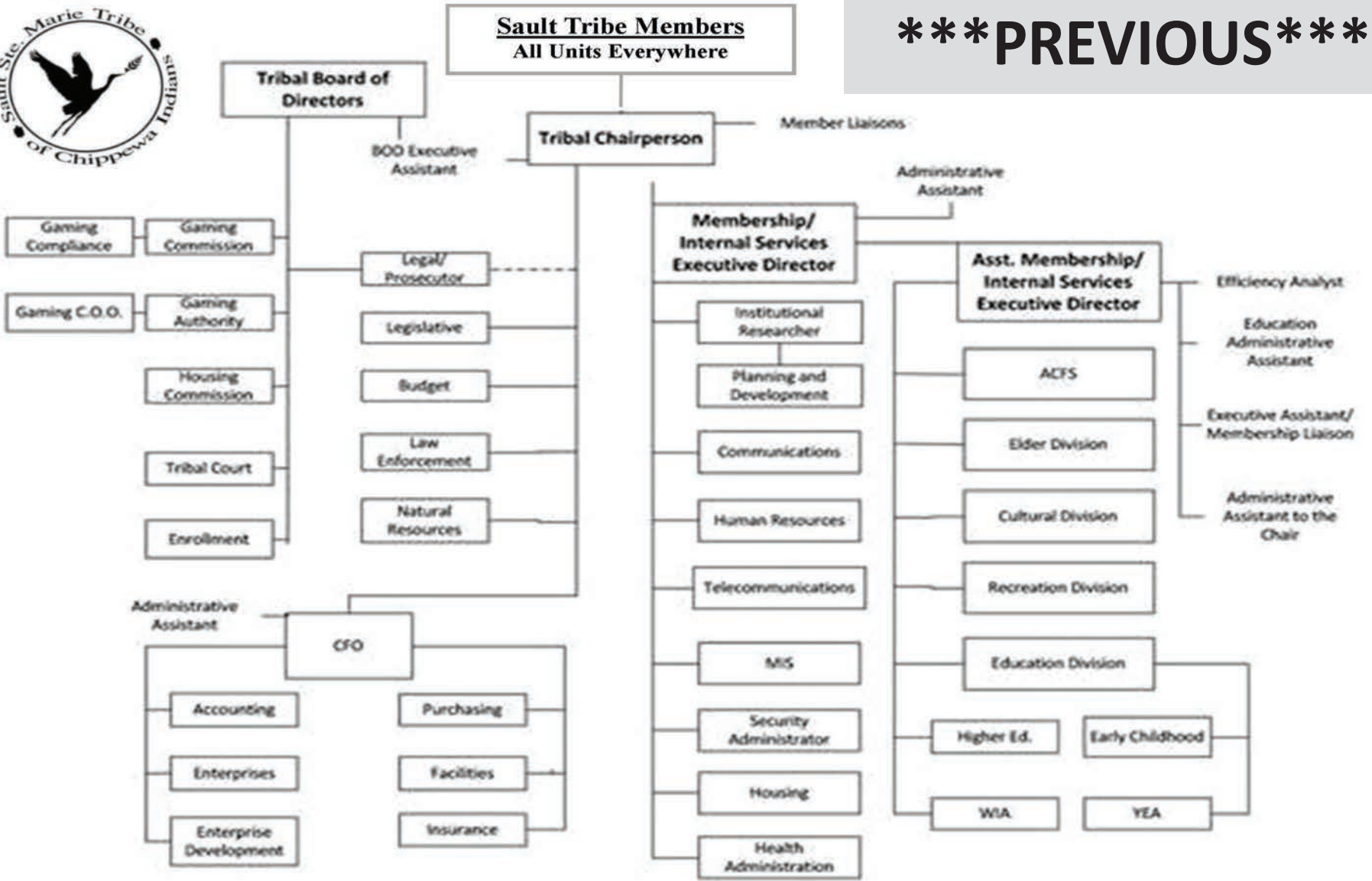
Any enacted or proposed ordinance or resolution of the board of directors shall be submitted to a popular referendum upon an affirmative vote of a majority of the board or when so requested by a petition presented to the board bearing the signatures of at least one hundred (100) eligible voters of the tribe. Such referendum must be held within sixty (60) days after receipt by the board of a valid petition. A vote of a majority of the eligible voters voting in such referendum shall be conclusive and binding upon the board of directors provided, however, that at least thirty (30) percent of those entitled to vote shall vote in such referendum conducted pursuant to tribal ordinance.

Sault Tribe Member Right of Referendum ABSOLUTE!

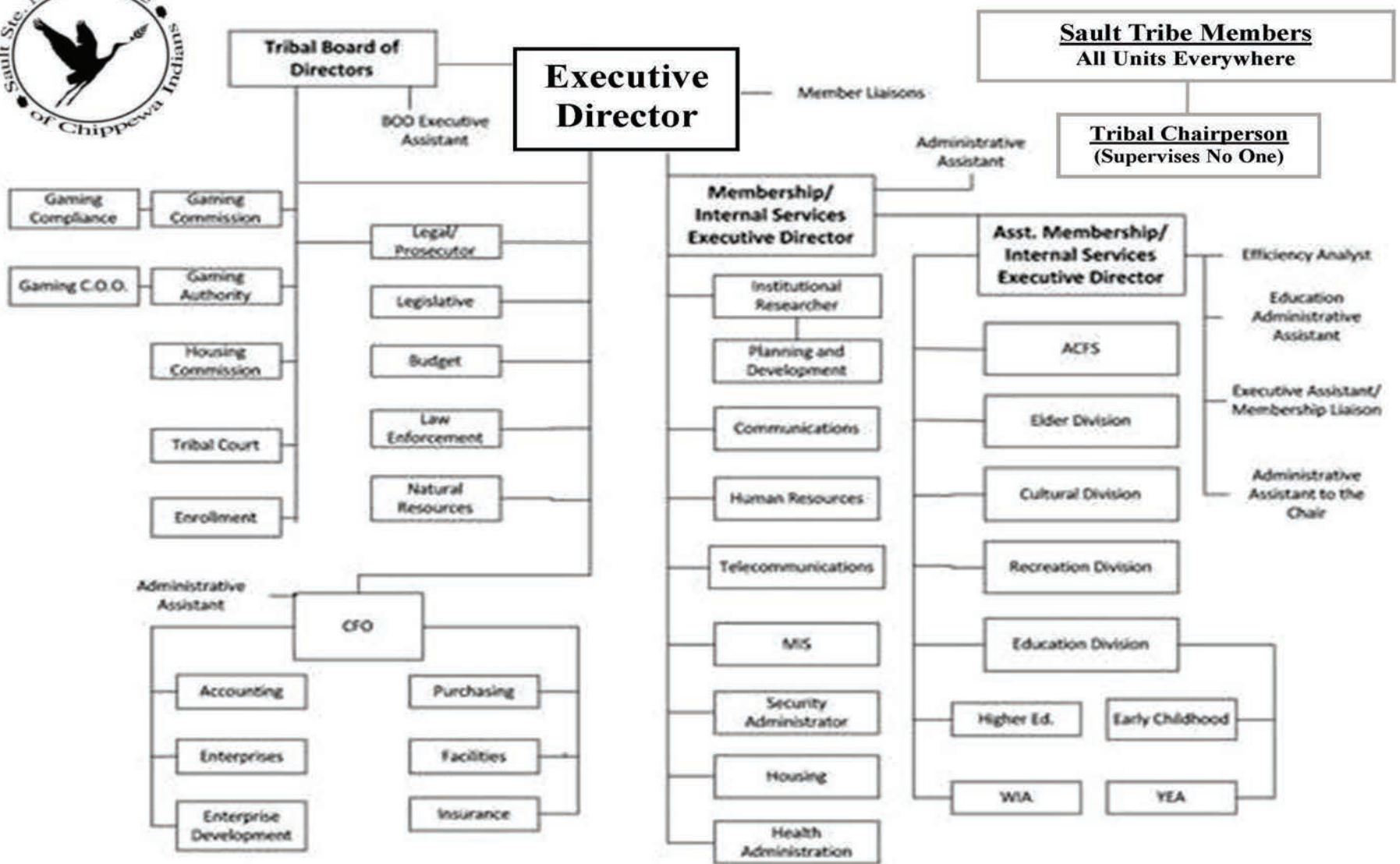
One of the absolute rights we have in the Sault Tribe Constitution is the Right of Referendum. This right is not bestowed by the Board of Directors but one retained by the people when the Constitution was ratified in 1975. With no separation of powers and with the Board of Directors never having delegated to the Sault Tribal Court the right to hear Constitutional challenges, the one absolute right of the people retain to overturn the actions of the Tribal Board is the right to gather signatures and submit a petition calling for a referendum.

One (or a few Board Members) has/have asserted that the Tribal Voting Members have NO SUCH RIGHT. She is asserting that you have no check or balance on the actions of the Board. Not only is this lawlessness untenable, it is simply not fact. She asserts that it is not subject to referendum because there is no resolution. This is a legal fiction and one that is fortunately not shared as expressed in previous legal opinions or by the Board as a whole. If the Board were to violate such a right, I would be the first to request the federal government to move to "reorganize" our Tribe which would mean new elections for the entire Board and Chairperson.

SAULT TRIBE CHAIRPERSON PAYMENT RESPRESENTS ALL MEMBERS EVERYWHERE BUT SUPERVISES NO ONE!



CURRENT



The tribe needs a code of conduct with teeth



DJ HOFFMAN
DIRECTOR, UNIT I

The last several weeks have been tumultuous within the tribe. As many of you have no doubt read thus far, many last minute political promises were made as well as administrative structural changes within the tribe.

TEAM MEMBER BONUS/ INCREASED ELDER CHECK

It has been asserted that since the tribe has received contract support settlement dollars that they should be immediately disbursed in the form of team members' bonuses and increased elders' checks. There has been no plan presented to the tribal board of directors on this topic, only snippets of online postings.

These items have never been discussed at the board workshop level, and have once again been utilized as a political ploy to generate discourse. The board needs to develop a plan for the contract support settlement dollars, with input from the membership, to ensure these funds generate long lasting returns for our tribal membership and our employees. I am hopeful the tribe will adopt a plan that includes adding to the principal of the land claims fund (which will yield larger annual elders' checks) and addressing the pay compression issues in our overall operations — which would increase wages for our employees.

Resolution 2016-290

On Tuesday, Dec. 13, the board of directors voted by motion to rescind *Resolution 2012-146, Limited Delegation of Authority to Chairperson* (sponsored by the chair), and by a separate action adopted Resolution 2016-290, which delegated day-to-day management of the tribe to the tribe's executive director.

It is important to note this motion enables the tribe to be in compliance with the constitutional amendment adopted by the membership in 2010. While the separation of chairman and CEO has been reportedly referred to as a resolution, or action of the board, it was in fact a constitutional amendment adopted by the membership of the tribe.

"It did not rescind powers and

authority vested in the chairperson by the Tribal Code or granted to the chairperson by prior resolutions dealing with specific projects or circumstances. Nor, of course, did it remove any express or inherent authority vested in the chairperson by the Constitution by virtue of his office as chairperson and as a member of the board of directors."

An executive director is defined a chief executive officer (CEO) or managing director of an organization, company or corporation. By these actions, the tribal board is allowing the position provide management for tribal government operations, and effectively enable the removal of "tribal politics" from the day-to-day business of the tribe while complying with the Constitution.

REFERENDUM

A referendum has been circulated on the rescission of Resolution 2012-146. It is important to note that under the tribe's Referendum Code (Chapter 12, Referendum Ordinance):

12.106 Submission by Petition of Eligible Voters

(1) An ordinance or resolution enacted by the board of directors shall be submitted to a popular referendum upon petition of at least one hundred (100) eligible voters of the tribe presented to the board in accordance with this section.

(2) The petition submitted shall be in substantially the following form: "WE, THE UNDERSIGNED ELIGIBLE VOTERS OF THE TRIBE, REQUEST A REFERENDUM ON [NAME OF ORDINANCE AND NUMBER OF RESOLUTION ENACTING ORDINANCE, OR NUMBER OF RESOLUTION] ENACTED BY THE BOARD OF DIRECTORS ON [DATE OF ENACTMENT]."

The petition shall bear the name and address of each signatory in legible form. The name and address of the person circulating the petition shall also be included.

The proposed referendum is on a motion adopted by the tribal board of directors. While the chair was asked repeatedly if a resolution number would be assigned, it was declined. Therefore, there is no resolution number assigned to the rescission of Resolution 2012-146.

Finally, resolution 2016-290, delegates the day-to-day management of the tribe to the tribe's executive director and amends all previously adopted resolutions. To my knowledge, there is no referendum on this adopted resolution.

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 have received an increase of 1.4 percent prior to the publication of this article.

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 these areas are performing in an optimal manner and in accordance with adopted policy to ensure all employees are treated in an equitable manner. The Human Resource audit is nearing completion; employees should be receiving a survey from the independent firm REDW in the coming days.

CASINOS

Our CEO has taken an opportunity to be closer to his family; therefore we once again have an opening in our casino operations. The tribe is currently conducting a nationwide search, utilizing recruitment firms to fill this position.

While I have stated it in the

past, as well as unsuccessfully proposed legislation to enable it — the tribal board of directors should not be the Gaming Authority or Gaming Commission. These bodies should be comprised of an independent body that has knowledge and experience in the gaming industry. Free of politics, our casinos may once again be a potent economic force.

ECONOMIC DEVELOPMENT

I am pleased with the performance of our tribe's economic development director in the short time they have been with the tribe. Planning and assessments are taking place, which is a welcome change from how we have operated rudderless in this area in the past.

CIVILITY

I posted the following in my last report, and due to the conduct in the last few weeks it seemed fitting to place it in this month's report as well:

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 the board can address this in the coming year.

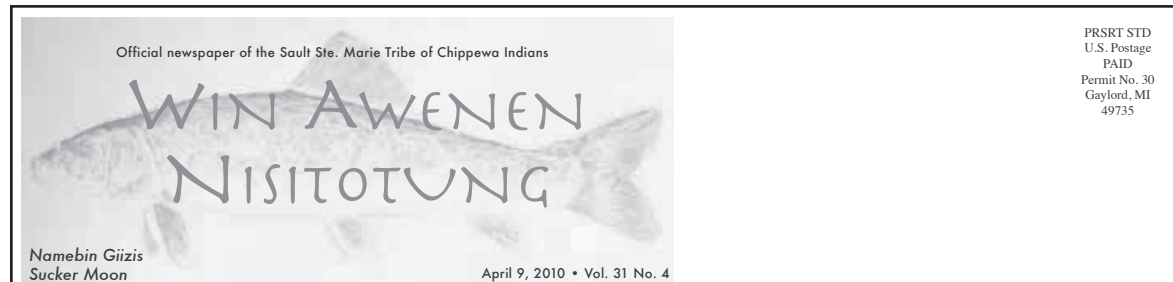
The tribe does need to adopt a code of conduct, **one with teeth**. Quite honestly, the personal issues and banter needs to be stopped. We are elected to serve and represent the tribal membership. It should be conducted with a semblance of professionalism.

Finally, 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



Reform bill includes long-awaited Indian Health Care Improvement reauthorization

BY RICK SMITH
Mainstream media reports about the recently passed Patient Protection and Affordable Care Act, widely banded about as the "health care reform bill," are somewhat misleading. Frequently, one sees mention that some citizens are exempt from the bill, American Indians among them. While that detail is true, a fact not surfacing is that the bill also enacted a long awaited revised and permanent reauthorization of the Indian Health Care Improvement Act. After passage by both chambers of Congress, President Obama signed the acts into law on March 23.

This is joyous news for Indian Country.

"Our responsibility to provide health services to American Indians and Alaska Natives derives from the nation-to-nation relationship between the federal and tribal governments," the president said after the signing. "And today, with this bill, we have taken a critical step in fulfilling that responsibility by modernizing the Indian health care system and improving access to health care for American Indians and Alaska Natives."

The act was originally passed in 1976 to address long neglected treaty obligations of the United States to American Indian tribes. While some improvement resulted, health care in Indian Country is historically severely under-funded and inadequate. The act was last reauthorized in 1992 and expired in 2001, most Indian health funding became more precarious and authorized on an annual basis.

The permanent reauthorization is sweeping in its scope of addressing ills in Indian Country health care. President Obama said it is aimed at modernizing the Indian health care system and improving care for 1.9 million American Indians. Its intent is outlined in an amendment to the reauthorization titled,



Official White House photograph
President Barack Obama signs the Patient Protection and Affordable Care Act in Washington, D.C., on March 23 as officials from the executive and legislative branches of the federal government look on. The lad in the photograph watching Obama apply his signature to the act is 11-year-old Marcelas Owens, who lost his mother to an illness because she couldn't afford health care. The new law includes an updated reauthorization of the Indian Health Care Improvement Act.

Declaration of National Indian Health Policy.

The declaration reads, "Congress declares that it is the policy of this nation, in fulfillment of its special trust responsibilities and legal obligations to Indians to ensure the highest possible health status for Indians and urban Indians and to provide all resources necessary to effect that policy." The section goes on to describe goals such as raising the level of health among Indians, ensuring maximum Indian participation in health care services while services become more responsive to the needs and desires of Indian communities, increase the proportion of professional credentials for health care providers to match the level of the general population, require meaningful consultation with Indian tribes and organizations, ensure government-to-government relationships and provide funding for tribal programs, facilities and organizations on par with those operated directly by the Indian Health Service (IHS).

It appears IHS is optimistic in anticipating the future

brought on by the act's reauthorization. In remarks before the National Congress of American Indians last March 1, Yvette Roubideaux, director of the Indian Health Service, indicated she welcomes the coming changes. "It is clear that tribes, our staff and our patients want change. The call for change is clear. While most cite the need for more funding for the service, it's clear that we also need to improve the way we do business."

"The new administration and new leadership at IHS provide an opportunity to begin this change. As the new director of IHS, in my confirmation speech I identified four priorities for change to guide our work over the next few years . . ." Her priorities are to renew and strengthen the IHS partnership with tribes, bring the appropriate health care reforms to the IHS, improve the quality of and access to care and ensure all IHS work is transparent, accountable, fair and inclusive.

Bonnie Culfa, director of Sault Tribe health services, pointed out the permanent

reauthorization spares Indian Country from the tumult of requiring passage of the reauthorization every few years and brings a needed broader focus on services. She noted, for example, the inclusion of expanded comprehensive behavioral health prevention and treatment programs instead of the current narrow focus on substance abuse.

She said, among other needs, it also brings mandatory licensing and credentials requirements plus construction and staffing in each IHS area of not less than one inpatient mental health care facility or equivalent to serve Indians with behavioral health problems. "This is significant in that there are few inpatient treatment facilities in Indian country," Culfa added. The expansion includes Indian youth suicide prevention and funding plus more grants available for mental health services and life skills development programs.

She said, in her opinion, the best part of the re-authorization is it requires the inclusion of dollar amounts to cover medical inflation and population growth as a part of the president's IHS budget submission to Congress beginning in fiscal year 2011. That means additional funding in annual agreements from IHS could begin at that time.

"Having this legislation pass is a great thing for all Native Americans who receive their health care at an IHS or tribal facility," said Culfa.

The bottom line for Indian Country is that the United States has permanently recognized its trust and treaty obligations for the health care of American Indians, and it appears more money will be funneled into building a better system to help follow through on those obligations.

The historic action received hearty praise from the National Congress of American Indians, American Public Health Association, National Indian Health Board and others.

A few highlights of the reauthorized Indian health care act

According to the Indian Health Service, the reauthorized version of the Indian Health Care Improvement Act signed into law on March 23 differs in several respects from the original version passed by Congress in 1976.

It includes many major changes and improvements to facilitate the delivery of health care services, such as:

— Enhancement of the authorities of the IHS director, including the responsibility to facilitate advocacy and promote consultation on matters relating to Indian health within the Department of Health and Human Services.

— Provides authorization for hospice, assisted living, long-term, home and community-based care.

— Extends the ability to recover costs from third parties to tribally operated facilities.

— Updates current law regarding collection of reimbursements from Medicare, Medicaid and the Children's Health Insurance Program by Indian health facilities.

— Allows tribes and tribal organizations to purchase health benefits coverage for IHS beneficiaries.

— Authorizes IHS to enter into arrangements with the departments of Veterans Affairs and Defense to share medical facilities and services.

— Allows a tribe or tribal organization carrying out a program under the Indian Self-Determination and Education Assistance Act and an urban Indian organization carrying out a program under Title V of IHCIA to purchase coverage for its employees from the Federal Employees Health Benefits Program.

— Authorizes the establishment of a community health representative program for urban Indian organizations to train and employ Indians to provide health care services.

— Directs the IHS to establish comprehensive behavioral health, prevention and treatment programs for Indians.

The IHS provides a comprehensive health service delivery system for approximately 1.9 million of the nation's estimated 3.3 million American Indians and Alaska Natives.

**CONSTITUTION AND BYLAWS
OF THE
SAULT STE. MARIE TRIBE OF CHIPPEWA INDIANS**

Article II – Duties of Officers, Sect. 1 shall be amended by removing the duties as the chief executive officer from the Tribal Chairperson. Article II sec. 1 of the Bylaws in the Constitution shall be amended to read as follows:

BYLAWS

ARTICLE II – DUTIES OF OFFICERS

SECTION 1. The chairperson shall preside over all meetings of the board of directors and exercise any lawful authority delegated the chairperson by the board of directors. The chairperson shall vote only in case of a tie unless otherwise provided in the tribe's constitution and bylaws.

Having been duly adopted and approved, this proposed Amendment A is hereby designated as Amendment Number II to the Constitution and Bylaws of the Sault Ste. Marie Tribe of Chippewa Indians.

Sault Tribe voters approve Constitutional Amendment

SAULT STE. MARIE — The Bureau of Indian Affairs Secretarial Election Constitutional Amendment on behalf of Sault Tribe was approved by Sault Tribe voters with 77 percent saying "yes" to the new language.

The amended section of the tribe's Constitution will now read:

"ARTICLE II. DUTIES OF OFFICERS"

SECTION 1. The chairperson shall preside over all meetings of the board of directors and exercise any lawful authority delegated the chairperson by the board of directors. The chairperson shall vote only in case of a tie unless otherwise provided in the tribe's constitution and

bylaws."

The amendment effectively takes CEO duties out of the Sault Tribe chairman's duties. The vote was 3,315 YES (76.53 percent) and 1,014 NO (23.42 percent), for a total of 4,329 votes. Out of the 6,300 tribal members who registered to vote, 4,333 cast ballots, four of which were spoiled.

Results were released by the local Sault Ste. Marie BIA office the evening of March 30 after the count and certification by the Election Board.

The deadline to file challenges to the results was April 2.

According to the Sault Ste. Marie BIA Office, there were no challenges to the election results.

Our tribe moving forward despite challenges



**JENNIFER MCLEOD,
DIRECTOR, UNIT I**

Aaniin, Anishinaabek, the last couple of months as a board member have, perhaps, been some of the best in the four-plus years that I have been serving our tribe. While there have certainly been challenges (and we are still having significant challenges), it was how the board of directors responded to those challenges that made the difference. With few exceptions, there was a calm, decisiveness and unity of action

that I believe is good for our tribe, even though it began in a difficult way.

One of our biggest challenges occurred after our meeting in Hessel. The chairman and another board member got into a very heated argument and ended with the chairman challenging the board member to put the **delegation of authority to the chairman** on the agenda for a vote. He shouted that he would be ready to launch a referendum to overturn the board decision, and make the delegation of authority to the chairman permanent! A short time later, the board received a notice that the chairman was calling a special meeting of the board of directors, and there was just one agenda item: **rescinding the delegation of authority to the chairman**. THE CHAIRMAN WAS THE SPONSOR! I was shocked.

The board showed up for the special meeting at the appointed time but the chairman did not. We waited a short while, and then the vice chair (Director Hoffman) opened the meeting.

Since a quorum was present and the sponsor of the single agenda item was not (the chairman), the board of directors added items to the agenda and moved forward. It was better than simply adjourning the meeting, what a waste of money that could have been! Our meeting was in progress when the chairman arrived and he then took over running the meeting, as he should. We settled all of the added items, and then tabled the delegation of authority resolution to the next regularly scheduled board of directors meeting. It was a very peaceful meeting. At the Dec. 3, 2016, meeting, the board of directors voted 10-2 by motion, to rescind the delegation of authority to the chairman. It was a very peaceful meeting.

But that peace did not last long. The chairman held true to his word and launched a referendum campaign. He published petitions (EVEN AHEAD OF THE ORIGINAL VOTE!), signatures were gathered and submitted, and the ugly politics, misinformation, overreaction and

public displays of bad behaviors have taken on a life of their own. But the board of directors has held firm and responded (not reacted) to the actions in a professional manner.

To me, it has been a significant sign of unity that 10 of the 12 members of the board of directors voted to move forward and prevent a politician from being in charge of the day-to-day activities of the tribe. If you have followed my unit reports, you will recall that I have tried on more than one occasion to get the board of directors to rescind this resolution, and I am so glad that we finally have! I believe it is in the best interest of the tribe.

All the powers of the office of chairperson have been returned to the **original authority granted in the tribal constitution**. The tribe's day-to-day operations will be managed by a professional administrator. The will of the people (demonstrated by a secretarial election in 2010) has been upheld: the office of the Chair and the duties of the CEO have

been separated!

However, we do have a petition of referendum yet to deal with. There is a faction of tribal members who are believing the chairman's claims that he has been "stripped of ALL of his authority." This is untrue. The chairman may feel like it is true, as his day-to-day control has been eliminated and turned over to an employee. He does, however, have all the authority provided by the Constitution, and as were in place the day he was elected in 2012. I believe that the majority of our people will eventually see through the tangled misinformation and support the separation of politics from the control of day-to-day operations of our tribe. After all, that is precisely what they voted for in 2010.

I realize that I have only given you a very brief overview of the delegation of authority issue; however, if you want more detailed information, please visit my Facebook page, or my web-See "McLeod," page 22

Duties were separated by will of the people



**MICHAEL MCKERCHIE,
DIRECTOR, UNIT I**

You will be most likely reading various opinions on what was taken and not taken away from the chair's office and why. I cannot speculate on why our chairperson brought up the motion to rescind the CEO duties, I can only offer up my rationalization to the members on why I voted to rescind. There was a constitutional amendment (via the Bureau of Indian Affairs) that separated the CEO from being the chair, the **members** voted to remove that from our constitution. The resolution was improperly completed in the first place; the board should not have delegated CEO duties back to the chairperson. The duties were separated by the will of the people, on behalf of all those who voted for a separation of powers—I voted to rescind the CEO duties.

I have a lot of respect for the chairperson and his position; however, I do not always agree with his approach. I believe there are many inherited duties as chair that do not fall under CEO responsibilities and those duties should continue; consistent with the legal opinion from our lead counsel that was previously released. All government-to-government relations, treaty right responsibilities, negotiating on our behalf and many, many other duties need to be addressed. I believe the chairperson duties

were never the board's to delegate in the first place. He is our chairperson and we need to work together if we want our tribe to succeed. Aaron does a good job representing and fighting on our behalf at the regional and national level, but he should remain focused and not let the situation deteriorate.

The board and chair need to come to a resolution for the betterment of our tribe that respects the constitutional amendment but also acknowledges the chair's duties and leadership responsibilities. We need to come together and address these issues. Leadership is sticking to the issue at hand, staying positive and finding a way to comprise and move our tribe forward.

We need more consensus polling and direction to our staff. Oftentimes we do not provide a clear objective, but rather several opinions. I will make more effort and ask my fellow board members to provide clearer direction and expectations as a group. I also want to make sure the staff realizes one board member's opinion does not equal the will of the entire board. We need to make sure that we remain a policy board and not micromanage and as such our questions, report requests and involvement should reflect that. We have to make sure we are providing good governance and fulfilling our duties as board members.

The board in November had a discussion regarding bonuses and the general consensus was to not spend the money on bonuses but rather find a way to improve the wage grid (raises for everyone). We will continue to work on this and find ways to improve employee wages. It is my opinion that employees would benefit more with raises rather than a one-time bonus. As for elders' checks, I believe the entire board would like to increase them, but we need to discuss it further and have plans made. One option that has been discussed is to add

monies to the Land Claims Fund (the interest is where the elders' checks are from). This is the only way to ensure the checks could increase year after year; we need to devote monies annually into the fund.

Indian Country is faced with a lot of uncertainty right now with a new presidential administration, new congress, new judges, etc. We need to be open-minded and optimistic but we cannot ignore it. The board needs to come up with plans to address what our priorities are.

I want to assure the member-

ship that many positive things are occurring as well. We are one of the few tribes that have implemented VAWA and provide strengthened changes that help protect victims of domestic violence. This is a huge step for tribes to take and it should be celebrated for all the hard work the various departments did to make this happen—thank you. Amendments were made to clear the path to not tax honorariums for cultural events, we've hired an attorney to fight for our treaty right negotiations, we are taking steps to implement our Tribal

Action Plan to prevent and treat substance abuse, and many other great accomplishments are being made.

Lastly, I want to send prayers out to the Matson family. Vic Matson Sr. recently walked on. He was a former board member who was respected for fighting on behalf his people. I had a lot of great conversations with Vic; he did not shy away from telling you how he saw things. He spent many years advocating for members' rights and he will be greatly missed. Chi miigwech.

Politician or true tribal leader?



**ANITA NELSON,
DIRECTOR, UNIT V**

Just had my six-month anniversary as director and I certainly learned the difference between a true leader who has the best interest of the members and a politician who is looking to get those votes coming into the next election in order to retain power.

It's unfortunate that some of our members fell prey to the social media and the chair's flim-flaming techniques. Many of the uninformed and disgruntled voices were, unfortunately, past candidates who failed in their attempt to become directors of their units. I say to them, "Why bury the hatchet when you are

putting a marker on the site." I wish they could experience this chaos and turmoil within the ranks today, which is accomplishing nothing but animosity.

There is a constant attempt by the chair to cause friction between us board members. He should unite his board, not divide it. Why is there not a "code of ethics" so people can be held responsible for slander, lies and ridicule of fellow directors and employees. And, posting misinformation on the Internet, as one board member mentioned at our meeting, is very harmful to our tribe. Clearly, an abuse of authority is in existence.

Except for the politicians, the majority of the board has a vision of a better 2017 with a common goal for a better tribal government and the financial status of the tribe. I must take my hat off to the many intelligent, faithful followers who have demonstrated complete understanding of the published legal opinion of our tribal attorney, John Wernet.

On the other hand, I am disappointed in the few that were misguided and ill informed rather than put your trust in me when you elected me to represent Unit V. I believed I voted in the best interest of the elders, the employees and will continue in that pattern until I'm no longer in this

position. It is my hope you will better understand that as things unfold.

To be honest with my unit, I was going to abstain from voting on the elders' checks issue because I am an elder and I believe in using only the interest from the elders' fund rather than have the account drained. However, I had planned on voting for the employees' bonuses as I myself was an employee in the '70s and the bonus sure came in handy during the holidays when I was a single parent raising my two children. Believe me, I do ask the tribal community their opinion.

I apologize for missing the Marquette elders meeting. I've been battling the flu. I also will be making a trip out to the Christmas casino if the manager can find time to fit me into a meeting with you employees. Also, you can call me at (906) 379-7825 if you would like to discuss any concerns you may have. The Marquette Unit V elders meeting is scheduled for Feb. 9, 2017, at the Holiday Inn Marquette, Mich.

My heartfelt sympathy goes out to the Vic Matson Sr. family and the Gravelle family for the recent loss of their loved ones.

— Anita L. Nelson, Unit V, Sault Tribe Board of Directors

Providing factual documents dispels rumors



**DENISE CHASE,
DIRECTOR, UNIT IV**

I would like to start off by addressing the rumors out there that the tribal board is trying to strip the chairperson his authority/power. This is not true!

In fact, as you will see in the following special meeting notices, Chairperson Payment noticed the board of his special meetings with the agenda items noted and on Nov. 28 at 12 noon he called the meeting with one agenda item to rescind resolution 2012-146 Limited Delegation of Authority to the Chairperson.

He put the item on the agenda and sponsored it, no one else. It was then tabled until the Dec. 13 meeting.

MEMORANDUM

TO: Board of Directors
FROM: Joanne Carr, Board Secretary

DATE: November 23, 2016
RE: Special Meeting Notice Per Chairperson Payment, this is your notice of special meetings, for the following dates with agenda items next to the dates:

All meetings will be held at the Kewadin Casino, Sault Ste. Marie.

Nov. 28, 2016: 12 noon:
Rescind Res – 2012-146 Limited Delegation of Authority to the Chairperson.

RESOLUTION NO: 2012-146

Limited Delegation of Authority to the Chairperson
WHEREAS, on March 20, 2010, the Tribe held a Secretarial election to amend its

Constitution and Bylaws; and
WHEREAS, pursuant to that election, the members of the Tribe amended Article II, Section 1 of the Bylaws entitled Duties of Officers by deleting language that had directed the Chairperson to “perform all duties consistent with the office as chief executive officer of the tribe;” and

WHEREAS, as so amended, Article II, Section 1 of the Bylaws now provides that the duties of the chairperson are to “preside over all meetings of the board of directors and exercise any other lawful authority delegated the chairperson by the board of directors” and to “vote only in the case of a tie unless otherwise provided by the tribe’s constitution and bylaws;” and

WHEREAS, Article IV of the Constitution provides that “[t]he governing body of the Sault Ste. Marie Tribe of Chippewa Indians shall consist of a board of directors;” and

WHEREAS, the effect of the amendment approved by the Secretarial election is

to confirm that the authority to direct the operations of the Tribe is not vested independently in the office of the Chairperson but, rather, in the Board of Directors as provided in Article VII of the Constitution; and

WHEREAS, Article VII, Section 1 of the Constitution assigns specific authority to the Board of Directors including the authority to “negotiate and consult with the Federal, State, and local governments”; “expend funds for the public purposes of the tribe”; “adopt resolutions, ordinances and a code” on various subjects within the jurisdiction of the tribe; “manage, lease, sell, acquire or otherwise deal with tribal lands ... or other tribal assets”; and to “manage any and all economic affairs and enterprises of the tribe”; and

WHEREAS, Article VII, Section 1 (n) of the Constitution expressly authorizes the Board of Directors to delegate powers and authority to a subordinate tribal officer, board, committee, or group, “reserving the right to review any action taken by virtue of such delegated power or to cancel any delegation;” and

WHEREAS, it is necessary to the efficient operation of the Tribe’s governmental and business operations that a single person be delegated the authority to serve as the policy representative of the Board and to manage the day-to-day operations of the Tribe, subject to the authority of the Board of Directors to review and approve, modify, or rescind any such action; and

WHEREAS, Article II, Section 1 of the Bylaws, as amended, provides that the Chairperson shall “exercise any other lawful authority delegated to the Chairperson by the Board of Directors;”

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors hereby declares that:

1. Subject to the provisions of paragraphs 2 and 3 below, the Tribal Chairperson is authorized and directed to manage and direct the day to day operations of the Tribe including but not limited to the following:

(a) Serving as the ceremonial figure head of the Tribe for public events and visiting dignitaries;

(b) Serving as the spokesperson for the Tribe on issues requiring a singular voice; of the Tribal Board’s official position;

(c) Guiding and directing tribal governmental and business operations to ensure operational efficiency, quality, service, and cost-effective management of resources;

(d) Performing any and all duties delegated to, authorized to be performed, or directed to be performed by the Chairperson in any previously adopted motion, resolution, or ordinance;

(e) Performing any and all duties delegated to, authorized to be performed, or directed to be performed by the Chairperson in the various Team Member Manuals;

(f) Performing all administrative and management functions required to be performed pursuant to the current organizational chart.

2. In the exercise of the authority delegated to the Chairperson by the Board of Directors in paragraph 1, the Chairperson shall consult with and shall be subject to the direction and review of the Board of Directors consistent with Article VII, Section 1 (n) of the Constitution. All actions taken by the Chairperson pursuant to this delegated authority shall be subject to the authority of the Board of Directors and the Board may review, approve, modify, or rescind any such action. The Chairperson shall report to the Board of Directors at each regularly scheduled board workshop and shall provide an update of any activities, issues, decisions, or other matters requiring the attention of the board. In the event that the Chairperson is unable to attend any such workshop, the Chairperson shall assign the Vice-Chairperson to provide that report.

3. The authority delegated to the Chairperson by this resolution shall continue until modified, rescinded, or extended by a subsequent resolution of the Board of Directors.

The resolution was rescinded at the Dec. 13 meeting and remember, the chairperson initiated it.

On the front page of this newspaper issue is the public announcement from all 12 board members that was put out to tribal and community members on Dec. 15, to put the correct information out there.

The board delegated day-to-day management of the tribe to the tribe’s executive director. In the opinion, you will see it did not rescind powers and authority vested in the chairperson by the tribal code or granted to the chairperson by prior resolutions dealing with specific projects or circumstances. Nor, did it remove any express or inherent authority vested in the chairperson by the constitution by virtue of his office as chairperson and as a member of the board of directors.

(Please see General Counsel John Wernet’s legal opinion on page 21.)

I supported and voted for the separation of the CEO and chairman positions/duties back in 2010. I said in my article to “please vote “yes” to separate the CEO and chairman positions. The CEO will be responsible for running the day-to-day operations of the tribal government and decisions, without being micro-managed by the tribal board or chairman.”

“I support removing the CEO from our constitution and I am voting to approve — I hope that you do, too! The membership overwhelmingly voted to separate and remove the CEO and chairman duties.”

In fact, someone showed me a public post by Aaron Payment that I found to be very interesting; he said the board “...have yet to honor the will of the people in separating the CEO and chair functions.” He said that prior to running and being elected tribal chair in 2012. Please read all the information and be informed!

This resolution, 2016-289, Selection of Outside Counsel

for 2020 Great Lakes Treaty Rights Negotiations, was passed recently by the tribal board of directors. The board selected the law firm of Morissette, Schlosser, Jozwiak, and Somerville of Seattle, Wash., to serve as outside legal counsel to the tribe.

RESOLUTION NO: 2016-289

Selection of Outside Counsel for 2020 Great Lakes Treaty Rights Negotiations

WHEREAS, the exercise of that right by the Tribe and by its members is governed by a 2000 Consent Decree that allocates the rights and duties of various parties within the Great Lakes fishery including the Sault Tribe, four sister tribes, the federal government, and the state of Michigan; and

WHEREAS, that 2000 Consent Decree is set to expire in 2020 and it is anticipated that a new consent decree will be negotiated and/or litigated prior to that expiration date and that these negotiations will have a significant impact on the rights and obligations of the Sault Tribe and its members in the ceded waters of the Great Lakes; and

WHEREAS, the Board of Directors has conducted a nationwide search to identify interested and well-qualified attorneys or law firms willing and able to represent the Sault Tribe in any such proceedings; and

WHEREAS, the Board has concluded that search and wishes to select the attorney or firm that it believes can best represent the interests of the Tribe and its members in these vital proceedings.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby selects the law firm of Morisset, Schlosser, Jozwiak & Somerville of Seattle,

Director McLeod unit report —

From “McLeod,” page 25

site. I plan to publish events, dates, specifics and evidence and resources there, so that you can make up your own mind. While it is a big challenge, it feels good to be moving forward.

Speaking of moving forward, due to our former CEO of the casino resigning (he cited family issues), we are in the process of finding a new CEO. It has slowed us down, but we have not stopped moving forward. I am proud of the work that our staff is doing; without a CEO and hope that it won’t be long before that position is filled.

I am happy to report that the JKL Fiduciary Committee is moving forward as well. We continue to work toward consolidating our JKL school’s land base, and have been working closely with the school’s superintendent to make improvements to the school building. The future is looking bright for our JKL students!

Next month, I will be attending a meeting in D.C. to discuss the impact of the new presidential administration on Indian Country. I feel this is a very important meeting, and I look forward to sharing with you what I learn. Past state-

Washington, to serve as outside legal counsel to the Tribe for purposes of negotiating a successor compact to the 2000 Consent Decree and in any litigation or related legal proceedings that may be necessary to successfully conclude that process.

BE IT FURTHER RESOLVED, that the Tribal Chairperson is hereby authorized and directed to enter into negotiations with the firm of Morisset, Schlosser, Jozwiak & Somerville, on the terms of a contract and shall present that proposed contract to the Board for its review and approval.

The resolution authorizes and directs the tribal chairperson to enter negotiations with the law firm and bring a proposed contract back to the board for review and approval. As I said before, I want to see the pros and cons of even considering entering another new consent decree or if we should just let it expire and go back to the original treaty. Going forward, we must be very careful as we know how the current and past consent decrees have impacted the tribe, our members, commercial fishermen and subsistence fishers who exercise their treaty rights in the ceded waters of the Great Lakes. Myself and Director Morrow will be pushing for community input sessions to hear the concerns of the fishermen and members as we go through the process.

I am convinced that the consent decrees entered almost negotiated our fishermen right out of their livelihoods and locked most of them out of our fishing waters. Locking into an agreement for a 20-year time span was not good for our tribe.

You can reach me at (906) 203-2471 or dchase@saulttribe.net.
Thank you,
Denise Chase,
Unit IV Board Rep.

ments of President-elect Trump are very concerning to ALL tribal nations. Also, while I am there, I intend to “walk the hill” and speak with various congressional leaders and help “educate” them on treaty rights and the needs of our tribe.

Finally, I want to share with you that I am working on our tribe’s anti-bullying legislation. It is not enough that we have a “we are against bullying” resolution. We need real consequences added to it. Victims of bullying need to know that there are protections for them. They need to know that, “This is not acceptable.” If you believe that bullying by anyone, INCLUDING ELECTED OFFICIALS, is not acceptable, “Step up... be a hero.” Write, text, email or phone your unit director or your chairman. Post it on your Facebook wall. Tell everyone: **Bullying in Indian Country is NOT OK. It is not our way.**

Working together, we can make bullying stop!

Anishnaabe gagige (Anishnaabe for always),

Jen, (906) 440-9151, jennifer.mcleod.2012@gmail.com, http://jmcleodsaulttribe.com, Facebook: Jennifer McLeod-Sault Tribe, 2 Ice Circle Dr., Sault Ste. Marie, Mich.

Sault Tribe directors taking the tribe back 2017



**BRIDGETT SORENSON,
DIRECTOR, UNIT III**

Unfortunately, the holidays were not spent by enjoying time with your loved ones and giving them your undivided attention but rather spent combating lies, after lies, after lies.

On Dec. 12-14, RedW, our consultant we contracted with to conduct our HR audit, was on site. They held about 45 in-person, or, in a few cases, telephone, interviews. RedW held a conference call with our committee at the end of December with an update of their findings. The information they gathered through interviews will be the basis for the survey questions that will be set up for all of our team members in mid-January. All team members are encouraged to take the time to take this important survey. All information will be confidential and given directly to RedW. A Human Resource Department is a critical component of employee well-being in any business, no matter how small.

The tribal board had posted and selected Sault Tribe member, Joel Schultz, as our Economic Development Director. Joel comes to us very qualified with many resources to bring us the much-needed economic development and diversification. We have met with Joel a few times and he has hit the ground running getting familiar with all our current businesses and property assets. He has reviewed the enterprise budgets and made recommended changes, which were passed by the board at the Jan. 3 meeting.

At the Dec. 13 meeting, the board voted to take certain items off the agenda such as team member bonus, elder check increase and audit chairperson's tax exemption. All board members supported this action but one. Members have asked why we did not support these. I cannot speak for anyone but myself, but I can say that it is unprofessional for a single person to add these types of promises that are toying with people's emotions. The board as a unit had never sat down and discussed these actions — the cost, implementation, where the funding was coming from, the uncertainty and impact of Indian Country under a new Republican president and the declining casino revenues. These actions are self-serving by making promises without fiscal responsibility.

Also on the agenda was Rescinding Resolution 2012-146, which is the delegated authority of the chair, which had been previously tabled from the special meeting the chair called, with that as the only action item. The board

voted by motion, 10-2 in favor of rescinding the delegated authority of the chairperson. The very next resolution on the agenda was the executive director. This resolution stated the following: Be it resolved that the board of directors declares that until ordered otherwise by the board of directors, the executive director shall perform the following duties:

1. Subject to the provisions of paragraphs 2 below, the Executive Director is authorized and directed to manage and direct the day to day operations of the Tribe including but not limited to the following: guiding and directing tribal governmental operations to ensure operational efficiency, quality, service, and cost-effective management of resources and performing all administrative and management functions required to be performed pursuant to the current organizational chart; and

2. In the exercise of the authority delegated to the Executive Director by the Board of Directors in paragraph 1, the Executive Director shall consult with and shall be subject to the direction and review of the Board of Directors consistent with Article VII, Section 1(n) of the Constitution. All actions taken by the Executive Director pursuant to this delegated authority shall be subject to the authority of the Board of Directors and the Board may review, approve, modify, or rescind any such action. The Executive Director shall report to the Board of Directors at each regularly scheduled board workshop and shall provide an update of any activities, issues, decisions, or other matters requiring the attention of the board. In the event that the Executive Director is unable to attend any such workshop, the Executive Director shall assign a designee to provide that report.

3. All organizational charts shall be amended to reflect the reassignment of duties herein. In addition, The Tribe's Budget Department shall fall under the Tribal Board Office for day to day operations and report to the Tribal Board as a whole.

Be It Further Resolved, that this resolution amends any previously adopted resolution regarding this matter.

Be It Finally Resolved, that the Tribes Governmental Personnel Policies shall be amended replacing Chairman/CEO with Executive Director.

The board also voted in favor of this resolution 10-2. The chair proceeded to grandstand that he was stripped of all his authority and can only chair a meeting. The general counsel tried explaining to him that he still had all the authority granted to him by the constitution and inherent duties in the chair seat such as representing the tribe at the local, state and national level. He still is the signatory for grants, contracts, etc. This action merely took him out of the day-to-day operations of the tribe, which was a constitutional amendment passed by the membership by a 77 percent approval with about a 69 percent voter turnout in 2010.

Upon board approval of the rescinding the delegated authority, Director Hoffman had asked

the chair a few times about assigning a resolution number as the board had voted by motion. The chair did not ask for a resolution number to be assigned.

Within minutes of the meeting ending there were Facebook posts by the chair such as "What chance does an unstable tribal government have for securing our future with our downstate casinos when our government acts in an erratic and irresponsible way?" "I believe the board actions tonight sealed our fate and secured our denial for our downstate casino projects. Why would the U.S. Department of Interior take a chance on an unstable government who ousted their democratically elected leader of all authority through a political coup?" "Stupid actions of our board will undoubtedly have consequences to our tribe."

There were emails sent to federal officials and other tribes saying that his council stripped him of all his duties. He evacuated his office within a day or so which was entirely up to him. I told him to make sure and not hide the tribal arrow representing our tribe as part of a whole with the United Tribes like he did when he lost the election in 2008.

The very next day, he was calling for a special meeting for Dec. 20 with agenda items being the elder increase, employee bonus, board salary, term limits, inaugural event delegation and tribal member issues. Upon request, the board's executive assistant took a poll of the board about canceling the Dec. 20 meeting. By the end of the day, the special meeting was canceled. We were told we could not cancel a meeting and that it was illegal. Per Tribal Code Section 14.106(7) Canceling and Rescheduling. The Board of Directors by taking consent by positive majority vote of the Directors, may cancel a meeting or workshop or may reschedule it to a later date and time. If a meeting is rescheduled to another date it shall be deemed called as a special meeting and shall comply with Section 2 of the Bylaws of the Constitution of the Sault Tribe of Chippewa Indians. We can cancel a meeting. The change was made in the last few months so there was an avenue for the board to cancel if there arose a need. I did not support this at the time but is now part of our code.

The general counsel was asked to write a legal opinion on what powers and authority the chairperson retains following the rescission of resolution 2012-146. The legal opinion stated that rescinding the delegation of day-to-day management authority did not and could not diminish the duties vested in the chairperson by the constitution nor the powers that are inherent in the office. The legal opinion has been added to saulttribe.com. Shortly after the release of the legal opinion the chair put on Facebook that, "It is just an opinion, opinions are like buttholes, everyone has one." Obviously, no respect for our Legal Department. Reminds me of the court case of the 7+1 and is part of the legal document that Payment referred to the key employees who worked in the Legal Department as "those white

pigs in the Legal Department."

Since rescinding the delegated authority of the chair, the board (all 12) has put out a public statement which is also on saulttribe.com but the gist of it is:

We understand that there are some who believe we are trying to strip the chairperson of all powers. This is not true. The chairperson is still chairperson of the tribe and represents the tribe at the local, state, and national level on behalf of the tribe, and shall retain all the powers vested to the office within the tribal constitution.

Our ultimate goal has been (and is) to try to get more accountability within the tribal government, adhere to the tribe's constitutional requirements, and ensure long term prosperity of the tribe.

On the agenda for the Jan. 3 meeting was a team member bonus, an elder check increase, the chair's tax exemption audit, again all placed by the chair. There was also a resolution "Authority of Chairperson," which was supposedly sponsored by various board members but when discussed in workshop it was stated a couple of board members met with the general counsel, chair and executive director to discuss the proposed legislation. The board voted 9-3 in favor of taking these four items off the agenda.

Aaron has stated that he has gotten 400 petition signatures and per the constitution, a referendum is guaranteed as it is our sole right to undo decisions by our tribal government. He continues that he has stated publicly, if our board violates this fundamental right of you the people, he will lobby the Department of Interior and Congress to REORGANIZE our tribe, which would call for all new elections so you could replace the whole board if you wish. This is not true; they will not intervene as we are a self-governance tribe. He also knows you need a resolution number to referendum something; you can't referendum a motion. He was asked if he wanted one and declined. There is video from a 2007 board meeting of him not wanting a resolution number on something so it cannot be referendum. Ironically it was for an employee bonus. This action was already sent out to the members to decide in 2010. He is playing games with the members when he knows full well how the process works. He likes to create the hatred among the members and team members for his own personal gain.

There is a need to correct so many lies, it really is a full-time job. The board spends so much time putting out fires that he creates, we cannot move forward.

Here are some truths:

The board never considered giving themselves a raise. I am not aware of any board members who are attending the presidential inauguration. The board did not decrease the elder check, the amount is based on the total amount of interest generated off the land claims fund divided by the number of eligible voters. We had about 352 more eligible elders this year. We do not have

\$8-11 million in operational surplus.

He also keeps bringing up the board wage, which, per 2000 meeting minutes — Moved by Director Payment supported by Director Lumsden to approve the increase in stipends for the Board of Directors, as proposed, effective immediately. He also likes to talk about the board's retirement. He does, however, forget to mention the board does not and cannot pay into Social Security. So, if a person does serve 20 or more years on the board they will have minimal Social Security since having paid into it in many years and it is based on the last several working years. He also mentions our tax exemption being various amounts. There was a time study several years ago on the amount the board spent on treaty-related activity by, I believe, Bruce Greene, which has not changed since the time study.

I have decided since the chair has not only posted things I said on Facebook but now in the tribal paper, I want to let everyone know the truth. In the past year, I was sent a friend request from someone whose name I didn't recognize. After some time, I figured out the person had gotten a divorce since we had worked together and had went back to her maiden name. This person I had considered a friend and we once worked in HR together. I accepted her friend request in August.

I later learned she had accepted a job at the tribal clinic. I exchanged several private messages with her congratulating her but informing her to be careful since the manager had gone through 30 staff in five years. I asked if she was related to the manager of which she said no. There were many other comments as Aaron has posted and printed but they only show my comments. Apparently, this person had showed them to her first cousin the clinic manager because they are claiming I was harassing the clinic manager. So, Aaron decided he would go public with my private Facebook messages from a third party. I don't know if the so-called friend of mine gave permission but I did not.

So, let's review the situation, you have comments that a manager has went through 30 staff in five years and I am harassing her? I guess he has no regard for the 30 team members who left nor the ones who are current. This is all what led up to Aaron accusing me of going into back areas of the health center and violating HIPAA and confidentiality. I am a member seeking services and those that are keeping track of me in the clinic are violating my HIPAA rights. I apologize for the staff whose names have been used in the posts.

I have so much more to write but I will leave room for the others. Please be patient with the board, we do have the best interest of the tribe in our recent decisions and will be taking a more active role in moving the tribe in a more positive forward path. Please call, text, email or message your concerns.

Bsorenson@saulttribe.net, Bridgett91@yahoo.com or (906) 430-0536.

Legal: What authority does the chairperson retain following the rescission of Resolution 2012-146?

On Dec. 18, 2016, Sault Tribe General Counsel John Wernet provided the Sault Tribe board of Directors with his legal opinion on, "What powers and authority does the chairperson retain following the rescission of Resolution 2012-146?"

His opinion follows:

I have been asked to provide a legal opinion outlining the powers and authority retained by the tribal chairperson following the action of the board on Tuesday, Dec. 13, rescinding Resolution 2012-146. That resolution, adopted on July 20, 2012, delegated to the chairperson the authority to manage and direct the day-to-day operations of the tribe, including but not limited to certain specific authorities listed in that resolution. The exercise of that delegated day-to-day management authority by the chairperson was made subject to the specific direction and review of the board of directors.

On Tuesday, Dec. 13, the board of directors voted to rescind Resolution 2012-146. By a separate resolution, 2016-290, the board delegated day-to-day management of the tribe to the tribe's executive director.

As will be set forth in more detail below, it is my opinion that the rescinding of Resolution 2012-146 eliminated the authority delegated to the chairperson by that resolution to manage the day-to-day operations of the tribe. It did not rescind powers and authority vested in the chairperson

by the Tribal Code or granted to the chairperson by prior resolutions dealing with specific projects or circumstances. Nor, of course, did it remove any express or inherent authority vested in the chairperson by the Constitution by virtue of his office as chairperson and as a member of the board of directors.

Background:

The Constitution of the Sault Ste. Marie Tribe of Chippewa Indians includes a set of By-Laws adopted as part of that Constitution. As originally adopted, Art II, sec 1 of those By-Laws described the duties of the Tribal chairperson as follows:

"The chairperson shall preside over all meetings of the board of directors, *perform all duties consistent with the office as chief executive officer of the tribe*, and exercise any other lawful authority delegated the chairperson by the board of directors. The chairperson shall vote only in case of a tie unless otherwise provided in the tribe's constitution and bylaws." Emphasis added.

A constitutional amendment was subsequently approved on April 7, 2010, striking the language in Art II, section 1 of the By-Laws that assigned the chairperson to act as chief executive officer of the tribe. This change eliminated the direct constitutional grant of authority to the chairperson and left the authority to direct the day-to-day operations of the tribe vested exclusively in the board of directors under

Article VII of the Constitution.

On July 20, 2012, the board of directors adopted Resolution 2012-146. In that resolution, relying on the express authority vested in the board by Article VII, section 1(n) to delegate its powers, the board delegated the day-to-day management of the tribe to the chairperson. However, unlike the direct assignment of "CEO" authority under the original Constitution and By-Laws, this new delegation was specifically subject to the authority of the board "to review, approve, modify, or rescind any such action."

On Dec. 13, 2016, the board acted to rescind Resolution 2012-146 and instead adopted a new resolution, 2016-290, delegating day-to-day management of the tribe to the tribe's executive director, subject to the direction and control of the board. That resolution further specified that it "amends any previously adopted resolution regarding this matter."

Discussion:

In my view, it is clear that the sole effect accomplished by rescinding Resolution 2012-146 was to remove from the chairperson those powers delegated by that resolution, i.e., the power "to manage and direct the day-to-day operations of the tribe." It did not rescind powers and authority vested in the chairperson by the Tribal Code or those granted to the chairperson by prior resolutions dealing with specific projects or circumstances. Nor, of course, did it remove any express or inherent authority vested in the chairperson by the Constitution by virtue of his office as chairperson and as a member of the board of directors.

1. Tribal Code

Numerous provisions of the Tribal Code specifically impose duties or authority upon the tribal chairperson. Examples of such provisions include: Chapter 11: Membership Ordinance, § 11.103(4) ("It shall be the responsibility of the Registrar and Tribal chairperson to sign all membership cards issued by the Special Needs/Enrollment Committee, or the board of directors on appeal;" Chapter 20: Treaty Fishing Rules and Regulations, §102(1) "A tribal license shall be evidenced by a Treaty Fishing Identification Card authorized by the Chairman," §102(3) ("Licenses shall be issued under the supervision of the Tribal Chairman," §102(13) (approval of transfer of license), §103 (suspension of a license), §107(4) (waiver of fee for subsistence license), 107(5) (designation of non-snagging areas for subsistence fishers); Chapter 42: Gaming Ordinance, §404 ("The Chairman of the board of directors shall serve as Chairman of the Tribal Gaming Commission;" and Chapter 94: Gaming Authority ("The chairperson of the board of directors shall also serve as chairperson of the Management board"). These examples, and similar delegations of authority found in code, can be amended only by formal amendment of the affected codes and are unaffected by either the

delegation of authority contained in Resolution 2016-146 or by the rescinding of that Resolution.

2. Tribal Resolutions

The board has adopted numerous resolutions delegating specific authority to the chairperson such as resolutions authorizing the chairperson to sign specific contracts, grants, or other agreements and to take all actions necessary to effectuate the purposes of that agreement. See, for example, Resolution 2012-11 authorizing the chairperson to sign a Comprehensive Development Agreement with the City of Lansing and which "further authorizes the Chairman or his designee to sign, amend, and execute any documents necessary to effectuate the purposes of this resolution."

It is a well-established principle of legislative construction that specific provisions of law govern over more general provisions. "[I]t is a commonplace of statutory construction that the specific governs the general." *Morales v Trans World Airlines, Inc*, 504 US 374, 384, 112 S Ct 2031, 119 L Ed 2d 157 (1992). In cases where a general provision appears to conflict with a more specific one, the specific provision is construed as an exception to the general one. See, e.g., *Morton v Mancari*, 417 US 535, 550-551, 94 S Ct 2474, 41 L Ed 2d 290 (1974). Thus, existing resolutions expressly delegating authority to the chairperson to act in particular matters continue to be operative; they are not affected by either the general delegation of day-to-day management authority contained in Resolution 2016-146 or by the subsequent rescinding of that general management authority.

Furthermore, this conclusion is not affected by Resolution 2016-290 which delegated day-to-day management authority to the Executive Director. It is true that this resolution contains a "catch-all" provision stating that it "amends any previously adopted resolution regarding this matter." It has been suggested that this "catch-all" language may be interpreted as rescinding all prior resolutions delegating authority to the Chairperson. But such an interpretation is not sustainable. Resolution 2016-290, by its express terms, merely makes a general delegation of day-to-day management authority to the executive director, a delegation markedly more narrow than the prior delegation made to the chairperson by the now-rescinded Resolution 2012-146. That narrow delegation, as expressed in the first resolve clause of Resolution 2016-290, is the "matter" referred to in the catch-all clause. The plain meaning of that clause, therefore, is simply that any prior resolutions dealing with day-to-day management of the tribe are deemed modified; that language does not rescind prior resolutions making specific delegations to the chairperson. Those specific delegations control over the more general delegation. *Morales*, supra.

3. Constitutional Authority

Finally, it goes without saying that the board's action in rescinding its delegation of day-to-day management authority did not and could not diminish the duties vested in the chairperson by the Constitution. These include, in particular, powers expressly granted by the Constitution such as those specified in Article II, section 1 of the By-Laws: "The chairperson shall preside over all meetings of the board of directors and exercise any other lawful authority delegated the chairperson by the board of directors. The chairperson shall vote only in case of a tie unless otherwise provided by the tribe's constitution and bylaws." See also Article I, section 2 of the By-Laws ("Special meetings may be called from time to time by the chairperson or by a majority vote of the board of directors.")

This conclusion extends not only to those powers expressly stated in the Constitution and By-laws but also to those powers that are inherent in the office. One example of such authority is the authority of the chairperson to serve as a spokesperson for the tribe. This is manifestly an authority enjoyed and exercised by all members of the board of directors, each of whom, from time to time, serves the tribe by attending conferences, meetings, or other events on behalf of the tribe and by representing the interests of the tribe in those settings. In these circumstances, individual Directors certainly do not have the authority to make or determine policy for the tribe; that authority remains vested in the board of directors as a whole. But individual directors can and do speak for the tribe, describe and advocate for the policy positions established by the board, and bring issues back for consideration by the full board. The chairperson clearly enjoys at least comparable authority – not to set or determine the policy and position of the tribe, but to describe and advocate those policies and positions established by the board.

It has been suggested that the inclusion of such speaking authority in the 2012 delegation to the chairperson, and the subsequent rescinding of that delegation, may have eliminated the chairperson's authority to speak for the tribe. I disagree. The board clearly has the authority to authorize persons, including staff or even outside agents such as retained attorneys, to speak or advocate on behalf of the tribe. When it included this authority in its 2012 delegation to the chairperson, the board was exercising that authority and was making it clear that the chair enjoyed its full support and authority to speak publicly for the tribe. But that delegation did not limit or cripple the previously existing authority of the chairperson to speak on behalf of the tribe; to the contrary, the delegation augmented and underscored that authority. The rescinding of that supplemental authority removes any such augmentation but leaves the basic authority in place.

Turmoil, hate and chaos will destroy this board



KEITH MASSAWAY,
DIRECTOR, UNIT III

Turmoil, hate and chaos are going to destroy this board. I say board because the tribe and tribal people are eternal and will survive but not without scars.

We the board, which includes the chairman, have not worked well together. We are letting every type of influence affect our decision making, other than the proper two — what is right for our tribe and what is right for our tribal people, now and into the future.

We act like divorced couples who hate each other and will do or say whatever will cause the most harm to the other regardless

of whom we hurt or what we destroy. We fail to communicate or discuss. We fail to listen to understand. We fail to see or notice what we look like to our people.

No incriminating accusations can justify a position. No lie, half-truth or misinformation can be used to lead a nation. When we put this or that out to embarrass we only escalate the situation and to what end? Where this all went wrong, I don't know, but we forgot we speak for our people or act for the good of the nation. We are not supposed to be the entertainment for a few tribal members.

We are leaders, not dictators. We work together, not just for our own sole interests. Let us all stop! Take a breath. Look in the mirror. We cannot change the past but we can lead into the future with calmer thinking and less emotion. The entire world has acted the same way as the board as of late. We do not have to follow their bad example. We have to lead.

Enough said.

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

Leadership should focus on moving forward



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

With some recent actions the majority — 10 board members — took at the December meeting, rescinding chairman's delegated authority, I would like to make some comments here for factual information. After we took this action, many false claims have been made via some public media and community sites, meetings and Facebook.

Board gave themselves a raise — not true. The wage has remained the same for the last 14+ years with no increase and frankly no discussion ever to increase.

Board planned extravagant spending to go to Trump inauguration — not true. I was sitting in a workshop where the chair encouraged board members to attend and only one considered attending and the chair supported that board member fully!

Board stripped chair of all his authority — not true. The board rescinded a resolution that delegated certain authorities such as administering day-to-day oper-

ations. (Please see the full legal opinion on our website.) Those are facts.

Board kicked the chair out of his office — not true. The chair was told NOT to leave his office as he had plenty of inherent authorities as chair. (Please see video of the actual meeting, as I'm the one who said it). He chose to take that route as we asked him to not vacate.

Board gave themselves retirement increase — not true. The board passed a retirement plan years ago and it has not changed.

Board secretly met to conspire to remove chair — not true. C'mon, this paranoia is old. I've never even been asked to secretly meet for this purpose, ever.

The casino CEO walked out because we forced him to — not true. The CEO resigned and his explanation was to be closer to his family and a better offer. The chairman and board all were notified at the same exact time.

There! All of you know that I absolutely attempt not to take this route in my unit reports, but enough is enough. I'm speaking for members who want a healthy prosperous tribe and staff members who work very hard to get us there.

When will this pathetic turmoil stop? We have been listening to this for almost 20 years. First it was Bernard Bouschor, now it's the majority of the board (in 2008 as well). The constant drama, hardship and flat out lies are truly devastating our tribe at the community home level (dividing families and causing incredible stress to staff members), the state and national

levels. Other tribes' leaders have been contacting me asking what is going on. I explain factually and truthfully; the leaders have concerns and they sympathize and recognize.

It's embarrassing. It's amazing to me that anyone could think this is good for our people. The daily rants on Facebook are hurtful and just plain destructive. Members would be appalled if they read the daily internal emails we get. I'm very concerned about the direction and conduct that has been so destructive and unbecoming to our people and tribe. This is NOT just my personal feeling — I speak with hundreds of tribal members. They trust and count on me to stay solid and strong to prosper. The lies need to stop and our business via social media sites hurts us.

I'm expecting and will advocate and support our chair to bring forward a sound schedule to discuss amendments to our Constitution; this has been a platform of his to create chaos with no real leadership plan to move forward. How can that be? I'd schedule the discussions and respectfully facilitate real fair dialogue between the members and the board. How can that be so impossible, because it's used as a platform to cry fowl for years?

Fair tribal labor laws—get it rolling, schedule some sound, factual discussions that we can accommodate and move on. Recently a private message from a team member and board member was used in the worst possible way. A team member went to our chairman for some

relief and direction. This was NOT brought to the whole board for resolution and discussion; this was not discussed with administration for a resolution. Instead, it was plastered on Facebook and in our tribal paper. The team member was looking for a solution of relief. Not to be thrown in a political fight between the chair and a board member. We had been accused of turning a blind eye. Some of us quietly and respectfully discussed this to assist with a resolve. That's what leadership does! That was a gross abuse from the administration — and I only mean that as far as the team member goes. They did not expect to read about it over Facebook when they reached out for assistance. How do you think the team member feels? How can this even be ethical? I apologize to the team member that this happened, too. I've attempted to work diligently with our leadership for the good of the tribe, I've fought hundreds of battles quietly and respectfully because you have entrusted me to do that. I've had my day of accusations and targets and, frankly, I'm sure this will cause some more.

Just remember, I won't take part in that daily public destruction and I won't tolerate the abuse we have experienced for almost two decades. It's time to stop that. Please really think about this unit report and think about all the staff and members who work very, very hard to unite and serve our people. It's a daily battle. The chairman remains with his inherent authorities vested to him by the people. The fact is, we only rescinded the delegated authori-

ties of the day-to-day operations and that was a constitutional amendment that was set by the people. The day-to-day administration is vested to the executive director who is fully capable and qualified to run our administration. This leaves the chair open to represent at all the state, local and nation levels. I hope he chooses to do this responsibly and professionally for the best interest of our tribe. We have greater issues coming forward that need a clear head and responsible actions.

I have added the item of discussing strategic planning and prioritizing our contract support cost dollars we recently received to discuss where it is most needed and work toward a plan for this. It was promised by the chair in elders' increases and bonuses for the team members, and never did we have a real discussion at the board level. We do distribute 100 percent of the interest earned to our elders per the resolution for the plan and we did approve a CPI for all team members for 2017. An amount we can sustain and for which was planned. This is how we are supposed to work, promising a one time amount is not proper planning with all the tremendous needs we have for services and for the coming new administration at the national level. Those things we must think about.

Hopefully my next report can be focused on plans we took to move forward, because a majority of the board is committed to focusing on that.

Baamaapii,
Lana Causley-Smith
Sault Tribe Unit II Director

We will pull through this manufactured crisis



**CATHERINE HOLLOWELL,
DIRECTOR, UNIT II**

Happy New Year. We're starting off on shaky ground but I'm confident we'll get through this "manufactured crisis" created by the chairman of the tribe. Aaron has been very busy on social media, state newspapers and media outlets throughout Michigan, and even on national tribal news outlets telling anyone who will listen that "the board has stripped me of all my authority as tribal chairman." He's fibbing, folks. He has not been stripped of any of his constitutional duties, responsibilities or authorities as chairman of the tribe.

Please read the public service announcement on the front page of this newspaper. The board of directors was able to set policy differences aside and

unanimously approve this public service announcement because you deserve to know the truth instead of this false narrative the chairman is hyping to every media outlet who will give him the space time. It's a reckless and dangerous game he's playing. It hurts the tribe and our business interests, it hurts our people and frankly it hurts the reputation of the chairman himself. If you care about our tribe, please consider that 12 board members can't all be wrong on this issue.

Over the last five years, there have been numerous incidents that have been highly questionable. Most recently the annual budget appropriation and approval process was obstructed when Aaron directed the workforce (division directors) to NOT meet with the board of directors during a predetermined week of budget oversight in preparation for approving the 2017 budgets. We're talking close to \$90 million. Unacceptable for an executive administrator to use his authority over the workforce to obstruct a fiduciary budget process. If the executive administrator was a salaried employee, this never would happen. This in a nutshell, is the problem with a political figure having 100 percent control over workforce operations and budgets.

This created a situation where, in the closing days of 2016, it was difficult to truly assess the

financial bottom line (not to mention the funding status of various tribal concerns and initiatives). In the midst of this fiscal uncertainty, with no transparent examination or governing consent, Aaron made a grand announcement at the annual Elders Christmas Luncheon, proposing to give \$2.5 million to all the elders of the tribe and bonuses to the employees too!

\$2.5 million giveaway

If the \$2.5 million that Aaron proposed to give to all tribal elders was earned revenue, that would be one thing. But it is not earned revenues. It is a one-time reimbursement from the federal government for operational dollars they shortchanged us for contracted services over the years. Those dollars need to be reinvested into programs and services that we had to cut in the past. Things like durable medical services, funeral funds, youth programs, down state social events and initiatives, cultural programs and community elder programs. The chairman cannot use it as a "per capita," vote buying giveaway. That is irresponsible. Shame on him for enticing and manipulating our elders in that manner.

Employee bonus

Our Kewadin employees, especially, would like to see an increase in wages and benefits. I don't blame them at all. They deserve appreciation and recognition as the source of our tribe's

earned revenue, including wage improvement. But the reality is Kewadin is still burdened with tremendous debt incurred during Aaron's previous administration (2004-2008). I don't know how much was available in reserve funds when he took office in 2004 or how much debt we were saddled with when he left office in 2008—but I can tell you it was well over \$46 million in debt when I took office in 2010. We have been diligent in paying this debt down so we can get this restrictive "monkey off our backs." Until that debt is completely retired, our Kewadin casinos remain under bank spending restrictions that make more liberal wage and benefit policies unreachable. That debt would have been paid off completely in 2017. But in order to "balance

the budgets" we had to refinance the debt and add an additional three years to the debt retirement date. Keep that in mind when the chairman brags about "balancing the budget."

Moving forward

I am confident that we will pull through this manufactured crisis. We need responsible fiscal management. Despite what the chairman is broadcasting on social media, no one hates him. He just needs to conduct himself in a responsible way as the leader of our tribe. We all take an oath of office and we are all responsible for the protection of our workforce and financial health and to move our tribe forward towards a brighter future.

Catherine Hollowell,
Unit 2 Director
(906) 484-6821

Are you moving?

Call 906-635-3396

2020 Consent Decree outside counsel chosen



**DARCY MORROW,
DIRECTOR, UNIT IV**

Another successful year of children's and elder's Christmas parties. I am always glad to see those happy little faces light up when they get to talk to Santa! Thank you to all our volunteers, we really appreciate all your help!

Great news for our 2020 Consent Decree negotiations — the resolution I presented at the Hessel meeting to hire the legal firm of Morisset, Schlosser, Jozwiak & Somerville of Seattle, Wash., was tabled to the Dec. 13 meeting in the Sault. I would like to thank directors Chase, Causley, Hoffman, Hollowell, McLeod, McKerchie, Nelson and Sorenson for voting "yes" along with me to hire this new firm. Directors Massaway, McKelvie and Gravelle voted "no."

Some of our fishermen participated in the legal firm interviews and have been very vocal in wanting a new legal firm to represent us. Mr. Morisset's legal firm works exclusively with treaty rights issues; his interview and follow up questions were spot on and I believe he will work to restore what we lost in our last consent decrees.

I hope everyone had a great New Year; unfortunately, I did not. I am sorry once again to have to report to you about the chairman and his negativity.

Since Thanksgiving this

board has been assaulted by him via emails, Facebook, texts and verbally. When is this madness going to end? During the election, he was private messaging my opponents and telling them that if they gave him their support he would have the elders in Unit IV support them because he has all the elders' support.

One of my opponents realized how hateful he really is and posted the private Facebook messages between them on Facebook for everyone to see. While on the Escanaba reservation his relative also told me that he told her I was telling people not to vote for him. I told her that was a lie and I left her home and immediately called Aaron Payment. He didn't answer because he never answers when I call or text him unless he wants something. I left him a detailed message and told him to call me because he was spreading lies and I wouldn't stand for it. That's the type of person I am, not a keyboard champ if I have something to say I will say it to your face.

I did not campaign against Aaron or let my community know what he really is like because if I did he never would have made the primary. I ask you the members in Unit IV and all our communities — what has Aaron Payment done for our community in five years? When is the last time you saw him in our community besides a board meeting or a photo opp?

Over the holidays, Aaron Payment had placed so many lies on Facebook I couldn't possibly keep track, but I'm sure some people are! I reported last month he called a special meeting; the only item he added to the agenda was rescind resolution 2012-146 Limited Delegation of Authority to the Chairperson.

We tabled the resolution at the special meeting and since then he has been on a manic downhill spiral. After that spe-

cial meeting, he started saying "if the board votes to take my authority we will do a referendum." At the Dec. 13 board meeting the chair placed on the agenda two resolutions, one was to give the elders an increase and the other was for a team member bonus. The chair did not bring either of these resolutions forward during our budget meetings. Isn't it ironic he waits until he challenges the board to rescind his delegated authority resolution and then he adds these two resolutions? He is pitting the elders and team members against the board. I hope members can see this sick game he is playing. If we had the money, we would have talked about it during our budget meetings. I am not greedy and I do care about the elders, all members and team members. We would look at doing more if we had the money to give, unfortunately, we do not. As a board member, I am fiscally responsible for the tribe, your chair is playing Russian roulette with the future of our tribe.

In September 2015, we had to refinance our debt that the casinos pay back. The original debt borrowed was \$70 million the breakdown of total - \$30 million to Greentown - \$5 million to cover Northern Casinos revenue short fall and \$30 million for the new St. Ignace Casino facility. We were paying the debt back at \$6.5 million a year, after refinancing in September 2015 we are now paying the debt back at \$2.94 million a year. This extended our payments out 31 months the debt should have been paid off in November 2017 and it will now be paid off June 2020. The team members were given a raise last year; this year a C.O.L.A. increase was passed and will continue yearly for all team members; the 401K - 1 percent match was also reinstated starting January 2017. I wanted the truth out there as to why those items were taken off the agenda at the start of the

meeting. A motion was made to rescind resolution 2012-146 Limited Delegation of Authority to the Chairperson; it passed with every board member voting "yes" except for Directors Massaway and McKelvie. The board then voted to approve the executive director resolution. This also passed with 10 board members voting "yes" and Directors McKelvie and McKerchie voting "no." Aaron got erratic as usual he said he was clearing out his office, he wasn't able to represent the tribe, he cancelled out of town trips and he has blasted more lies out on social media, etc... There is a video of the whole meeting, I recommend people watch it. He was told do not clear your office out you still represent us at the federal, state, local governments, etc... He lives for this drama. From then on, he has hit the board's wage, board retirement, treaty tax percentage, he has sent threatening emails and texts to female board members. He has had staff going in on their holidays and weekends to get him information so he can try and intimidate the board into giving him back power. He has embarrassed our tribe by sending out emails to his federal committees, a group of true tribal chiefs, etc... crying that we pulled his authority and we are in a crisis. He has caused damage to our downstate casinos getting through before Trump takes over with his public lies. The board has posted on our website a legal written opinion given by the general counsel that states the exact opposite the chair has been crying about. The board also put out a letter to the membership. I hope the editor published both in this paper for you to read and get more answers. The resolution for delegated authority was done by motion; Aaron knows there was no way a referendum can happen. He was offered a couple of times to add a resolution number to it and he declined. So

once again he has rallied members by not telling them the truth and saying if the board doesn't pass the referendum he will go to Bureau. Again, he is spinning more lies; the Bureau is not going to get involved with the intertribal turmoil.

One lie that he has out there is the board only works one day in December. He might only work one day in December, but I know what we do in December. Director Chase and myself along with one other volunteers do all the shopping for our three children's Christmas parties. We do the planning, shopping, help with set up, tear down and clean up. On the day of the parties we have volunteers and we are very grateful and appreciate them. We are behind-the-scene kind of people and we never toot our own horn. The chair likes to show up for photo opps and he will toot his horn all day long. Director Chase and I donate and help members but that's between us and the person that may need help.

He continues to pound the fact that the board makes \$67,000 a year; he fails to mention in 2000 he motioned the new stipend amount and Mike Lumsden second it. As the chair, he makes \$100,000 a year and how embarrassing to have an individual that is the tribe's figurehead act the way he is acting. He has ruined the staff and board holidays, our tribal communities, families and friends have read the blatant lies he has put out there. This is not acceptable; it is not ok for him to use social media and make our tribe out to be a circus. More to come next month...

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

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

Thank you,
Darcy Morrow

Unit 4 Representative
dmorrow@saulttribe.net

Tribal chairperson's authority is not stripped



**KIMBERLE GRAVELLE
DIRECTOR, UNIT I**

Hello, I thank our team members for their dedication and teamwork over the last year and hope everyone's holidays were good.

First I want to address an issue that has been causing some unrest in our tribe regarding the

board of directors (BOD) stripping our tribal chairman of his delegated authority.

In 2010, the tribal membership voted to amend our tribal constitution to remove the CEO duties from the tribal chairman.

In 2012, a resolution was passed that gave the tribal chairman some limited delegated authority of everyday business.

In November 2016, the tribal chairman brought a resolution to remove his delegated authority. The resolution was tabled until December 2016.

On Dec. 13, 2016, the board of directors voted to rescind the resolution that was passed in 2012.

Now the board of directors is being accused of stripping the chairman of his delegated authority. We did not strip him of his authority. The chairman can still represent the tribe at the local, state and national levels; he still has all the duties dele-

gated in Tribal Code and will still chair the board of directors' meetings and workshops.

I've sat on numerous committees and boards and when resolutions are brought forward, it is with the expectation they will pass. I have never proposed a resolution in the hopes that it would fail. Why would you bring a resolution to be voted on to strip yourself of delegated authority unless you expect it to pass?

Since the board of directors rescinded the resolution that was passed in 2012, we have gone back to what **THE MEMBERS** voted on in 2010. This was an amendment to the tribal Constitution that was done via a secretarial election completed and certified by the Bureau of Indian Affairs.

I would also like to address the issues of an increase to the elders' checks and team members' bonuses. When I voted to

remove these items from the agenda, it's because we had not discussed them nor had a chance to come up with a plan for them. If the money was distributed for these two items, it would be gone and there would be no plan to provide for it again in the future.

Three weeks ago, the message was we have \$5.2 million in surplus money, two weeks ago the message was we have \$8 to \$9 million in surplus money, then it was published in the *Sault Evening News* that we have an excess of up to \$11 million in surplus funds. With these surplus funds we should be updating our MIS department, looking at investing more money in the elders' fund so they could receive extra money every year instead of just one year, investing some in an account so we could give our team members bonuses, reinstating the free eyeglass program for the elders,

purchasing mini buses to transport members to doctor appointments, investing some money for our homeless students so they could be housed for a couple of months until they get on their feet, putting more money in the self-sufficiency fund for our college students or setting up a program to help pay for books when they start college. A substance abuse center would cost approximately \$3.3 million to build — why wouldn't we do that if we have an extra \$11 million?

When you fail to plan you plan to fail.

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 please call me at (906) 203-6083 or e-mail me at KKGavelle@saulttribe.net.

Thank you,
Kim Gravelle

Sault veterans community access center opens

BY RICK SMITH

Veterans of the U.S. armed forces and their families in the eastern Upper Peninsula now have a much more flexible option in finding free help to address a wide range of service related issues, thanks to the Veterans Health Administration (VHA), the Escanaba Vet Center and the Inter-Tribal Council of Michigan. A satellite community access site of the Escanaba Vet Center recently opened in Sault Ste. Marie at the Inter-Tribal Council of Michigan Building at 2956 Ashmun Street, south of Sault Tribe's medical clinic.

VHA vet centers operate all across the nation and in American Samoa, Guam, the Phillipine Islands, Puerto Rico and the Virgin Islands. While the centers guide all veterans in finding needed resources, the centers are specifically designed to help returning combat veterans and their families deal with issues stemming from combat related experiences. The centers provide "quality readjustment services in a caring manner, assisting them and their family members toward a successful post-war adjustment in or near their respective communities," according to a brochure from the organization.

The type of discharge veterans may have received doesn't matter when it comes to getting help at VHA vet centers. As readjustment counselor Dean Schoen explained, it is quite possible some veterans who received less than honorable discharges may have received those types of discharges because of conditioning induced by combat, sexual trauma or harassment. "If veterans have any doubts about their situations,



Photos by Rick Smith

Escanaba Vet Center staff at the Sault satellite office open house on Dec. 15. From left, Ken Milam, M.Ed., veterans readjustment counseling outreach specialist; Anglea Ellis, LMSW, clinical social worker for the satellite office; Doreen Bender-Krachey, LMSW, team leader of the Escanaba Vet Center; and Dean Schoen, AAS, readjustment counseling specialist.

they should contact us," said Schoen. The same applies to families of veterans.

Regular hours at the Sault Vet Center satellite office are 8 a.m. To 4:30 p.m., Monday through Friday, but services are provided after normal hours or on weekends upon request. Clinical social worker and Sault Tribe member Anglea (pronounced "Angela") Ellis, LMSW, is the main operative functionary at the new satellite office. She also brings services to Newberry on Tuesdays of each week and St. Ignace visits are in the works. For now, those interested in contacting her should go through the Escanaba Vet Center main office by calling either (906) 233-0244 or the toll free number at (877) 927-8387.

If veterans or their family members can't come to the office, a mobile vet center office may be arranged to come to them. The mobile office has many preparations and capabilities for helping vets including live video consultation and wireless communication.

The Escanaba Vet Center is one of eight such organizations in the state and it is the only vet center serving the Upper Peninsula of Michigan. Downstate vet centers are sta-

tioned in Clinton Township, Dearborn, Detroit, Grand Rapids, Pontiac, Saginaw and Traverse City.

Services through the Sault satellite office of the Escanaba Vet Center are 100 percent free and confidential. "If you are not the same as you were before being exposed to combat or experiencing a traumatic event, call your vet center right away!"

Issues such as post-traumatic stress disorder and others may be addressed through readjustment counseling:

- Individual and group counseling for veterans and their families;
- Family counseling for military related issues;
- Bereavement counseling for families who experience an active duty death;
- Military sexual trauma counseling and referral;
- Outreach and education including post deployment health reassessments, community events, etc.;
- Substance abuse counseling and referral;
- Employment assessment and referral;
- Veterans Benefits Administration explanation and referral; and
- Screening and referral for medical issues including traumatic brain injury, depression, etc.

tioned in Clinton Township, Dearborn, Detroit, Grand Rapids, Pontiac, Saginaw and Traverse City.

Congress established vet centers in 1979 under the auspices of the Veterans Health Administration to offer readjustment counseling for Vietnam

veterans returning to civilian life. Eligibility was extended in 1991 to post-Vietnam era veterans including veterans of Persian Gulf operations, as well as operations in Panama, Grenada, Lebanon, Somalia, the former Yugoslavia and the Global War on Terrorism.



Exterior view of the Escanaba Vet Center mobile office. Staff can come to veterans who need help to provide services through the mobile unit.



From left, Anglea Ellis and Dean Schoen sit inside the Vet Center mobile operations unit. The unit allows the Vet Center staff to go to veterans if need be to render an array of help the staff can make available. The mobile office is specially equipped with modern communications capabilities and other features.

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