



Win Awenen Nisitotung

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Bahweting Bidajimowin • Official newspaper of the Sault Ste. Marie Tribe of Chippewa Indians

Tribe purchases Sault hotel - The Guest House

BY SCOTT BRAND

On Jan. 6, the Sault Tribe of Chippewa Indians closed on a parcel of property known as The Guest House, located at 2049 Ashmun Street in Sault Ste. Marie, Mich.

"It will no longer do nightly rentals," said Director of Real Estate and Land Management Helen Wilkins. "It will be for longer terms with leases negotiated individually on a case-by-case basis."

The former proprietors, Joe and Julie Wiater, ran the business for 37 years and have agreed to assist in the coming months in the transition. The property includes 16 units, plus a 2-bedroom, 2-bathroom home that will all be available as rental units.

Wilkins indicated the home

and 9 units are already occupied with tenants and the Wiaters will assist in efforts to fill the remaining vacancies.

"This (property) will be in the EDC portfolio under DeMawating Development with the purpose of generating revenue," said Wilkins, adding it was a solid investment. "There is a housing shortage in Sault Ste. Marie so this is a good thing to get into."

DeMawating Development will handle everything including maintenance, groundskeeping, snow removal and general upkeep.

"It has been a successful business for 37-plus years in the community of Sault Ste. Marie," added Wilkins. "It's a very good opportunity for our community to grow and thrive."



Photo by Scott Brand

Sault Tribe Unit I board representative Isaac McKechnie, Sault Tribe Chairman Austin Lowes, CEO Dan Doyle of the EDC, Director of Real Estate and Land Development Helen Wilkins, former owners Joe and Julie Wiater, and Executive Assistant Eli Morelli (L-R) convene outside The Guest House after closing on the property.

Future home of Marquette Tribal Health Center

BY SCOTT BRAND

The Sault Tribe of Chippewa Indians took a major step forward to improve health care services for members living in the outer reaches of the seven-county service area with a Dec. 17 ground breaking ceremony in Marquette.

"The tribe recently purchased two buildings," said Unit IV Director Tyler LaPlaut. "That will give us about 12,000 square feet between them."

The Southgate Center property, located at 1210 S. Front Street, had previously housed commercial businesses, but will become the home of the Marquette Tribal Health Center once renovations are completed. Phase #1 will see the complete renovation of one of the buildings, which will provide primary ambulatory care

and community health program services for patients.

Health Division services will include a variety of Medical/Nursing care, health promotion and disease prevention services offered by Community Health Nursing, Registered Dietician and Health Education staff. The Health Division staff are very excited about the opportunity to improve and expand access to health care services for the tribal population residing in Marquette.

LaPlaut said the location is ideal as it is near the small reservation in Marquette and is easily accessible off the main road leading into the business district.

"We should be able to open and begin seeing patients in the fall of 2025," he predicted.

There is no timeline estab-



Photo by Scott Brand

Sault Tribe representatives and dignitaries gathered in front of the Southgate Center on Dec. 17 for a ground breaking ceremony for the new home of the Marquette Tribal Health Center.

lished for Phase #2, which will bring a dental office and pharmacy, and perhaps traditional medicine to the property, however, LaPlaut indicated the second phase is also on the fast track predicting work will commence even before Phase #1 is complete.

The price tag to purchase the property was \$1.2 million with

an estimated cost coming in at \$2 million to complete the renovations. That might not sound like a bargain, but with Marquette real estate prices combined with current construction costs, a brand-new building with associated site-planning, permits and infrastructure would exceed \$9 million to do from the ground up

at another location.

"We have already negotiated with the City (of Marquette)," said LaPlaut. "They are in support of this. In fact, we had six of the seven commissioners there for the ground breaking, as well as the mayor. The only one who wasn't there, I think, missed it because they had to work."

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Tribe welcomes new chief judge

Sault Tribe recently hired attorney Charles "Chuck" J. Palmer (right) as its new chief judge for the Sault Ste. Marie Chippewa Tribal Court. Court Administrator and Magistrate Traci Swan has worked with Palmer over the past 30 years, and said, "We welcome Chuck to this side of the bench again. He's been an advocate for our people in his role as defense attorney for years." Sault Tribe Chairman Austin Lowes (left) and Palmer at his swearing in ceremony. See story on page 4 of this issue.



Kewadin Can-A-Thon donation to Cedar Post Thrift Shop in Cedarville



CORRECTION — In Unit II, Lisa Fisher, Mark Causley and Joe Deuparo (L-R) gathered at the Cedar Post where 38 cases of canned goods and non-perishable food items were delivered as part of the 2024 Can-A-Thon Drive in December.

Letter to the editor - Dear Community...

Dear Community,
Do you know any Sault Tribe members or other Native American/Indigenous people living in Tennessee who may work in the Vanderbilt Medical Center community? If so, we would like to speak to you!

Boozhoo! My name is Andrea Walsh and I am a Sault Tribe citizen from Naubinway, Mich. (Unit 2), currently living in Nashville, Tenn. I am trying to gather interest for an Employee Resource Group within the Department of Equity and Inclusion for the Vanderbilt University Medical Center.

Please connect with me at andrea.walsh@vumc.org or text/call (734) 395-4864.

Miigwech!
Andrea Walsh,
Nashville, Tenn.

MSU Extension offers free online "Tai Chi for Diabetes"

MSU Extension is offering free Tai Chi for Diabetes, a 10-session program starting March 4 and going through May 6.

This online program will be at 8 a.m. central/9 a.m. eastern time. Tai Chi for Diabetes is for all people, with or without diabetes.

Tai Chi for Diabetes is led by a certified instructor.

Modifications will be provided for those who want to attend seated or standing. This program is targeted to help older adults and older adults with disabilities at risk for fall stay active. Must have audio and video capabilities to participate for safety.

Join at: <https://events.anr.msu.edu/tcdiabetesonline2025/>.

Questions call or email Anita Carter (906) 360-9732, carte356@msu.edu.

SAULTTRIBEGUARDIAN.COM
INDEPENDENT
&
UNCENSORED
FIRST NATIONS NEWS

HOW TO ACCESS PURCHASED REFERRED CARE

WHO DOES IT COVER?



Seven (7) County Service Area

Any Sault Tribe member living in the 7 county service area (Mackinac, Luce, Chippewa, Schoolcraft, Delta, Alger and Marquette counties) will have access to PRC.



How do I sign up?

Contact Purchased Referred Care for an application or visit: www.saulttribehealth.com/purchased-referred-care



Contact Info

Purchased Referred Care
2864 Ashmun St
Sault Ste Marie, MI 49783
906-632-5220

WHAT ELSE DO I NEED TO KNOW?

- Patients must be enrolled before services begin.
- Coverage will only be provided if referred from Health Division providers.
- Patients must be triaged by the Health Division to local ER or Hospital to ensure coverage.
- **Tribal Health Center phone numbers to access after-hours nurse triage:**
 - Sault Tribal Health Center 906-632-5200
 - St. Ignace Health Center 906-643-8689
 - Manistique Health Center 906-341-8469
 - Munising Health Center 906-387-4721
- It is the patient's responsibility to contact PRC after their appointment is made for a voucher.
- Patients may receive bills for services and it is the Patient's responsibility to submit them to PRC in a timely fashion.

Our Staff

Tina Fox, PRC Utilization Manager ext. 43350

Carol Pages-Montie, PRC Certifier ext. 43372

Kim Menard, Patient Care Coordinator (A-C) ext. 43380

Niki McKechnie, Patient Care Coordinator (D-H) ext. 43385

Kelly Menominee, Patient Care Coordinator (I-Mc) ext. 43381

Emma Davis, Patient Care Coordinator (Me-R) ext. 43384

Claudette Crook, Patient Care Coordinator (S-Z) ext. 43382

Fax number: 906-632-5248

GREAT NEWS!!!

PRC can assist eligible Sault Tribe Members with purchasing their glasses through Sault Tribe Optical Departments! Maximum benefit up to \$200.00.

To schedule your eye exam with Sault Tribe, please call the Optical Department nearest you:

●Sault: 1-877-256-0009
●St. Ignace: 1-877-256-0135
●Manistique: 1-866-401-0043

Members must be eligible for Purchased Referred Care Program. To verify your eligibility, please call 1-800-922-0582 or 906-632-5220. PRC is payor of last resort. Members must bill their health insurance if they have coverage for glasses and submit bill and EOB to PRC for reimbursement. PRC will purchase glasses once every two years based on purchase date of last pair from tribal optical department.

Committee vacancies — volunteers needed!

The following Sault Tribe Committees have vacant seats. Sault Tribe members interested in filling these vacancies should submit one letter of intent and three letters of recommendation (forms available online or contact Lona/Ashlee) from other members to Lona Stewart at 523 Ashmun Street, Sault Ste. Marie, MI 49783, or call (906) 635-6050 with any questions.

Anishinaabe Cultural Committee - Four vacancies -

two males (4-year term), two females (4-year term)
Child Welfare Committee - Two vacancies (4-year term); One vacancy - term expires November 2026; One vacancy - term expires January 2027

Higher Education Committee - Three vacancies (4-year term)

Special Needs/Enrollment Committee - (2-year term)
 Unit II - Two vacancies
 Unit III - Two vacancies

Unit IV - One vacancy
Elder Advisory Committee
 Unit I - Sault - One alternate vacancy (4-year term)
 Unit II - Newberry - One regular vacancy, one alternate vacancy (4-year term)
 Unit II - Naubinway - One regular vacancy (4-year term)
 Unit III - St. Ignace - One regular vacancy, two alternate vacancies (4-year term)
 Unit IV - Escanaba - One regular vacancy, term set to expire

August, 2026
 Unit V - Marquette - One alternate vacancy (4-year term)
Elder Subcommittees
 Unit I - Sault - One alternate vacancy - term expiring November 2026
 Unit II - Naubinway - Two regular vacancies - both terms expiring May 2027
 Unit III - St. Ignace - One regular vacancy - term expiring April 2027
 Unit IV - Manistique - One

regular vacancy - term expiring November 2026
 Unit IV - Escanaba - One regular vacancy (4-year term), two regular vacancies - terms expiring May 2026, one alternate vacancy (4-year term)
 Unit V - Munising - Two alternate vacancies (4-year term)
 Unit V - Marquette - Two alternate vacancies - one 4-year term, one term expiring December 2027.

Tribal gas and cigarette discount locations

The following gas stations are offering the discount to Sault Tribe members.

Tribal owned gas stations offering gas and cigarette discounts:

• MidJim Convenience Store, 2205 Shunk Road, Sault Ste.

Marie, MI 49783
 • MidJim Convenience Store, 3045 Mackinac Trail, St. Ignace, MI 49781

• White Pine Lodge and Convenience Store, 7889 E. W. M-28, Christmas, MI 49862

Tribal-owned gas station

offering gas discount only:

• University BP, 301 W. Fair Ave., Marquette, MI 49855

Not tribal-owned stations that are offering gas discounts only:

• Kinross BP, 4440 Tone Road, Kincheloe, MI 49788

• Cedar Pantry, 159 W M-134,

Cedarville, MI 49719

• Sunoco, 13975 M-28, Newberry, MI 49868

• Manistique Oil Company, 216 Deer Street, Manistique, MI 49854

• Carnes Eco Fuels, 2300 Ludington St., Escanaba MI 49837

See Thrive's online business directory:
saulttribethrive.com/business-directory/

Membership liaisons help answer your questions

Three membership liaisons work with the chairperson's office on membership issues and concerns across the service area. The liaisons respond to membership issues and follow up to ensure they are resolved.

Sault Tribe members are encouraged to contact the liaisons when they need help with tribal issues by emailing them at membersconcerns@saulttribe.net or contacting them individually at:

Clarence Hudak, Lambert Center, St. Ignace, Mich., (906) 643-2124, chudak@saulttribe.net.

Mary Jenerou, Manistique Tribal Center, (906) 341-8469; Munising Centers, (906) 450-7011 or (906) 450-7011, mjenerou@saulttribe.net.

Michelle Moore at (906) 635-6050, mmoore@saulttribe.net.

WIOA funding is available

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

The program may be able to provide tuition assistance for skills training if it leads to an industry-recognized certification or under OJT, it may reimburse an employer 50 percent of your wage for a specified period.

Candidates must meet eligibility requirements and reside in the seven-county service area.

Apply at WIOA at Big Bear in Sault Ste. Marie, or call Brenda Cadreau at (906) 635-4767.

Advocacy Resource Center is seeking information about Missing and Murdered Sault Tribe Members:

In an effort to maintain the Sault Tribe MMIP database for Missing and Murdered Indigenous Persons (MMIP), the Advocacy Resource Center is seeking information regarding missing and murdered individuals who are members of the **Sault Tribe of Chippewa Indians**. Please message or call the ARC at 906-632-1808 with information that can be entered into the database. The information provided does not have to be current information. The ARC is seeking information for ALL missing or murdered tribal members including the seven county service areas and tribal members across the world. Please ask for Community Educator Jess Gillotte-King (extension 73104) when calling the ARC. If messaging the ARC Facebook page, please leave the following information:



- First/Middle/Last Name
- Date of Birth
- Date of Death
- Murdered/When/Where
- Perpetrator Name if known:
- If Missing:**
- Nickname/Alias
- Date Last Seen/Went Missing
- Physical Description
- Distinctive Physical Features
- Vehicle Information



Any information would be appreciated.

Thank you for your participation in this matter. Please feel free to share this information. Miigwech!

Pharmacy hours expanded at Sault Ste. Marie Tribal Health

Effective Nov. 12, 2024, the Sault Tribe Health Pharmacy located in Sault Ste. Marie will open at 7:30 a.m. instead of 9 a.m. allowing the pharmacy to accommodate patients who require earlier access to pharmacy services.

New Pharmacy Hours Monday - Friday, 7:30 a.m. - 5:30 p.m. Closed Saturday and Sunday.

Sault Tribe Member Newspaper Subscription Form

To receive a FREE tribal newspaper subscription in the mail, tribal members under 60 are asked to complete the form below and send it to: Win Awenen Nisitotung, 531 Ashmun St., Sault Ste. Marie MI 49783, or email it to slucas@saulttribe.net. Those 60 and over do not have to fill out this form. Those who prefer to get their newspaper online do not have to complete this form.

- new subscription
- change of address

Name: _____

Address: _____

City: _____

State and Zip Code: _____

Phone: _____

Email: _____

Win Awenen Nisitotung

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

January 22, 2025
 Spirit Moon
 Manidoo Giizis

Jennifer Dale-Burton.....Editor
 Sherrie Lucas.....Executive Asst.
 Brenda Austin.....Staff Writer
 Scott Brand.....Staff Writer

Win Awenen Nisitotung welcomes submissions of news articles, feature stories, photographs, columns and announcements of American Indian or non-profit events. All submissions are printed at the discretion of the editor, subject to editing and are not to exceed 400 words. Unsigned submissions are not accepted.

Please note the distribution date when submitting event information for our community calendar. Submissions can be mailed, faxed or e-mailed. The distribution date is the earliest the newspaper can arrive in the seven-county service area.

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

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

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

See our full, online edition at www.saulttribe.com.

Subscriptions: \$18 per year, \$11 for senior citizens and \$30 to Canada. Call for other foreign countries.

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

Advertising: \$8.50/column inch. (Paid advertising with editorial content will be treated as editorial content.)

Submission and Subscriptions:
 Win Awenen Nisitotung
 Attn: Communications Dept.
 531 Ashmun St., Sault Ste. Marie, MI 49783; (906) 632-6398
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Tribe welcomes new chief judge – Charles J. Palmer

BY BRENDA AUSTIN

The Sault Tribe recently welcomed attorney Charles “Chuck” J. Palmer as their new chief judge for the Sault Ste. Marie Chippewa Tribal Court.

Palmer graduated from Wayne State University Law School in 1986, and moved to the Upper Peninsula in 1990 when he accepted a position with the Peacock & Ingleson, P.C., law office doing insurance defense work throughout Michigan.

In 1993 he opened his own practice in the Sault, and it remained open until he accepted his current position with the tribe. Through his law firm, he handled abuse and neglect work for the county, he represented townships, the City of St. Ignace, and DeTour Village, some real-estate and an occasional criminal case. He has also represented corporations and performed commercial



legal work.

His experience includes being a referee for the Chippewa and Mackinac County Friend of the Courts for 15 years until 2007.

Palmer said he started working with the tribe in the early 1990s, and not long after that he was asked to be the child wel-

fare attorney. During that time, Michelle Hank was the court administrator and Palmer said she asked him to be the associate judge. He accepted that position and did so on a part-time basis for six years. “This is my second stint as a judge for the Sault Tribe,” he said.

He continued to also be involved in his private practice while working for the tribe. “When I left the bench in 2012, I continued to sit on the tribe’s drug court team as a defense lawyer, and kept doing abuse and neglect cases, and some criminal. I have probably practiced in tribal court for over 25 years.”

Court Administrator and Magistrate Traci Swan has worked with Chuck over the past 30 years, including at Peacock & Ingleson in the 90s, and said, “We welcome Chuck to this side of the

bench again. He’s been an advocate for our people in his role as defense attorney for years.”

Chuck’s family became more involved with the tribe on a more personal level when his granddaughter, who is a tribal member, was born. “We took her to powwows and cultural events and were much more hands on with the tribe away from the court. It’s always been a part of my practice and my life,” he said.

Palmer said he views his new position as a great way to give back to the community and to continue to help people. “It’s a fantastic opportunity as an attorney to be a decision maker. I’ve done that as a referee and a part-time judge, but to do it full time I consider it the pinnacle of a legal career. It’s a great honor and I jumped at the opportunity when it was offered to me.”

Palmer presides over all matters that come before tribal court, including child welfare, adoptions, marriages, criminal, and juvenile. “I am a very community-oriented person. I’m not tribal but I’m learning and appreciate and observe it. I am going to consider every argument put in front of me and will treat everybody with respect and listen to what they have to say and do my best to give a good decision. This job is hugely important, the court is a huge part of the tribal structure and government. I will give it my best effort every day. I think I have done that in the past and I appreciate the opportunity to continue to do that,” he said.

Palmer is married to his wife, Bobbi, and together they have two children, Amanda Allen and David Palmer. Their granddaughter is Eden Palmer-Allen.

January is Stalking and Human Trafficking Prevention Month

FROM THE ADVOCACY RESOURCE CENTER

January is the time of renewal and starting over for many. However, many serious issues remain and continue to plague our Native people. The Advocacy Resource Center will continue to inform and advocate about sensitive topics throughout the year to bring you the most updated and informative news and awareness about each imminent issue. Please be observant of these topics, and remember, if you see something,

say something.

Stalking is a “pattern of behavior directed at a specific person that would cause a reasonable person to feel fear.” There are a variety of methods or tactics that stalkers use to pursue their victims. Stalking can include, but is not limited to, having unwanted or unsolicited phone calls, texts, emails, social media contacts; unwanted gifts; showing up or approaching an individual or their family or friends; monitoring, surveillance, or property damage;

and threats to the victim or their family.

Stalking is not limited to specific individuals; racial, ethnic, or cultural backgrounds; educational levels; or socioeconomic status. Stalkers come from many different backgrounds and have different personalities and approaches to their behaviors. Researchers have developed several ways of classifying or categorizing stalkers. The “rejected stalker” is characterized as pursuing a former intimate partner, desiring rec-

onciliation and revenge, typically has a criminal assault history, and personality disorders are generally predominant. The “intimacy seeking stalker” tends to desire a relationship with their “true love;” they are oblivious to the victim’s response, and most have erotomanic delusions (an uncommon delusional disorder in which an individual has an unfounded belief that another is in love with them) and endows the victim with unique qualities. The “incompetent stalker” actually acknowl-

edges the victim’s disinterest yet pursues them anyway, hopes the behavior leads to intimacy, does not endow the victim with unique qualities, has a low IQ, is socially inept, or feels entitled. The “resentful stalker” feels persecuted and desires retribution. They intend to frighten or cause distress, focus on a specific or general grievance, and may have paranoid diagnoses. Lastly, the “predatory stalker” is preparing for a sexual attack, stalks their

See “Stalking,” page 5

Saturdays in February - All Sites

FROSTY'S

CASH AND CREDITS

Win Your Share of Over **\$68,000** CASH & Credits

Hot Seat Draws start at 4 p.m. | Win up to \$100 Kewadin Credits
Punch-a-Bunch Promotion starts at 7 p.m. Win up to \$500 CASH

See Northern Rewards Club to register and for more details. Must earn 50 base points to qualify for promotion. Excludes Sault Ste. Marie on February 1 and Hessel on February 8.

MANISTIQUE · ST. IGNACE · SAULT STE. MARIE · HESSEL · CHRISTMAS

BLIZZARD OF BUCKS

All Sites | Saturdays in January

Win Your Share of Over \$59,000 CASH and Credits

56TH RUNNING I-500

Sault Ste. Marie | February 1

Win Your Share of Over \$3,200 CASH and Credits

SNOWSFEST

Hessel | February 8

Win Your Share of \$4,200 CASH

LOVIN' THE CASH AND CREDITS

All Sites | February 14

Win Your Share of Over \$12,000 CASH and Credits

SPIN TO WIN

Sault Ste. Marie | January 24-26

Up to \$15,000 CASH/Bonus Points

KEWADIN REWARDS SLOT TOURNAMENT

Sault Ste. Marie | Mondays & Tuesdays | February 3 - March 31

Daily \$250 CASH and 30,000 Bonus Points Prize Pool

\$22,500 MEGA BINGO

Sault Ste. Marie | February 22

13 Games Plus a Mega Bingo Jackpot Game Up to \$7,500

WINTER WARM UP AT THE HESSEL CABIN

Hessel | December 1 - April 30

Only \$99 per Night + Receive \$10 Kewadin Credits per Night

THE FUN STARTS HERE! - KEWADIN CASINO HOTEL

Sault Ste. Marie | Snow Season 2025

Take advantage of our direct trail access with a great snowmobile package

HAPPY HOUR SPECIALS

Hessel | Christmas | St. Ignace

Check out our Happy Hour Specials. Visit our Facebook Page for more Information

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Point requirements for all promotions. See Northern Rewards Club to register and for more details.



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MANISTIQUE · ST. IGNACE · SAULT STE. MARIE · HESSEL · CHRISTMAS

Financial organizations catering to Native Americans

SUBMITTED BY SAULT TRIBE HOUSING AUTHORITY

Some financial organizations catering to Native American tribes received recognition for providing crucial lending services to communities frequently overlooked by conventional banks. 1st Tribal Lending has made a considerable difference in this field; it's a lending institution that assists Native American borrowers in accessing quick, easy, and legitimate financial support. Unlike traditional banks, which can be restrictive or unavailable in many rural areas, 1st Tribal Lending primarily serves members of federally recognized tribes.

Home repairs, personal emergencies, and business funding are some situations where 1st tribal

lending offers loans, including personal, installment, and emergency loans.

Personal loans are intended for tribal members needing financial assistance for reasons that may include medical bills or unexpected expenses. Installment loans provide the flexibility to make regular payments over time if the borrower is looking for a longer repayment term. An emergency loan would be better suited for situations requiring immediate financial relief, such as unexpected car repairs or urgent household expenses. All loans are structured with terms that comply with tribal laws and are designed to be transparent and fair, helping to prevent the predatory practices associated with many payday lenders.

For Native American commu-

nities, 1st Tribal Lending offers several advantages, such as access to credit and fewer restrictions. Many tribal members live in remote areas where traditional financial institutions are nonexistent. 1st Tribal lending gives them access to essential credit services, often with fewer eligibility barriers.

Since tribal lenders operate under their governance, they can offer loan products that may not be available through conventional banks, such as lower interest rates and more flexible terms. From their website, the goal in mind is to help build Native American homeownership, and HUD designed the Section 184 program to give maximum flexibility.

There are three major loan

categories that Section 184 offers. Buy: Purchase a home on reservation or in fee-free areas. Refinance: Three refinancing options exist: streamline, cash out, and standard. Lastly, construction loans: this is a very flexible option, meaning it allows you to remodel, renovate, or build a new home to meet the needs of your family.

Another loan option is the Section 184 Home Loan Guarantee Program. Similar to 1st Tribal Lending, this program offers a low down payment: 2.25% for loans over \$50,000 and 1.25% for loans under \$50,000. It also features lower interest rates based on market conditions and employs manual underwriting, which takes a more hands-on approach for loan

approval rather than relying solely on automated decision-making.

There is a 1% upfront guarantee fee that must be paid at closing, but this fee can be financed into the loan. Borrowers can use the Section 184 Home Loan Guarantee for several purposes, including the purchase of an existing home, construction of a new home (either site-built or manufactured on a permanent foundation), rehabilitation of a home (including weatherization), the purchase and rehabilitation of a home, as well as refinancing options (such as rate and term, streamline, and cash-out refinancing).

For more information, visit: www.1tribal.com and www.hud.gov/section184.

Five things to know when your child with disabilities turns 18

BY HILLARY HATCH, SOCIAL SECURITY PUBLIC AFFAIRS SPECIALIST

When your child turns 18, they legally become an adult. This is an important time to consider their financial future – especially if they need additional care into adulthood. Here are five things that may help you prepare for this milestone:

Health and welfare decision-making

When your child legally becomes an adult, you can no

longer make certain decisions for them about their health and welfare. However, you can stay involved through our Representative Payee program. Social Security will determine who best serves as a representative payee for your child's benefits. To learn more about the Representative Payee program, read our webpage at www.ssa.gov/payee/index.htm. Social Security does not recognize power of attorney.

Supplemental Security

Income (SSI) eligibility

If your child receives SSI, when they turn 18 we will review their eligibility for continued SSI payments based on the disability rules for adults.

For more information, review the publication, *What You Need To Know About Your Supplemental Security Income (SSI) When You Turn 18* at www.ssa.gov/pubs/EN-05-11005.pdf. We also encourage you to check out Social Security's Youth Toolkit webpage

at www.ssa.gov/youth.

Education transitions

If your child attends school, they have a few options to continue their education, such as pursuing:

A diploma: They may pursue further education in college or trade programs with an Individualized Education Program (IEP). More information on the IEP is available at www.ssa.gov/pubs/EN-64-118.pdf.

A certificate: They may have the opportunity to continue in

a transitional program in their high school even *after* they complete their senior year. Most are permitted to remain until they turn 22.

Employment: Local Vocational Rehabilitation Services can assist with employment options during pre-graduation IEP meetings.

Support for living arrangements

Once your child turns 18, they may choose or qualify for *See "Disabilities," page 15*

January is Stalking and Human Trafficking Prevention Month

From "Stalking," page 4
victim to study and observe them, and typically has paraphilia (emotional disorders defined as sexually arousing fantasies, urges, or behaviors that are recurrent, intense, occur over at least six months, and cause significant distress or interfere with important areas of functioning), having prior sex offenses are common, offers no warning before the attack.

Cyber, or online, stalking is the use of the Internet or other electronic means to stalk or harass an individual. Indicators of cyberstalking include but are not limited to: spamming their victim's email or social media, posting their victim's personal information, tracking their victim's location using spyware, posting their victim's photos on social media, using a fake profile to view their victim's profile, making threats against their victims or their family, and video voyeurism (watching their victim's through hidden cameras). Cyberstalking is not harmless.

The majority of stalking victims are stalked by someone they know, typically a current or former intimate partner, acquaintance, or family member, and, in some cases, even a stranger.

Native women are stalked more than twice the rate of other women. Native women are murdered at more than 10 times the national average.

Stalking is a crime in all 50 states, but documentation of incidents is required to help solidify a prosecution in the case. Maintaining a "stalking log" is best to keep to record and document all stalking-related behaviors. These behaviors include harassing or repetitive phone calls

or text messages, emails, social media contacts, acts of vandalism, and threats. Keeping an accurate log with dates, times, locations, and photos of the stalker in the act can be helpful to prosecute the stalker. Local advocates can assist with safety plans and maintaining the victim's stalking log, as many victims feel emotionally affected by stalkers' actions.

Contact local law enforcement at (906) 632-3344 if you think you are being stalked. Advocates at the Sault Tribe Advocacy Resource Center are also available for assistance at (906) 632-1808. Please visit www.arcsault-tribe.com for more information.

Human Trafficking Prevention Month

January is also the time to focus on Human Trafficking Prevention Month. Human trafficking is defined as "the action or practice of illegally transporting people from one country or area to another, typically for forced labor or commercial sexual exploitation." Human trafficking is the trade of people, especially women and children, and does not necessarily involve the movement of a person from one place to another. It is also referred to as "modern-day slavery." Native Americans are victimized by human trafficking at rates higher


than that of the general population.

Native Americans are an oppressed population. Native Americans suffer from high rates of poverty, have sustained historical trauma, homelessness, high rates of involvement with child welfare and foster care, exposure to domestic violence, and struggle with substance abuse issues. These factors make Native Americans enticing targets for trafficking.

Some red flags to look for are chronic runaway, truancy, or homeless youth; excessive amounts of cash; having goods or services they cannot typical-


ly afford; having multiple hotel keys; scripted or restricted communication; appearing scared or nervous and lacking eye contact; signs of physical abuse; and excessive tiredness. There are many red flags to look for, which are not limited to this list. If you or someone you know is being trafficked, please get in touch with local law enforcement or the National Human Trafficking Resource Center at 1-888-3737-8888. Contact an advocate at the Sault Tribe Advocacy Resource Center at (906) 632-1808.

For more information on these and other awareness topics, visit www.arcsaulttribe.com.



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Anishinaabemowin 2025

“Education should be gentle and stern, not cold and lax.” Like most things, learning a language takes some effort. When it’s *our* language, that effort can be so satisfying. A warm welcome home!

“Cold” depends on context in Anishinaabemowin. Notice the five words that are underlined in the short story. You may have guessed that *bangii biingech* literally says ‘little bit cold’ which in English would be “chilly.” Having or catching a cold is yet another context — and we’ll show you how to use that too.

Bboon! It’s winter! **Gisinaa gojiing.** It’s cold outside.

Enh! Maji-gisinaa gojiing!

Nangodnong tikate ge.

Ashiish-maajii, n’maajii biingech.

G’da bangii biingech na?

N’da waabndaan e-nnangijiyin.

Aabidek ka washme giizhookinawemi.

Miinwaa minikwe-daa niibiishaaboo gzaagamideg...

And let’s drink some hot tea...

maage makade-aaboo.

or coffee.

Wewiip g’wii giizhoozimi miinwaa.

Yah! It’s wicked cold out there!

Sometimes it’s cold inside too.

Gosh I’m starting to feel cold.

Are you feeling chilly?

I see that you’re shivering.

We’ll have to dress warmer.

We’ll warm up again in a hurry!

Mino-Nimkoodaading!

Have a good new year! We *usually* say **2025** as 20-25 (rather than 2 thousand 25). So you can say **niizhtana- niizhtana shi naanan** this year.



N’da nendam n’dakaj. I think I’m catching a cold. (or have a cold or the flu)

You can say these things about yourself and **You can ask me how I’m doing.**

Note the **changes** you have to make.

N’da jaachaam

I’m sneezing.

G’da jaachaam na?

Are you sneezing?

N’da sosdam.

I’m coughing.

?

Are you coughing?

N’da dewikwe.

I have a headache.

?

Do you have a headache?

N’da gaagiich gondaaganing

I have a sore throat.

?

N’da gazhis.

I have a fever.

?

N’da gaagiidiz.

I ache all over.

?

N’da niinmiz.

I feel weak.

?

N’da yekoz.

I am tired.

?

N’wii naagidowendiz.

I will take care of myself.

N’wii boonaakigwe wiiba n’bekish naa!

I’ll get over the cold soon, I hope!

If a question can be answered by saying yes (**enh**) or no (**kaa**), we make a comment into a question by adding ‘**na**’ like you did above.

For fun, how would you say. . .

Is it cold outside?

Do we have to dress warmer?

You are feeling chilly.

Pronunciation?? You’ll find the Anishinaabemowin words used here as well as those in the calendar, pronounced at our FaceBook link:

www.facebook.com/SaultTribeLanguageAndCulture.

You can also use the guide shown below!

Making our Sounds Most letters sound like they do in English. Here are the exceptions.

aa sounds like the a in *awesome* **a** sounds like the a in *about*

ii sounds like the e in *be* **i** sounds like the i in *dip*

oo sounds like the o in *go* **o** sounds like the oo’s in *book*

e sounds like the e in *Ed* **g** sounds only like it does in *go*

We underlined the syllables that get the emphasis.

Pronounce all the letters. Big deal: ‘nh’ in a word has no sound! It’s only a sign to say the previous vowel nasally - as if you have a stuffed-up nose!

Aambe, baapin! (Come on, laugh!)

My wife’s 40th birthday is tomorrow. She said she’d like something with diamonds in it...I hope this deck of cards is OK.

What happens when a snowman throws a tantrum?

He has a meltdown.

What is the purpose of reindeer, now that Christmas is over?

It makes the grass grow, sweetie.

What should I do if I get cold?

Go stand in a corner; they’re always 90 degrees.

What country has a cold name?

Chile!

What type of medicine does Dracula take for a cold?

Coffin medicine



Language & Culture Division winter activities schedule – Sault Ste. Marie and Sugar Island

Watch for flyers on Facebook “Sault Tribe Language and Culture” or call (906) 635-6015 for more information. The asterisk * indicates an event that may change due to weather.

Wednesdays: Ozhitooabaa (Let’s Create) Craft Night with Jackie Robinson, 5 p.m.- 8 p.m. Niigaanagizhik Ceremony Bldg. 11 Ice Circle Drive, Sault.

Jan. 25-26: Beginners Ribbon skirt making workshop with Melissa Causley, Mary Murray Cultural Camp, Sugar Island, Mich., 10 a.m.- 4 p.m. each day. Overnight accommodations available at camp.

Jan. 21 & Feb. 5: Snow Snake Stick workshop w/ Larry Jacques, 5:30 p.m. -8 p.m. Snow snake stories and materials available. Niigaanagizhik Bldg., 11 Ice Circle Drive, Sault

Feb. 1-2: Winter Survival Camp* in collaboration with Tribal YEA programs for ages 12 - up. Contact local YEA coordinators to sign up. Mary Murray Culture Camp, Sugar Island.

Feb. 8-9: Traditional Pucker-toe Ojibwe Moccasins w/ Michelle Reed, 10 a.m.-5 p.m. both days. Location to be announced. In collaborations with Repatriation/Library Department grant.

Feb. 15: Winter Ceremonial Gathering, 10 a.m.

Niigaanagizhik Building, 11 Ice Circle Drive. Evening winter-time storytelling after ceremonies. Sault.

Feb. 22: Annual Snow Snake Competition*, 10 a.m. at Powwow Grounds, across from

Niigaanagizhik Building, Sault. Warm drinks, snacks, soups, marshmallows, and outdoor fire. Extra snow snake sticks available. Awards for age 0 to 99.

March 15: Eagle Cleaning

Demonstration Workshop, 10 a.m.-4 p.m. Niigaanagizhik Ceremony Building, 11 Ice Circle Drive, Sault.

March 17: Annual Sugar Bush Camp*, Mary Murray Culture Camp on Sugar Island.

Schedule a family, group or school visit at this traditional (no automation) sugar bush. Community Day at the Camp on April 5: winter story-telling, outdoor cooking, snow shoe trails, visiting, watching sap boil.

Sault Tribe Language and Culture Department

SNOW SNAKE MAKING WORKSHOP

WITH LARRY JACQUES

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FEBRUARY 6TH 2025

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FOR MORE INFORMATION Call Tyler 906 440 9324 or email @ Tbouschor@saulttribe.net

Gerard Sagassige

2025 February Healer

clinic hours

February 10,11,17,18,25
Sault Ste. Marie Health Center
(906)632-0236

Wednesday, February 5th
Manistique Health Center
(906)341-8469 or (866) 401-0043

Wednesday, February 12th
Munising Health Center
(906)387-4721 or (800)236-4705

Wednesday, February 26th
Hessel Community Center
(906)484-2727

ANY QUESTIONS. OR TO BOOK AN APPOINTMENT PLEASE
CALL TRADITIONAL MEDICINE PROGRAM AT
906-632-0236 OR 906-632-5268

MAKWA GIIZIS - BEAR MOON - FEBRUARY 2025

NIIZHWAASO GIIZHIGAT	NTAM GIIZHIGAT	NIIZHO GIIZHIGAT	NSWO GIIZHIGAT	NIIWO GIIZHIGAT	NAANO GIIZHIGAT	NGODWAASWO GIIZHIGAT
						1 bimisek (a week)
2 Gookijiish Giizhigat (Groundhog Day)	3 Ndaadziwag. (They are born.)	4 Booniikwishin! (Leave me alone!)	5 makwa shkanzh (bear claw)	6 G'gnaajwi. (You are beautiful.)	7 aadzookaanag (sacred stories)	8 ziisbaakadoonhsan (candies)
9 giniik (roses)	10 Aabtoojiishin! (Hug me!)	11 Jiimshin! (Kiss me!)	12 Mooshkaneshin Dibiki Giizis (It is a full moon.)	13 G'zaagin. (I love you.)	14 Zaagi'idiwin Giizhigat (Valentine's Day)	15 tibninjiibzon (ring)
16 naabishebzowinan (earrings)	17 naabkawaagan (necklace)	18 Nibaa. (S/he is sleeping.)	19 zgakii (hibernate)	20 Yekozi. (S/he is tired.)	21 Gzhiibii. (S/he is scratching him/herself.)	22
23 makoons (bear cub)	24 makwa waanzhiim (the bear's cave/den) 	25 Aaniish ezhi webag? (What's going on?)	26 aakde'ewin (bravery) 	27 aanikobijigaanak (Ancestors)	28 Naadamooshin! (Help me!)	

Cleaning up brownfields:

AN OPPORTUNITY TO BETTER OUR COMMUNITY

BY CARRIE GREGG, NATURAL RESOURCE BROWNFIELD PROGRAM

A brownfield is defined by the Environmental Protection Agency (EPA) as “a real property where their development, redevelopment, expansions, or overall reuse may be prohibited or hindered by the presence or potential presence of hazardous substances, various pollutants, or contaminants.” A brownfield site can be an abandoned property or a building that once contributed to our community such as a gas station, convenience store, or school district.

Even though not all brownfields are contaminated, many can be. These contaminants can include lead, asbestos, petroleum, or other forms of toxic chemicals. These chemicals affect the environment and our overall health and safety.

Understanding different forms of waste hazards and how we can properly dispose of these products is important. Not only is it in the best interests of

public health and safety, but it also helps maintain and protect the environment.

Some may ask what is the purpose of this? The purpose is to take contaminated sites, that cannot be sold or are no longer in use, rather than allowing the property to decay or be destroyed. We use a CERLCA 128(a) grant, which is funding given by the EPA, to assess, clean up, and revitalize these contaminated properties.

The restoration of these properties needs to meet the standards set by our tribal government to ensure that the land has been revitalized to the condition it was prior to being contaminated.

Revitalizing brownfields gives us an opportunity to allow restoration of a space that will not only allow an increase in job opportunities but will contribute to sustaining our lands and bettering the atmosphere of our environment. This plays a role in supporting cultural revitalization as well, because by

reclaiming and healing the land we can strengthen our cultural ties by promoting our traditional practices in hopes to create space to not only nurture our heritage but also give back to our earth. In our community, it takes a village to make a difference, and collaborative efforts helps us progress forward in our visions of wanting to better environmental and public health.

These efforts can be tied into our Seven Grandfathers teachings, mainly focusing on the values about humility and respect. These teachings are reminders of how it is our responsibility to come together to protect the land, water, and all living creatures, recognizing that every creature on this planet is equal and fully deserving of care. Ultimately, revitalizing brownfields is more than restoration, its about healing, protecting, and taking care of us, the animals, and our land in hopes to better the future for our community.

Commercial licenses to be discussed at Jan. 20 Conservation Committee meeting

The Conservation Committee will be discussing potential options to restructure how the tribe handles commercial captain licenses. Specifically, licenses that are not being fished or those licenses that have reverted back to the tribe. This will be discussed at the Monday, Jan. 20, 2025, Conservation Committee meeting beginning at 5 p.m. This

meeting will take place at the Kewadin Casinos in Sault Ste. Marie in the Whitefish Point Room.

Commercial captains are invited to provide their input; this will most likely not be the only session where discussion will take place and the committee will work to keep captains informed to the extent possible.

You may attend in person

or via Zoom. If you need the Zoom invitation, it is available on the tribe’s website at www.saulttribe.com or you can contact Lona Stewart at lstewart2@saulttribe.net, Ashlee Mielke at amielke3@saulttribe.net, or Clarence Hudak at chudak@saulttribe.net.

Thank you,
Clarence Hudak, Chairman,
Conservation Committee

Fisheries documentary available online

The Sault Ste. Marie Tribe of Chippewa Indians announced Jan. 14 that its recently unveiled short film documenting its sustainable fisheries management efforts is available online. The 15-minute film, *Sacred Waters: Anishinaabeg Naagdawenmaanaanig Giigoonhkewin (The First People Taking Care of the Fishery)*, explores the tribe’s ancient connection to the Great Lakes and how Sault Tribe biologists are leading efforts to restore whitefish populations, whose numbers have been severely diminished by invasive species.

“The Anishinaabek have always had a deep history and connection to our local lands and the waters. We are very proud that our fisheries program has been a longtime leader helping to protect and sustain the Great Lakes and its resources, but we’ve only recently started focusing on telling that story,”

Sault Tribe Chairman Austin Lowes said. “This film proactively showcases the cultural significance of fishing to our tribe and documents our biologists’ groundbreaking work to restore adikameg (whitefish) populations.”

Sacred Waters was developed on behalf of the Sault Tribe Board of Directors by film director Finn Ryan, whose work focuses on stories of empowerment and revitalization around community, conservation and the outdoors. Marquette-based Aaron Peterson Studios led on videography, photography and editing on the project.

The film features interviews with Sault Tribe elders, commercial fishers and staff biologists who discuss their cultural ties to fishing and the decline of whitefish populations due to invasive species. Viewers will also learn about pioneering methods the tribe is developing to pond-raise

and stock whitefish back into the Great Lakes, something that has not traditionally been done with whitefish species.

“We are very thankful for the thoughtful storytelling that our video team brought to the table to help share our relationship to adikameg. The initial showings here in the U.P. have been very well received, and we look forward to now sharing this story online to a much wider audience,” said Lowes.

Sacred Waters first premiered at the Fresh Coast Film Festival in Marquette in October 2024. It was then screened again to local Sault Tribe members at the DreamMakers Theater within the Kewadin Casino in Sault Ste. Marie.

Sacred Waters will be available beginning Jan. 17 on the Sault Tribe YouTube page at <https://www.youtube.com/@SaultTribeTV>.

Artisan Cheese Workshop offered in March

PHIL DURST, MICHIGAN STATE UNIVERSITY EXTENSION

Michigan State University Extension is delighted to offer an Artisan Cheese Workshop from March 3-5, 2025, at the MSU dairy plant. This three-day course is tailored for both beginners and those seeking to refine

their cheese making skills. The workshop also provides valuable insights for individuals considering starting their own cheese making business.

Registration for the cheese-making workshop covers lunches but does not include lodging.

Participants are encouraged to

bring their favorite cheese or one they’ve made for a cheese-tasting session, where they’ll also learn about judging cheese quality from award-winning instructors Josh Hall and Gary Smith.

For information and registration, visit: <https://events.anr.msu.edu/cheese25>.

Hudak bags 400-pound cow elk



Sault Tribe member Richard Hudak of Cheboygan, Mich., harvested this 400-pound cow elk on Dec. 29, 2024, while hunting in the Pigeon River Forest. Hudak made that 100-yard shot with a 7 mm-08 Ruger rifle. He did not hire a guide for his hunt, crediting his cousins, Chris Hudak and James Gahn for all the help they provided. Richard indicated the harvested elk meat will be shared with his immediate family and other close relatives.



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Walking on...

ROSEMARY PATRICIA (CORP) ADAMS

In the garden of life, a radiant Rose bloomed on May 8, 1954, in Petoskey, Mich. True to her name, our beloved mother, Rosemary Patricia (Corp) Adams brought joy and smiles to countless lives throughout her remarkable journey. On Dec. 27, 2024, she gracefully completed her earthly journey and reunited with her cherished husband and best friend, Leonard Adams, leaving behind a legacy of love and light.



It's bittersweet to write this so soon after our father's passing, but their story truly feels like a fairytale ending - a testament to two souls who shared a lifetime of love and simply couldn't imagine life without each other's light and spark.

Mom had a free spirit and a zest for life that knew no bounds. A true flower child of the 60s, she embraced the world with restless energy, moving from place to place before graduating from Grayling High School and eventually returning to her roots in St. Ignace, Mich. In 1977, she met her soulmate, Leonard Adams, and their love story began. One of Mom's first acts of love was helping dad reconnect with his children, Christopher Adams and Kimberly Adams - a mission she fulfilled with her characteristic determination, forever transforming our family, which eventually would include mom's loving daughter-in-law Laura Adams.

To know our mom was to know a woman of boundless courage and compassion. She was a fierce warrior who faced every challenge head-on, a nurturing caregiver with a heart full of love, and the most extraordinary grandma we could have ever hoped for.

Our mom was blessed with the love and companionship of her four wonderful sisters: Connie Corp, Catherine Nayback, Christine Arbib, and Margaret Huskey. Together, they shared countless cherished memories, laughter, and unwavering support, along with our beloved grandparents, Robert and Evelyn Corp, who brought so much warmth and love to their lives.

We also hold deep gratitude for our family friend, Kelly Grogan, who felt like our honorary sister. She spent countless days with Mom, sharing stories about life, birds, children, Dad, and the occasional bit of gossip - as every good friendship should. For all the love and joy they brought to her life, we are forever thankful.

Mom's greatest legacy is her grandchildren: Brea Adams, Courtney Dillon, Maxwell Adams, Sierra Adams, Hunter Dillon, Cody Dillon, Ella Adams, Reese Adams, Shania Douma-Adams, Gabrielle Adams, and Adrian Adams. They were her pride and joy, the light she lived for until her very last day. Determined to celebrate her anniversary and Christmas surrounded by her loved ones, she achieved

her goal with grace and love. True to her spirit, she ensured that the Charlie Brown tree was filled with light, laughter, and gifts that spread joy to everyone. In addition to Kimberly Adams and Christopher Adams, mom also had three crazy boys, Robert (Bobby) Adams, David Adams, and Nicholas Adams.

No amount of time with Rosemary could ever be enough, and it is with heavy hearts that we say goodbye. Yet, her memory, her laughter, and her radiant smile will live on in our hearts and souls forever. She taught us to never quit, to be kind, to know when to listen, and above all, to love deeply and fiercely.

A memorial service to honor the life of our beloved Rosemary Adams will be held on May 21, 2025, at 10 a.m. at the Family Life Funeral Home in St. Ignace, Mich. Mom was a Sault Tribe member and faith and beliefs were beautifully diverse, so her service will reflect the fullness of her spirit: a Catholic blessing, a Native blessing, heartfelt tributes from her boys, and the loving presence of family and friends.

Family Life Funeral Homes assisted the family with arrangements.

MARK ANTHONY LEE

It's with a heavy heart that we announce the passing of Mark Anthony Lee on Dec. 15, 2024 in Alanson, Mich. Mark was born on Sept. 26, 1964 to Anthony (Tony) and Shirley Lee of DeTour, Mich..



Mark attended DeTour High school, lived in California than returned home to Alanson, Mich. He was a professional tool and dye and welder.

Mark leaves two brothers, Anthony (Tony) and Tula Lee of Petoskey, Mich., and Troy and Linda Lee of Howell, Mich. He was predeceased by his father and mother.

His best friends were Buddy and Bear, his dogs, who have been adopted together into one loving household.

Cremation has taken place and services and burial will take place at a later date. Mark will rest in peace at Maple Grove cemetery in DeTour Village.

SANDRA MAE BUR

Sandra Mae Bur, 83, of Wauseon, Ohio, and formerly a lifelong resident of Cheboygan, Mich., peacefully and gracefully passed away on Sunday morning, Jan. 12, 2025, while under in-home hospice care at "The Dollhouse" - the nickname for the home she shared with her daughter, Karen Sue Dominique, in Wauseon, Ohio.



She was born in Cheboygan, on Feb. 24, 1941 to Albert Joseph and Marion (White-LeBlanc)

Duffiney.

Sandra is at last reunited with her beloved husband of 60 years, Francis Levi Bur, who predeceased her on Feb. 3, 2018; as well as her loving son, Bradley David Bur, who predeceased her on March 29, 2018. Two years after their passing, she agreed to move to Wauseon, Ohio, to live with and be cared for by the Dominique family. Sandra is also predeceased by her siblings, Adelaide Ostroske, Lorraine Rendina, Donald Duffiney, Marshall Duffiney, Iris Scott, Grace Duffiney, Richard Duffiney, and Gary Duffiney.

While her name was Sandra, and many called her "Sue," in our family, she was affectionately known solely as "Miya," a name lovingly assigned to her years ago by her then two-year-old granddaughter, Brandi. Now our family, extended family, and community members all know her simply as "our sweet Miya." This included the extended Dominique family who fiercely embraced her with love as if she were their own.

Sandra is survived by her son, Tim Bur, and daughter-in-law Tami Bur, of Interlochen, Mich.; daughter Kelli Bur, of Mackinaw City, Mich.; daughter Karen Dominique, of Wauseon.; former son-in-law Russ Dominique, of Wauseon.; daughter Amy McCurdy and son-in-law Dale McCurdy, of Sylvania, Ohio; and "adopted daughter" Amanda Tanner and husband Paul Tanner, of Cheboygan. Surviving also is one sibling, Roger Duffiney, and his sweet Miss Judy, of Cheboygan.; as well as special nieces, Diana Lynn Hoaglund, and Iris Woiderski and husband Dan, all of Cheboygan. Miya is survived by her grandchildren Jennifer and Jeff Kotimko, and their son, Carter, of Gaylord, Mich.; Kiel and Randi Bur, and their daughter Ivanna, of Savannah, Ga.; Shane and Ashley Bur, and their children Brayden, Addelyn, Brooklyn, Skylar, and a new baby girl due in July, of Grand Blanc, Mich.; Joei and Joe Hill, and their daughter Cori Jo, of Cheboygan.; Brittany and Brandon Schroeder, and their children Luke, Joel, and Caroline, of Wauseon.; Brandi and Jordan Clark, and their son Tristan, of Findlay, Ohio; Darcie and Steven Strayer, and their daughter Mara, of Perrysburg, Ohio; Trevor and Maggie Dominique, of Simpsonville, S.C.; Amanda McCurdy and her partner, Cory Roberson, of Louisburg, N.C.; Caitlin and Dane Franklin, and their children Lucy and Daxton, of Toledo, Ohio; and Preston and Lindsay McCurdy of Charlotte, N.C.

Miya was very clear that we were not to say in her obituary that she loved cooking - she did not! Instead, she preferred going to The Step Inn restaurant, where Freddie always made her eggs just right, or to Alice's Restaurant, where Miss Laurie not only made an amazing breakfast, but Miss Erica would then deliver it to the table with a hug. Her pastimes included her love of crocheting, which resulted in too many afghans to count

over the decades, most of which she gifted to friends and family. She loved a good crossword puzzle, word search, and also coloring. She loved working in her flowers each spring, knowing how beautiful they would look all summer against the green backdrop of the lawn Fran meticulously pattered with each year.

Her grandkids will forever remember enjoying "Miya's toast" for brunch, with just the right amount of butter and cinnamon on "fancy" bread. Mornings would find Miya with her coffee on the front porch, while evenings were a standing 7 p.m. date with Wheel of Fortune. Once she settled in Wauseon, she was known for spending hours on the phone with her niece, Lynn Hoaglund; her sister-in-law and brother-in-law Nellie and Denny Bur of Cheboygan; as well as her lifelong friend from childhood, Miss Judy Kline, of Morgan Hill, Calif.

The family would like to thank the compassionate team of nurses and doctors at Fulton County Health Center in Wauseon, as well as the hospice nurses at Elara Hospice Care who ensured Miya would be kept comfortable in her journey onward. An additional thank you goes to her primary care physician, Dr. Jana Bourn, and the amazing staff at Parkview Medical Center. The family is also grateful for Jesse Moulder and Jodi Tryban, special friends in Cheboygan, who helped her remain in her home for two years before the big move to Ohio.

In keeping with our sweet Miya's request, services will simply be a private gathering of family members in each of their respective locations. In lieu of flowers, those wishing to honor Sandra's memory are asked to simply share a lovely meal with a friend or loved one. Or, if so inclined, please donate to The Lord's Kitchen, 647 Court Street, Cheboygan, MI 49721, so that others may do the same.

Arrangements are entrusted with Barnes Funeral Chapel and Crematory, 5825 State Hwy 109 in Delta, Ohio. Online condolences may be sent to the family at www.barnesfuneralchapel.com.

DANIEL "DAN" BERNARD DEMERSE

Daniel "Dan" Bernard DeMerse, 75, of Marquette and DeTour, Mich., died Dec. 29, 2024, at his home. He was born March 19, 1949, in Sault Ste. Marie, Mich., to Bernard and Olivia "Marie" (McCoy) DeMerse. Dan grew up on Sugar Island, Mich., and attended Sault Area High School. He joined the United States Army and was stationed in Germany. Dan returned to Sault Ste. Marie and worked for a few years as a roofer. He then began his career on the Great Lakes freighter "boats" for 39 years, contributing immensely to the entire fleet as an ordinary seaman, conveyor man, oiler, and ultimately chief engineer. He



relished the opportunity to work on the boats in the fleet; however, his favorite boat was always the Charles M. Beeghly (now the M/V Hon. James Oberstar). He retired on April 1, 2015. Despite his retirement, Dan was the consummate worker, tinkering in his garage, his property on the Peshekee Grade, and of course anywhere someone needed a hand.

Dan was a member of the Wilderness Pentecostal Tabernacle Church of God in DeTour, Mich.

He enjoyed being outdoors in his favorite place at camp on the Peshekee Grade that he constructed by hand with his wife Robin, and later finished with Janet. He was an avid hunter and outdoorsman.

Dan is survived by his wife, Janet; son, Shawn (Elizabeth) DeMerse of Celina, Texas; stepchildren, Crystal Zalewski and Jodi (Jeremy) Vredenburg, both of DeTour, Mich.; granddaughter, Mykala; sisters, Juanita "Punky" (James) Hill of Sault Ste. Marie, Mich., Nancy (Clyde) Ellison of Colo., and Jane Boyer of Sault Ste. Marie, Mich.; a niece; and many nephews.

Dan was preceded in death by his wife, Robin; parents, Bernard and Olivia; grandsons, Cameron and Connor DeMerse; and brother-in-law, Marvin Boyer.

Visitation was held Jan. 2, 2025, at Family Life Funeral Homes in Sault Ste. Marie, Mich., followed by a funeral service.

Memorial contributions may be made in Dan's honor to Wilderness Pentecostal Tabernacle Church of God, P.O. Box 6, DeTour Village, Mich., and Hospice of the EUP, 308 W. 12th Ave, Sault Ste. Marie, MI 49783.

Dan's final resting place will be with his parents and wife, Robin, at Hillcrest Cemetery in Raco, Mich.

Burial will occur in the Spring of 2025.

Family Life Funeral Homes assisted the family with arrangements. Condolences may be left to the family at www.familylifefh.com.

ANNE MAYER

Anne Louise Mayer, born Oct. 18, 1944, in Sault Ste. Marie, Mich., passed away peacefully on Dec. 24, 2024, in Spokane, Wash.



Anne was preceded in death by her parents, Edward and Lillian "Babe" LaLonde, and her brother Fred LaLonde. She is lovingly remembered by her brothers Donald LaLonde and Robert LaLonde (Janet), her son Ronald Mayer (Kimberly), and her cherished grandchildren, Joshua and Jolie Mayer.

Anne was a proud member of the Sault Tribe of Chippewa Indians. In 1977, Anne moved to
See "Walking On" page 10

Walking on continued...

From "Walking On" page 9
Phoenix, Ariz., where she built a fulfilling life and career as a nurse specializing in the care of patients with dementia and Alzheimer's disease. Her work reflected her deep compassion and unwavering dedication to helping others. In 2023, Anne relocated to Spokane to be near her family.

Anne will be remembered for her vibrant personality and the joy she brought to those around her. Known for her bright red hair and love of tie-dye clothing, she had a warm sense of humor that could light up any room. She was a talented cook who delighted in sharing meals with loved ones.

Her strong faith guided her life, and she was deeply devoted to God, her family, and her friends. Generous and caring by nature, Anne touched countless lives with her kindness.

A celebration of Anne's life will take place in Scottsdale, Ariz., in February 2025.

DEMARIEST ANN HORN CZAPEK

Demariest Ann Horn Czapek,



"Dee," 92, passed away peacefully on Jan. 9, 2025. Born Dec. 22, 1932, to Evangeline "Ling" and Raymond "Ty" Horn, she was the first of seven children.

Dee was born and raised on Mackinac Island, where she adored wonderful friendships and shenanigans with family. It was on the island that she met her handsome hunk, Richard "Dick" Czapek, who was stationed there with the U.S. Coast Guard. They were magnetic; he was smitten with her and treated her like a queen.

They married quickly and couldn't keep their hands off of each other. They are survived by children Steven (Jeanne), (Sue), Michael (Mary), Kathy (Tim Hamlin), and Ray (Lisa). Dick and Dee are also survived by and were the proud grandparents of 21 grandchildren and 16 great-grandchildren.

Dick and Dee set up their household in Grand Rapids, Mich., in the suburb of Kentwood. The Czapek household was always bustling with teenagers as they hosted Dee's younger siblings Ed, Doug, Joe, Candy, and Tim while they attended high school in Grand Rapids. Dee worked in the head office for Meijer, where she made many longtime friends.

In 1986, Dick and Dee sold their Kentwood home and moved to their retirement residence on Mackinac Island. Neither of them were ready to "retire," but they truly enjoyed the change of pace. Dee went to work at First National Bank, where her aptitude for numbers and chat were put to excellent use. Island life suited Dick and Dee just fine. Dee spent many evenings

visiting the homes of family and friends, stopping her bicycle for chats as she encountered them in the streets, and at bingo twice a week.

They wintered in Gulf Shores, Ala., for three months each winter, staying in the same condo each year. They loved hosting family and friends, showing them around to all the region's pottery, crystal, and shoe shops, in addition to many memorable lunches at all the best local restaurants.

After some time, island life became more difficult for their aging bodies to maneuver. Dick and Dee decided to sell their island home and truly retire back downstate. They spent 20 years enjoying time closer to life's conveniences and many of their children and grandchildren, and continuing their snowbird lifestyle.

Most days included an outing to lunch. Dee enjoyed shopping and filling their home with many collections. She will be lovingly remembered for always having a large gold coin on a long chain around her neck, along with fingers, wrists and ears adorned with beautiful jewelry, and for passing out Beanie Babies as if they were candy.

Dee lost her brave, hunky husband in June of 2020. She has been eagerly awaiting their reunion ever since.

Dee is preceded in death by her beloved husband, Richard "Dick" Czapek, parents Ty and Ling Horn, brother-in-law Bill

Smith, niece DeeDee Russel, brother-in-law Grant Simmons, great-nephew Michael, brother Doug Horn, nephew Kirk Smith, sister-in-law Linda Horn and sister Jane Simmons.

A graveside service will be held in Ste. Anne's Catholic Cemetery on Mackinac Island on a date TBD in May.

JUNE L. MADDOX

June L. Maddox, 74, of Melstrand, Mich. died unexpectedly at her home on Monday, Jan. 13, 2025. She was born on June 12, 1950 in Munising to the late Wesley and Ina (Poikonen) Clark.



June's love of the outdoors came at a young age hunting and fishing as a youth. She married Donald Maddox and together they raised their two daughters.

June and Don loved being in the woods hunting, fishing and camping together. Family camping trips to Gemini, Kingston, and Beaver Lake in the summers, deer hunting in the fall, and ice fishing in the winter were some of their favorite times. They also would make their own cross country ski trails and ski the woods near their home. June worked for nearly 20 years at Days Inn in housekeeping and enjoyed working for the

Gerou Family. She also enjoyed making crafts and knitting.

June is survived by her husband of 58 years – Don Maddox of Melstrand; daughters – Cary (Sam) Sutherland of Christmas and Cheryl (Steve Jarmosco) Maddox; grandchildren – Sara (Jesse) Lassila, Sean (Divine) Sutherland, Jordan Maddox, Kevin Maddox, and Brittney

Larson; great-grandchildren – Leroy, Mark, Hayla, Alex, and Aurora; and brothers – Don and Bob Clark.

She was preceded in death by her parents Wes and Ina and sister Marie Clark.

Services will be held at a later date. June's obituary and guest-book may be viewed and signed at bowermanfuneralhome.net

Active father engagement brings profound benefits

FROM ACFS

Fatherhood is essential in building strong families and thriving communities. Fathers are more than providers; they are mentors, protectors and role models. Their presence and active involvement shape the emotional, social and intellectual development of their children, fostering a foundation for success in life.

Research highlights the profound benefits of active father engagement. Children with supportive and involved fathers tend to perform better academically, build healthier relationships, and develop a strong sense of self-confidence. Fathers play a critical role in teaching life skills, instilling values, and creating a sense of security and stability that helps children navigate life's challenges.

In many Native American cultures, including the Anishinaabeg, fatherhood is deeply rooted in the traditions and values of the community. Fathers are seen as spiritual guides and teachers, sharing cultural knowledge, wisdom and language with their children. They are central to the preservation of traditions and play a vital role in passing down teachings about respect for nature, familial bonds, and the connections that unite individuals with their community and environment. Through their stories, ceremonies and everyday actions, Anishinaabe fathers help their

children understand their identity, their place within the community, and their responsibility to the world around them.

Being a father comes with its own set of challenges. Balancing work, personal goals, and parenting responsibilities can be demanding. Additionally, societal pressures and economic

hardships can sometimes create barriers to active fatherhood. Regardless of these challenges, the role of an engaged father is invaluable. Fathers who demonstrate love, patience, and understanding provide their children with invaluable life lessons and a deep sense of belonging.

Fatherhood is a journey of

growth, love, and connection. By celebrating and supporting fathers, we invest in the future of our children and our society. Let us honor the men who embrace this vital role and encourage them to continue making a positive difference in the lives of their children.



G'tchi Miigwech THANK YOU!

The Sault Ste. Marie Tribe of Chippewa Indians would like to thank our generous sponsors who helped make the 2024 Children's Christmas Parties a tremendous success! We additionally extend our heartfelt gratitude to the patrons of Kewadin Casinos who generously donated their GIGO tickets to the Sault Tribe Children's Christmas Party.



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Sault Tribe's New Year's Eve Powwow rings in 2025 at Big Bear Arena in Sault Ste. Marie



Big Bear Arena's gym and parking lot overflowed the evening of Dec. 31 for the tribe's New Year's Eve Sobriety Powwow.



Traditional women's dancers coming around the dance arena during grand entry.



Jingle dress dancers follow the traditional dancers.



Flag bearers during the grand entry.



Traditional men's dancers.



Shawl dancers following the men's fancy dancers.



Tribal Elders Cindy Thomas and Cecil Pavlat (L-R) help open the powwow with an invocation.



Tara Hetrick, Rita Bouley, Cheryl Flowers and Bea Jackson (L-R) listen to the tribal elders speak.



More traditional men's dancers coming around the dance arena.



Marlene of Marlene & Frank's Copper Mine selling copper cups and much more from Sault Ste. Marie, Ontario.



Powwow attendees check out Sault Tribe Natural Resources' display.

Photos by Jennifer Dale-Burton



Autumn Pavlat with daughter Summer and Victoria Buswa with her granddaughter (L-R) taking a stroll.



Getting ready for midnight. Happy New Year!



Rennel Ailing (at right) and family of Ailing Traditional Native Arts selling her hand-made ribbon skirts, shirts and shawls, along with some new apparel.

JOSEPH K. LUMSDEN BAHWETING ANISHNABE PSA

Kindergarten Round Up for 2025-2026 School Year

Joseph K. Lumsden Bahweting Anishnabe PSA is holding Kindergarten Round-Up for the upcoming 2025-26 school year. Only those who complete and submit an enrollment application during the open enrollment period will be considered for the lottery. The open enrollment dates are Monday, January 27, 2025 through Wednesday, February 12, 2025 at midnight.

Applications can be found on the school website at www.jklschool.org beginning Monday, January 27, 2025. All applications must be submitted online by midnight (EST) on Wednesday, February 12, 2025.

The lottery will be held in the school administration building conference room at 9:30 a.m. on Wednesday, February 19, 2025 for those wishing to attend. Attendance at the lottery is not mandatory.

The parents of those children selected from the lottery will be notified by phone to set up the appointment for Round-Up.
Kindergarten Round-Up Dates:
Wednesday, March 12, 2025 and Thursday, March 13, 2025.

Healthy teeth and success in school

JESSICA A. RICKERT, DDS,
ANISHINAABE DENTAL

OUTREACH

A strong link exists between children's healthy teeth and success in school. Poor oral health status has consistently been correlated to worse academic performance across age, sex, race, and household income for students.

This evidence highlights the need to promote children's excellent dental health during February, Give Kids A Smile Month.

Students miss an average of more than 34 million school hours each year because of dental emergencies. This is roughly 8.6 million 6 to 12-year-olds!

Dental disease can worsen other chronic childhood medical conditions such as diabetes, heart disease, malnourishment, and asthma.

"For kids, oral health issues can distract from schoolwork and lead to less time in the classroom, leaving kids with more ground to make up in their studies," said



Dental problems are significantly associated with reductions in school attendance, psychosocial well-being, positive socialization, and measurable school performance. Reduction in positive socialization is associated with shyness, unhappiness, feeling of worthlessness, and reduced friendliness, all of which impact school performance.

Healthy teeth during the first 5 years of life are associated with



higher reading and math scores in grades 2 to 11, while poor oral health is associated with lower scores. Most results were similar when separating elementary, middle, and high school grades, indicating persistence over age. Because unmet dental health needs are so harmful, excellent dental health must start early, before age one-year-old.

Early childhood caries (cavities) is the most common chronic childhood disease in the United States. Left untreated, tooth decay can lead to pain, reduced function, and infection that inhibit a child's ability to eat, sleep, speak, play, and learn.

Bill Kohn, DDS, vice president of dental science and policy at Delta Dental Plans Association. "Parents are concerned, but some simple steps can help make all the difference."

We at the Anishinaabe Dental Outreach recommend:

- Nursing the baby
- Cleaning the baby's teeth before age 1
- Have the baby visit the dentist before age 1
- Limit sugar in child's diet
- Offer milk and water only to the child



Include fluoride for the child Be aware that the germs causing cavities are passed from family member to family member

Why not control what we can to ensure excellence in school performance? Why not control what we can to develop excellent dental health for our children?



JKL BAHWETING ANISHNABE PUBLIC SCHOOL ACADEMY

2025-2026 SCHOOL YEAR OPEN ENROLLMENT AND PUBLIC LOTTERY INFORMATION

Joseph K. Lumsden Bahweting Anishnabe Public School Academy (JKL) announces a new online enrollment process for all grades including Kindergarten. It's so easy that you can apply right from your phone!

JKL will start accepting enrollment applications on the school website for the 2025-26 school year on Monday, January 27, 2025 through February 12, 2025 at midnight.

All applications submitted by February 12, 2025 midnight, will be entered into the enrollment lottery for an opportunity to be randomly chosen to attend JKL. As a Michigan Public School Academy, students attend JKL free of charge; However, enrollment spots are limited. The names of all applicants are placed in a lottery and chosen randomly by computer in public.

The lottery will be held on Wednesday, February 19, 2025 at 9:30 a.m. in the JKL Administration Building (across from the main school building).

Applications will be available on the school website starting January 27, 2025. Please stop by the JKL Administration Building between Monday, January 27, 2025 through February 12, 2025 if you need assistance completing the application. We are here to help!

Please contact Carolyn MacArthur, Enrollment Specialist, with questions at cmacarthur@jkl.school.org.

QR CODE COMING JANUARY 27TH!



ALL WELCOME

***CHILDREN MUST BE ACCOMPANIED BY AN ADULT**

WALKING TO WELLNESS

EVERY OTHER WEDNESDAY

9:00AM-11:00AM

- WELLNESS EDUCATION
- WALK AT YOUR OWN PACE
- WALK WITH OTHER PEOPLE

UPCOMING DATES: JANUARY, 22

FEBRUARY 5 & 19- MARCH 5 & 19

AT LITTLE BEAR EAST ARENA INDOOR WALKING TRACK



IMPROVE WELLNESS BY WALKING
LET'S WALK TOGETHER!

JOIN OUR WALKING GROUP

BROUGHT TO YOU BY:

SAULT TRIBE SPECIAL DIABETES PROGRAM FOR INDIANS



LITTLE BEAR EAST ARENA AND COMMUNITY CENTER

Youth Leadership Congress accepting applications

Serve the earth and your community, become a conservation leader. The Native Youth Community Adaption Leadership Congress (NYCALC) is now accepting applications for its upcoming session running from June 21 to June 26, 2025.

What is NYCALC?

NYCALC works to build student confidence in their cultural identity as they learn about Indigenous traditions and climate concerns across the United States and territories. This week-long congress engages students as they develop conservation leadership skills and build on their knowl-

edge and abilities to build climate resiliency in their communities.

Who can apply?

Groups of three to five Indigenous rising high-school seniors, accompanied by one mentor from federally recognized tribes in the United States and territories. Sophomores and juniors

will be considered on a case-by-case basis.

Where is NYCALC?

The National Conservation Training Center is located in Shepherdstown, West Virginia. Travel, lodging and meals will be provided to successful applicants.

The application period runs until Feb. 28, 2025.

If you have any questions please reach out to Jennifer-Hill @fws.gov. or nycalc@nmwild-life.org.

University at Buffalo offering graduate programs in Indigenous studies

The University at Buffalo's Department of Indigenous Studies promotes research, educational and outreach initiatives aligned with community priorities to ensure the continuity of Indigenous knowledge and languages, and the health and sustainability of Indigenous people, land and water.

Applications to this institution can be made on-line with potential funding for up to five years, or more, toward a Ph.D.

Find out more about these programs and their requirements at arts-sciences.buffalo.edu/indigenous-studies.

Child with disabilities turns 18

From "Disabilities," page 5 different living arrangements depending on the services they already receive. If your child receives therapy services at school, how will they receive them once they leave? They could receive them through a Medicaid waiver or private insurance.

Qualification for respite services may also look different. Respite services allow family caregivers time to step away from their duties. It is essential you understand all the benefits and options available to your child after they complete high school and before deciding on living arrangements and services.

Financial protections

Special needs trust: Update estate planning documents before your child turns 18. Otherwise, inheritance may terminate your child's governmental benefits.

ABLE account: You can deposit funds into this account up to a certain limit each year.

However, there are limits on what its funding covers. More information on ABLE accounts is available at www.ssa.gov/payee/able_accounts.htm.

The above is informational only and does not constitute financial advice or an endorsement of ABLE products or ABLE organizations by the Social Security Administration.

There may be other financial options that could be a better fit for some individuals. You must use your best judgement to determine which option is best for your situation.

Children receiving benefits

on a parent's record may continue to receive those benefits until age 19 if they're a full-time elementary or secondary school student.

People who have a disability that began before age 22 may also be eligible to receive child's benefits at any age.

For more information, please review the publication, *Benefits for Children* at www.ssa.gov/pubs/EN-05-10085.pdf.

As your child enters adulthood, consider these issues while you navigate their financial future.

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YOUTH DEVELOPMENT FUND

Applications can be found on our website:
saulttribe.com/membership-services/education

Must be a tribal youth 0-12th grade, live within the 7-county service area and meet income guidelines.

Applicants can receive funding, up to \$250 per calendar year.

- SPORTS FEES/EQUIPMENT
- MUSIC, DANCE, THEATRE
- LANGUAGE LESSONS
- TESTING FEES
- DRIVERS EDUCATION
- SENIOR PICTURES
- SCHOOL SUPPLIES
- REGALIA AND YOUTH DRUM
- CAMPS, CLASS OR CULTURAL TRIPS
- INSTRUMENT PURCHASE AND RENTALS

See application for full list

BASED ON DIRECTIONS OF THE MEDICINE WHEEL:
ACADEMIC/INTELLECTUAL, EMOTIONAL, PHYSICAL, CULTURAL/SPIRITUAL

For more information or to request an application email
youthdevelopmentfund@saulttribe.net or call 906-632-6797.

SAULT TRIBE HIGHER EDUCATION SELF-SUFFICIENCY PROGRAM FALL, 2024 GRADES

Applications Now Being Accepted!

ELIGIBILITY:

- Enrolled Sault Tribe Member
- Full or Part-time Graduate or Undergraduate Student
- Attending any Public or Private University/ College

TO APPLY:

- Visit our Website: <https://www.saulttribe.com/membership-services/education> for application or
- E-mail highereducation@saulttribe.net for application

Deadline: 2/7/25 at 11:59pm

CONTACT: 906-635-7784 | highereducation@saulttribe.net | 2 Ice Circle Dr. Sault Ste. Marie, MI 49783

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Ages 18+
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- Helmets **MUST** be worn at **ALL** times
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- Be aware of those around you when shooting or skating for a puck.
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WWW.BIGBEARARENA.COM | (906) 635 - RINK

Partnership offers access to childhood essentials

MARQUETTE — A new partnership between a Marquette-based business and the Sault Tribe of Chippewa Indians gives tribal families access to valuable early childhood essentials and educational resources.

Little Agate Children's Consignment Boutique was founded on the mission of making parenting sustainable. In addition to acting as a resale hub for gently used baby items, Little Agate is the only brick-and-mortar seller of cloth diapers in the Marquette area.

Owner Leah Blanchard is a passionate advocate for cloth diapers. She founded Little Agate after experiencing frustrations in her parenting journey. She felt strongly that disposable diapers and mass-produced baby clothing did not align with her values.

Researching the environmental impact of disposables, she was struck by one statistic — that one throwaway diaper can take more than 500 years to decompose in a landfill.



Little Agate will give eight tribal families free cloth diaper starter kits and instructional class valued at \$600-\$800. Unit 5 tribal members are also eligible to receive travel reimbursement to attend the class.

Wanting options that were safe for her family and better for the planet, Blanchard looked into reusable cloth. She liked what she saw but frequently found herself with questions and wishing someone was there to answer them. Now, Blanchard is that someone, and she's looking to share her knowledge with the community

she loves.

A member of the Sault Tribe, she embraces an eco-friendly outlook shaped, in part, by the tribe's commitment to stewardship of the land and waters and help to the surrounding community. She is eager to help other Sault parents get started on their cloth diaper journey.



Owner Leah Blanchard showing how to properly use a cloth diaper.

Little Agate will give eight tribal families free cloth diaper starter kits complete with an entire cloth diaper stash, cloth-safe rash cream, eco-friendly detergent, and instructional class valued at \$600-\$800. Classes teach parents how to properly fasten and wash the reusable diapers. Unit 5 tribal members are also eligible to receive travel

reimbursement to attend the class.

To register, Sault Tribe members can call West End Culture Coordinator Stacie, at (906) 203-4768, or message Blanchard on Facebook or Instagram. The class will be held Sunday, Feb. 2, from 1 to 3 p.m.

To learn more about Little Agate, visit <https://www.littleagate.com>.

Young tribal family loses home in Christmas fire

BY SCOTT BRAND

With more than 300 individual donors pledging upwards of \$25,000 to date, the Eastern Upper Peninsula is helping a Sault Tribe of Chippewa Indians family recover from a devastating Christmas day fire in Rudyard.

Christin McKerchie said her daughter Kayla and four grandchildren, Estella, 5, Jeremy, 4, Everett, 2, and baby Jasper were fortunate to escape the blaze unharmed along with their two dogs. Jeremy Tell, the children's father, sustained minor injuries as he attempted to fight the fire before emergency personnel arrived.

Firefighters from Rudyard, Kinross, Pickford, Dafter and Soo Township all converged on the scene to extinguish the blaze, but the structure and all of the contents were consumed by the fire.

The home was built by Kayla's father, Det. Sgt. Judd Price who retired from the Sault Police Department, before passing in Sept. of 2020.

Kayla is well-known in the dance community performing and teaching in Sault Ste. Marie, Mich., for many years and recently traveling to Canada for her daughter's lessons. Others may recognize her from their visits to Penny's Kitchen and Jenna Jodoin's day care on Ryan Street where she had worked before the birth of Jasper in November.

"The community support," said McKerchie, reflecting on all the donations so far, "it has been amazing."

Kayla, Jeremy and their four children have been shuffling back and forth between her mother's residence, her grandparent's place and a local motel in the days since the fire.



McKerchie provided links to her Facebook page, where she posts updates, as well as the GoFundMe page where donations are being accepted:

Facebook: <https://www.facebook.com/christin.faye>

GoFundMe: <https://www.gofundme.com/f/aid-for-kaylas-family-after-house-fire>



Kayla with Estella, 5, Jeremy, 4, and Everett, 2, and baby Jasper (left) were fortunate to escape the fire unharmed along with their two dogs. Jeremy Tell, the children's father, sustained minor injuries as he attempted to fight the fire before emergency personnel arrived.

Cora Katherine Verdone born



On Dec. 13, 2024, Sault Tribe member Joseph Verdone and his wife Jennifer, with big brother William, 2, welcomed Cora Katherine. She weighed 6 lbs., 14 ounces, and was 19 inches in length. Proud grandparents are Jeffrey and Roberta Verdone of Sault Ste Marie, Mich., and Richard and Doris Ganzhorn of Jacksonville, Fla.



January birthdays celebrated at Sault elder center



Submitted by Elders Services

Elder staffer Chelsea Aikens (left) poses with tribal elders Curt White, Wayne King and George Soorus (L-R) who have birthdays this month.

Lois Bryant Retirement Party Jan. 24

You are invited to a retirement gathering Jan. 24 for Lois Bryant. Please join us in celebrating Lois and her 21 years of dedicated service to the Sault Ste. Marie Tribe of Chippewa Indians and all of our members.

The gathering is Jan. 24 from 2 to 5 p.m. at the Newberry Tribal Health Center Community Room at 4935 Zee Ba Tik Lane in Newberry.

Light snacks will be provided. (Gifts/donations are at your own discretion.)

Win Awenen Nisitotung archives - January 1997

Win Awenen Nisitotung

January 7, 1997

Sault Ste. Marie Tribe of Chippewa Indians



Learn to Skate

Classes are designed to give skaters a good sense of balance and confidence on the ice and provide knowledge of the fundamentals.

Sessions last ten weeks with 25 min. skating lessons and 25 min. practice each week.

Big Bear is a member of the USFSA. Classes start Jan. 13.

Hockey Clinics

Power Skating: Designed to improve and refine skating skills. Participants must have basic skills (forward, backward, stopping, turning, etc.) and full equipment is required. Classes start Jan. 13.

Drop-in Hockey

The drop-in format of this pay-to-play activity gives individuals a chance to play hockey if they don't have a team. Wed & Fri 12 to 1 p.m. (\$5); Sun 9 to 10 p.m. (\$6).

Fitness Center membership

	annual	monthly
Individual	\$270	\$30
Student (15+)	\$135	\$15

(10 percent discount for members of the same family joining at the same time.)

Weight Room

Big Bear offers a complete line of Weight resistant equipment, cardiovascular and free weights equipment.

Hours are Mon through Fri, 11 a.m. to 1 p.m. & 5 to 9 p.m.; Sat & Sun, 10 a.m. to 5 p.m.

"Hard as Iron" & Circuit weight training classes begin Jan. 13 & 14 respectively. Call 635-RINK.

Basketball

Instructional: Youth and adult sessions are available. Instructors are well-trained athletes who have played competitively. Call for class schedule.

Open hours: Tue & Wed, 5 to 9 p.m.; Sat 10 a.m. to 5 p.m.; Sun 1 to 5 p.m. \$3 adults, \$2 students. Club members free.

Volleyball

Youth lessons available. Instructors are well-trained athletes who have played competitively. Mon, 6 to 8 p.m. for Junior High students. Fee: \$2.

Open hours: tue & Wed 5 to 9 p.m.; Sat, 10 a.m. to 5 p.m.; Sun, 1 to 5 p.m. \$3 adults, \$2 students, club members free.

Public Skating

Families can enjoy open skating every Sunday from 2 to 4 p.m. Skate rentals are available for \$2. Admission: \$3 adults, \$2 students and seniors.

coming soon!

After School program

Children of elementary school age enrolled in the program will come directly from school to the center Monday through Friday, with opportunities to participate in health and fitness classes, activities, and speaker series. The program is sponsored by Soo Coca Cola Bottling Co. and First of America bank.

Big Bear sets memberships

Special rates lower costs to Tribal members & employees

At a cost of \$11 million to build, with operating expenditures expected to annually exceed \$1 million, the Tribe's leadership knew opening Big Bear Arena would be expensive, but went forward knowing the Tribe would subsidize the arena.

Striking a balance between revenues and operating costs was not easy, according to Tribal Chairman Bernard Bouschor.

"We have a debt to retire, maintenance costs to consider, while making the arena affordable to Tribal members," Bouschor explained.

Bouschor said the benefits Big Bear brings to the community outweigh cost. "We needed a place where families could teach children to skate, watch hockey games, and hold social events.

According to Arena Director Marlene Janetos the arena's Fitness Center fees total \$30 a month, or \$270 a year, while student fees are lowered to \$15, or \$135 a year.

To help working families, the arena offers income-based, sliding-scale fees, with special rates for elders and foster care children, said Janetos, who noted that some groups may not be charged memberships.

Fitness memberships include the use of the arena's basketball and volleyball courts, saunas, weight equipment, fitness assessments and prescribed training programs. Some fitness classes require a separate fee, but costs will be discounted.

Slated for Jan. 27-31, Big Bear will host the first Employee Fitness Challenge for Sault Tribe employees.

Employees will compete at tug-of-war contests, hockey competitions, ice skating relays, volleyball and basketball games, slam dunk contests, treadmill runs, and putting competitions.

"The goal is to have fun and promote teamwork," said Janetos, who hopes to make it an annual event."

Other upcoming events include the Kewadin Senior Men's Hockey Tournament slated for Jan. 10-11; the 2nd Annual Big Bear Classic Junior

A Hockey tournament set for Jan. 23-26; Upper Peninsula District Tournaments for Squirt A/Squirt AA and Bantam AA divisions on Feb. 7-9; and the Men's League Big Pro Tournament scheduled for March 19-22.

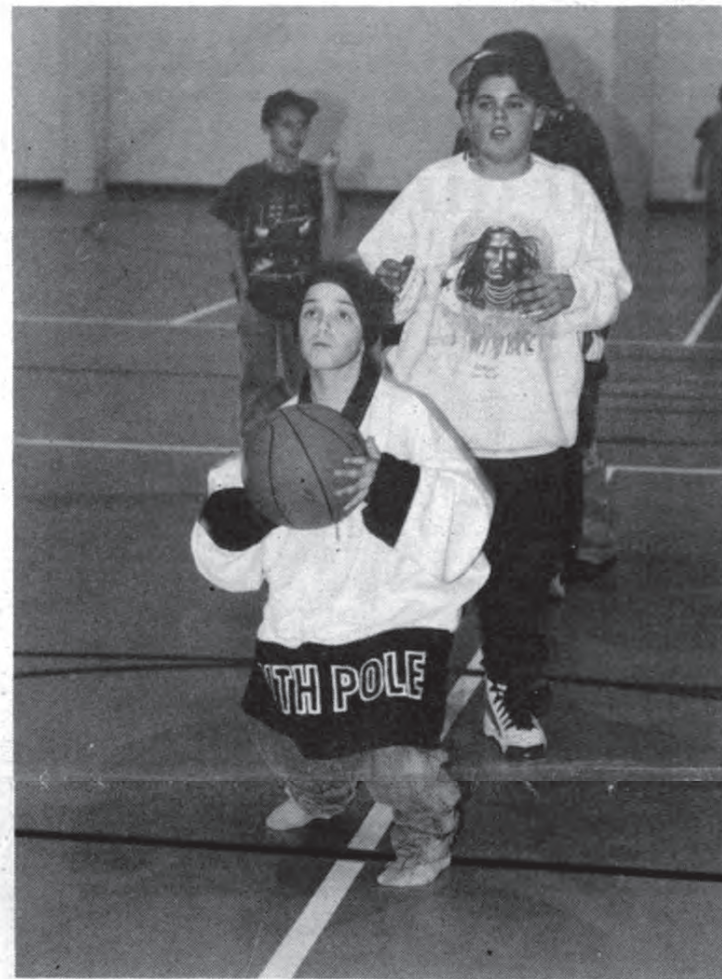
Big Bear offers skating classes designed to teach beginner skating. Power skating for male and female hockey players will be taught every Monday beginning Jan. 13 by Laurie Paciocco, skating instructor for the Soo Indians and Soo Greyhounds.

The arena is a member of the United States Figure Skating Association, providing a launching point for skaters seeking to excel in the sport, according to Janetos.

Janetos stated that arena costs are reduced by volunteers who staff the box office, skate patrols, event security, and skate rentals.

She praised four: John Bell, Tim Brown, Cheryl LaPlaunt and Scott McLeod. "They gave a lot of their free time to contribute to the arena," Janetos said.

Anyone interested in helping out can call the Big Bear's main number, 635-RINK.



Kids "shootin' hoops" at Big Bear Arena's basketball court during the Sault Tribe's New Year's Eve Pow Wow.



Sugar Islander Ken Biron serves the feast at the Tribe's New Year's Pow Wow, held for the first time at the Big Bear Arena Dec. 31. Over 1,000 people attended the annual event. Big Bear offered its recreational facilities to entertain the children with games and activities like ball games, arts and crafts, a snowman building contest, face painting and basketball.

Inside ...

College scholarships and assistance	Page 10
Tribal Christmas collage	Page 5
Pow wow memories	Page 11
Kewadin Village gas sale	Page 8
Freddie Gardner at 75	Page 7
Community Calendar	Page 23

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Looking ahead: Investing in our tribe's future



AUSTIN LOWES
TRIBAL CHAIRMAN

As chairman of the Sault Tribe of Chippewa Indians, I'm proud to report on the many strides we are making to strengthen our community. The Sault Tribe is focused on both preserving our traditions and looking ahead to a prosperous future for all of our members. In this article, I want to highlight several key initiatives that reflect our commitment to investing in our youth, enhancing compensation for our team members, expanding our businesses, and supporting those in need.

Investing in Our Youth: Strengthening Education at JKL

One of our most important investments is in the education of our children. The Sault Tribe continues to dedicate resources to improving the educational environment at our K-8 school, JKL. The Sault Tribe Board of Directors recently approved enhancements to the school that include the following: a new storage garage, expanding the cafeteria and kitchen facilities, new cafeteria tables, expanding the bus garage to accommodate more buses, renovating six bathrooms, building a covered walkways between buildings to shield our children and JKL staff from the elements, and adding two new greenhouses to support hands-on learning.

We are also investing in the comfort and safety of our students and staff. Two new school buses have been added to the fleet, and we will be outfitting the school with updated furniture and fixtures. In addition, the tribe has sponsored a food truck to provide lunch to JKL staff free of charge at the end of every marking period, as a small token of appreciation for their dedication.

I am proud of the strong relationship the Sault Tribe has built with the JKL School Board, and I look forward to continuing to support this partnership as we work together to provide the best education for our youth.

Compensation study: Ensuring fair pay for our team members

Another priority for the Sault Tribe is ensuring that our employees are fairly compensated for the important work they do. The Sault Tribe Board of Directors recently approved compensation studies for our government, casinos, and EDC. The board previously approved compensation studies for the

Health Division and Housing Authority. These studies will result in updated pay grids based on current market standards, replacing pay grids that were adopted in 2012.

While my goal was to ensure that employees would be placed at the higher end of the pay grid, three challenges prevented us from achieving this. The first was the \$88 million Jerry Campbell lawsuit (JLLJ), which was settled for \$25 million and paid from the general fund. The second was the impact of COVID-19 on our businesses and fund balance. Finally, the tribe continues to operate businesses, like our two golf courses, that lose hundreds of thousands of dollars every year. These challenges made it difficult to implement larger salary adjustments.

These same issues have prevented the tribe from supplementing the Land Claims Fund

A MESSAGE FROM THE CHAIRMAN

to provide larger elder checks. With that said, solutions are currently being proposed adjust the compensation studies to provide more benefits for front line team members.

Additionally, I want to acknowledge and apologize for a breach of confidentiality when one of our employees financial information, which was inaccurate, was leaked on social media. Confidentiality is a cornerstone of trust, and if the board wants to be respected by their staff, they must protect their confidential information.

Casino renovation: Revitalizing our flagship property

The renovation of our flagship casino property in Sault Ste. Marie continues to progress. To date, 130 rooms have been completely renovated, and the response from our guests has been overwhelmingly positive. This long-overdue project has elevated the guest experience, and I am confident that these upgrades will ensure continued success for our casino operations.

However, I must address an issue that I find troubling. There have been instances where board members have voted against the renovation but have then stayed in the updated rooms on the tribe's dime, rather than the old rooms, during meeting days. This type of behavior is unacceptable and wasteful, especially considering how close some of these board members live from the property (within an hour). We must hold ourselves to a higher standard of fiscal responsibility and avoid wasteful spending.

Diversifying our business portfolio: Expanding investments

The Sault Tribe is also focused on diversifying its



President Joe Biden, Sault Tribe Chairman Austin Lowes, Secretary of the Interior Deb Haaland (L-R).

business portfolio to secure a sustainable future. We recently purchased The Guest House, a local motel in Sault Ste. Marie, which offers month-to-month rentals to medical professionals and skilled tradespeople working in the area. This sale also included the next door duplex. This property adds 20 rooms to our portfolio and contributes to the growing demand for temporary housing in our community.

Last summer, the tribe also acquired the Seven Seas Motel and several downtown storefronts, which are currently being rented. This expansion into property management allows the tribe to diversify its business ventures and create additional revenue streams that support our overall goals.

Feeding America: Serving our community

Finally, I'm excited to announce that I've taken on the role of coordinator for Feeding America's Mobile Food Pantry in Sault Ste. Marie. Community service has always been close to my heart, and I'm honored to serve in this capacity. I recently coordinated my first distribution on Jan. 9, and I'm incredibly grateful to all the volunteers who helped make it possible, including Isaac McKechnie and Aaron Payment from our board, the Soo Eagles Hockey team, and countless community members.

Thanks to their efforts, we distributed nearly 14,000 pounds of food to those in need. This is just the beginning, and I will continue to coordinate these distributions on a monthly basis, ensuring that we are helping our neighbors who may be facing food insecurity.

Looking Ahead

The Sault Tribe remains committed to building a prosperous future for our members. We are investing in the next generation, working towards more equitable compensation for our hard-working team members, diversifying our business ventures, and supporting our community through service and outreach. I am proud of the progress we've made, and I look forward to the work that lies ahead.

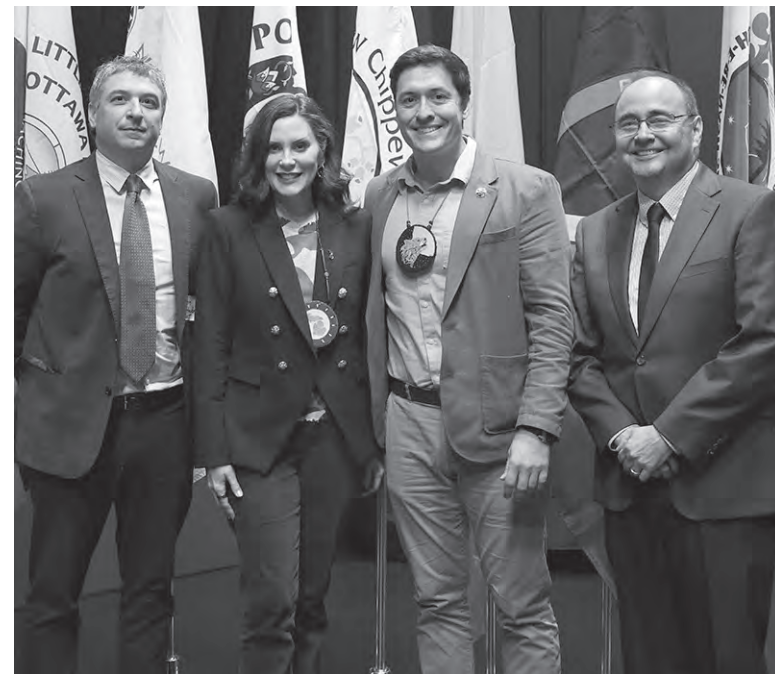
Miigwech!

Austin Lowes

Chairman, Sault Tribe of Chippewa Indians



Tribal Chairman Austin Lowes presents boarding school survivor Kim Fyke's artwork to Michigan Governor Gretchen Whitmer.



Sault Tribe Lead Counsel Aaron Schlehuber, Gov. Gretchen Whitmer, Chairman Austin Lowes, and Legislative Director Mike McCoy (L-R).



Chairman Lowes and fiancée Tara Maudrie (L) and tribal members volunteering for the Feeding America event stop for a photo.

Paternalistic practice of imposing blood quantum



AARON PAYMENT
DIRECTOR, UNIT I

This year marks the 50th Anniversary of the Indian Self Determination and Education Assistance Act (ISDEAA). I did a podcast recently with Native Bidasko on the impact on Indian Education. Please google this and check it out. My unit report this month, juxtaposes the milestone of ISDEAA with the federal treaty and trust obligation to provide an education for all American Indians along with the tragic impact of the federal Indian mission and board schools, and Michigan's acceptance per the Comstock Agreement of 1934 to provide an education to Michigan Natives. Finally, I highlight the lingering paternalistic practice of the state of Michigan determining who is Indian by imposing eligibility criteria inconsistent with tribal citizen enrollment laws. ISDEAA is significant in that it serves as a demarcation between a federal policy past of

forced assimilation and paternalistically knowing what is best for American Indians to a policy which purports to respect tribal nations deciding for themselves what is in their best interest in a self-determined way. Tribal citizen enrollment criteria is a matter of self-determination and I respect tribal nations deciding their own criteria and ask they honor other tribal nation's eligibility criteria. Following enactment of ISDEAA, no longer were we considered "wards of the state" or children in need of the "Great White Father's care."

The Indian Education provisions of this act followed several years of strong Indian education advocacy following the 1969 Kennedy Report in the Senate Indian Affairs Committee which documented the lowest high school graduation for Native Americans compared to other populations with the most pronounced disparity with white students. To this day, this disparity persists. This led to the creation of the National Advisory Council on Indian Education in 1972. I serve and have served in a presidential appointment for 10 years on the NACIE Council.

The enactment of ISDEAA occurred one year before enactment of the Michigan Indian Tuition Waiver Act (1976, amended 1978), which affords Native American residents of Michigan with college tuition. At first, the law in 1976 required a blood quantum of at least one-half Indian to qualify. This was

amended in 1978, to lower the blood quantum to one quarter, given the state recognized the one-half blood eligibility to be inconsistent with all Michigan tribal enrollment criteria. Thus, a change to align with tribal enrollment eligibility would not be unprecedented.

Indian education is a treaty and trust obligation. The transfer and willing acceptance of this federal responsibility to educate Michigan Indians, happened in 1934 in the Comstock Agreement. This agreement entered on behalf of the state of Michigan by Governor Comstock, stipulated the state would accept the obligation to provide tuition as a transfer of the federal policy of Indian mission and board schools. However, the imposition of blood quantum as a discriminating criterion is inconsistent with tribal enrollment and is no longer a legal federal practice since the legal case of Zar v Barlow. Nonetheless, the state of Michigan continues to impose a blood quantum on some Michigan tribes inconsistent with their tribal citizen criteria for nearly all Michigan tribes.

Dr. Vine Deloria Jr. is quoted as a saying, "Only Indians and dogs have to prove their pedigree." No other race in Michigan is subjected to such a practice.

Several years ago, as tribal chairperson, other elected Michigan tribal leaders and I discussed the need to raise a heightened level of awareness of the impacts of the Indian mission and board-

ing schools. This culminated with a great interest and governor who was willing to make a commitment beyond platitudes. Since that time, Governor Gretchen Whitmer launched an administrative effort to better understand the Indian boarding school policy and the adverse impacts on Michigan Indian populations. Following the governor's lead, the Michigan legislature enacted bi-partisan legislation and funding to conduct a comprehensive examination of the Indian mission and boarding school experience in Michigan and to look for policy initiatives to ameliorate and heal from the role the state of Michigan played in implemented federal Indian policy of forced assimilation.

In the coming weeks, following formal consultation with tribes, the state of Michigan will publish a report of comprehensive findings of this experience. This comes after a yearlong examination including tribal leader engagement, consultation, and guidance by representatives appointed by Michigan elected tribal leadership. Four of the 12 tribal nations in Michigan appointed elected tribal leaders to represent their tribe while others appointed repatriation and Indian history experts. The result is expected to be an authentic and representative accounting of the adverse experience of the past, but also a positive focus on today and future generations with recommendations to ensure history never repeats itself. A special recognition is imperative to appre-

ciate if not fully understand the horribly negative experience of direct survivors.

As an elected tribal leader, I will have several policy recommendations for the state of Michigan to consider to ameliorate or in some way atone for the state's role in forcibly assimilating our people. One fundamental policy change would be to not continue the paternalistic practice of telling tribal nations which of their citizens qualify for the Michigan Indian Tuition Waiver. This is a racist and discriminatory practice. While it was permitted federal Indian policy until 1983, it is no longer acceptable for anyone other than a tribal nation to determine their citizenship criteria. I have no quarrel with any tribe that imposes their own criteria for citizenship. In the same vein, I ask that other tribal nations have the same level of respect to my tribal nation for our eligibility.

In addition to some sort of atonement to survivors first, their family and descendants next, to honor the state's acceptance of the treaty and trust obligation for educating Michigan Natives, and to afford a level of equity in education, the first step should be to amend the enacting legislation for the Michigan Indian Tuition Waiver to base eligibility on tribal citizenship.

Tribal members, please take care and love yourself, your family and your tribe!

Chi Miigwech, ~ Aaron
Phone: (906) 440-8946
AAPayment@saulttribe.net

Constitutional reform must be our #1 priority



ROBERT MCRORIE
DIRECTOR, UNIT I

Aaniin Boozhoo to all of my fellow members. I hope you all enjoyed the holiday season with friends and family. I would also like to wish you all a very Happy New Year. I hope 2025 brings you much joy and adventure. As busy as life gets, it is always important to remind ourselves to slow down a bit to enjoy the little things in life with people we love. In 2025, I hope all of our members find something they love to do and enjoy, whether it's a craft, a hobby, taking a trip somewhere exciting, or simply spending more time visiting and socializing. A new year is a great time to prioritize enjoying life.

I must apologize to you the members, for missing my previous unit report. As many of our members know, I have been dealing with medical complications that placed me in the hospital. I am extremely grateful for all of the well wishes I have received and I'm very happy to inform you all

that I am feeling much better lately, I'm energized, and I'm excited to tackle our goals for this year. Together we will strengthen our government by focusing on constitutional reform.

I absolutely believe that constitutional reform must be our number one priority. Our members have been requesting amendments to the Constitution for over two decades now. Countless candidates have placed on their platforms that they will address the issues of our structure of government. Why has it not yet happened? We can pretend all we want that there are more pressing issues to address; however, every bit of our operations is affected by our governmental structure. There is nothing more important to our sovereign nation than establishing real membership rights through constitutional reform. This includes moving forward with a true separation of powers and establishing a sound bill of rights, both of which will grant all Sault Tribe members standing in our courts that will establish a path for independent judicial review of all legislation. As it stands the board of directors have the authority to enact laws with no check or balance to this authority as the board also retains the right to interpret the Constitution. This authority belongs in the judicial branch, which should be elected by the members of our tribe.

In October 2024, I placed a proposed amendment, the separation of powers, on the agenda that would send the amendment to the BIA for review. Upon review,

a secretarial election would be held to allow the members to vote to amend the Constitution. The tribe's general council requested time to review and bring suggested changes to address specifics of implementation of the amendment. Although I do see some areas that will need revisions, I must caution the board in changing fundamental aspects of the amendment.

A major concern is restricting the jurisdictional powers of the court to board legislation. This action would completely undermine the will of our members to have an independent court. The purpose is to relinquish board authority in the courts, not to retain it through legislation. This amendment will only serve the members, as it is intended to, if the court is fully independent and elected by the members. If the board chooses to limit the powers of the court, I will no longer support the amendment as this will mean the board has manipulated the amendment beyond what the 2005 Constitutional Committee intended in their proposed amendment of 2008. Throughout this process, I will be strongly advocating to keep the fundamental functions of this amendment intact for the voters of our tribe to decide.

In this month's report I would also like to discuss healthcare. As most members are aware, the Sault Tribe has contracted with Blue Stone Strategy Group to evaluate our healthcare systems and make recommendations to improve these services for members. I have noticed a lot of misinformation

being circulated. The board must take responsibility for this as we have not done a good job of relaying important information regarding this process to our members. When the board fails to provide accurate information to members, the members are left to speculate on what is factual and what is not.

The truth is that our healthcare systems and procedures were extremely outdated, to the point that it was having a negative impact on the rates patients were getting to see their providers as well as negatively impacting patient outcomes due to lapses in timely medical visits. This is not a reflection of staff inefficiency, as we have a very competent and motivated staff who love to help our community and members. These issues are more of a reflection on leadership for the many years of neglecting to prioritize our healthcare systems. Our staff is amazing; however, we cannot expect them to operate efficiently without the proper tools and resources that every other modern healthcare providers have at their disposal.

The intent of consulting with Blue Stone is to learn and implement up to date medical systems and structures of management that give our healthcare staff the resources needed to maximize our potential in patient care. Our billing process was not up to date and we were missing major opportunities to bill for covered services, costing us millions of dollars per year. We did not have a modernized Electronic Health Records System, which allows patients to

view their medical history, lab results, upcoming appointments, and communications with their providers in real time. This alone will drastically improve quality of care and the efficiency that our providers are able to communicate with their patients.

Our healthcare staff was operating under a severely outdated wage grid, which was making staff retention a real issue. We have since adopted a new wage grid that places all employees at market value and gives them a fair wage. This will improve staff retention, employee morale, and allow our healthcare recruiting department to identify quality employees and present them with a fairly paid opportunity to serve our people. Each of these components are areas that Blue Stone Strategy Group specializes in. These changes will prove to be extremely important in the future as the Board's long term plan includes an expansion of healthcare services.

With nearly 60% of Sault Tribe members living outside the service area, I believe expanding healthcare services is something we must keep as a top priority. I believe the implementation of Blue Stone's recommendations will not only aide us in fixing the broken system we had, it will also allow us to perfect our healthcare process and set us up to expand services to members outside of the service area. I am fully supportive of opening a Sault Tribe medical facility in the downstate area near Detroit or Lansing where we have nearly

See "McRorie," page 23

Many concerns revolve around compensation



BRIDGETT SORENSON,
DIRECTOR, UNIT III

I hope everyone had a great time with family for the holidays! I did and I am also glad it is over. There is so much pressure put on women especially during the holiday season with shopping, baking, cooking, decorating, etc. It is my favorite time of year for the lights, family and food but

also stressful; especially when you lose loved ones.

There was a special meeting of the board of directors called for Dec. 17 to discuss the compensation studies. The board met with each entity to discuss all options as well as financial impact going forward on budgets. I believe during the meeting these passed unanimously.

I just have to say I am not happy about how any of this turned out and will take responsibility for the votes that I have made. The information was not easy to get at times. We had two different vendors contracted to do the study as well. I also hate when we get into these rushed and last-minute votes that seem to always end up with issues.

As a member with a college degree and experience working in different areas, I understand that deserves a certain level of pay and I also know having worked in many front-line jobs, that does

as well. I was pretty vocal about paying our front-line workers a living wage, yet it seems unfortunately that those increases or adjustments just don't seem to make much of a difference. The cost of living has gone up with grocery prices out of control as well as rent in our areas.

Nothing of this process was fun or really helpful. Many times, just like when passing a budget, you do not see everything that is impacted with that one vote. Many times, we do not agree with everything included but have to vote on an overall package. I know many team members are not happy with the outcome. No matter the path we would take, we will never make everyone happy, unfortunately. I myself still have many questions and concerns.

Sometimes not all of us get all the information. This is a concern because all 12 of us vote on things.

I don't think the compensation study will impact my area because it wasn't used as a comparison and we compete with Mackinac Island and Mackinaw City. We do nothing with the different markets we operate in, we want it all to be the same. It is easier in having all team members being paid the same but demand is different in different areas and could even say different times of the year are different.

I will also say even if it is the hundredth time or in every report, I do not believe we should have three or more different HR divisions in this tribe when one worked for 50 years. If there were issues, then correct the issues.

Now we are increased spending by having three HR directors instead of one, and, in addition, staff under each of them when you could have had staff dedicated to certain tasks like years past.

I hear, casino is hiring people quicker, well what steps are not

being taken that used to be or are eliminated?

Is everyone following the same process or procedures?

MIS also was separated and that has had so many issues, so now we have some of them working for the casino with government benefits when in my opinion, they should have been kept as government team members. This seemed to be an issue with the CIO that was hired too.

Just like many members, I too want answers to many things. Over the years, I have had many frustrations and I might have thought, can it really get worse and by golly, here we are.

Just a reminder that we still have unit meetings on the third Monday of the month at the McCann School at 6 p.m. Any questions or concerns, I can be contacted at bsorenson@saulttribe.net, bridgett91@yahoo.com, or (906) 430-0536.

Positivity can set a new standard of behavior



ISAAC MCKECHNIE
DIRECTOR, UNIT I

Dear Citizens,
Combating negativity in our tribe

We all know people who tend to see the worst in everything. They always have something to complain about, viewing the world through a lens of negativity. This kind of outlook can be draining, especially in a workplace or community setting, where it affects morale, slows productivity, and increases turnover. No one wants to be in an environment where the cup is always half empty.

Unfortunately, negativity has become a significant part of our tribe, reinforced by behaviors that continue to be supported—intentionally or not—by leaders and citizens alike. When negativity is allowed to persist, it sends a strong message that such behavior is acceptable. Growing up, my parents taught me a simple but valuable lesson: If you don't have anything nice to say, don't say anything at all. This year, I am making a conscious effort to express gratitude, recognizing and appreciating the dedication of our employees and fellow citizens.

By rewarding positive efforts and outcomes, we shift the focus away from negativity and toward a more uplifting environment.

As leaders, we must also take responsibility for redirecting negative conversations into constructive discussions. It's easy to point out problems—but what are the solutions? And how can we work together to turn those solutions into reality? By reframing challenges into opportunities for growth, we can unite people around a common goal.

Finally, one of the most effective ways to counter negativity

is simply by not engaging in it. When organizations actively encourage and reward positivity, it sets a new standard for behavior. Positivity, much like a muscle, must be exercised regularly to grow stronger.

Supporting those affected by the California fires

Natural disasters change lives, and each of us copes with them in different ways. Even if we are not directly impacted, seeing the devastation on the news or hearing stories from those affected can be distressing. If you know someone who has been impacted by the California fires, there are many ways to offer support, even if you are facing challenges yourself. The first step is to reach out. A simple message expressing concern and offering help can make a difference. Whether through a phone call, text, email, or social media, letting people know you are there for them can be incredibly reassuring.

For those in affected areas, balancing personal well-being while supporting others is crucial. If you have been impacted, take time to care for yourself while extending kindness to those around you.

Sometimes, just listening to someone's experience can be one of the most meaningful ways to help.

Healthcare Update

Over the past year, we have made significant improvements in the delivery of healthcare to our citizens. I'd like to highlight some of these advancements.

To enhance our healthcare system, we brought in a consultant to help evaluate our current delivery processes—identifying what works well and what needs improvement. With their guidance, we conducted extensive research to determine the best Electronic Health Records (EHR) platform for our needs.

Our current EHR system is outdated and should have been replaced two decades ago. The new platform will offer real-time access to patient health records, providing healthcare professionals with comprehensive data at the point of care. This upgrade will improve workflow efficiency, allowing providers to access and share information more easily. As a result, we anticipate significant time savings, reduced administrative burdens, and more focus on patient care—ultimately enabling

our providers to see more patients with less paperwork.

Additionally, the new EHR system will feature a patient portal, empowering citizens to take an active role in managing their health. Through this portal, patients will be able to:

- Access their medical records
- Communicate directly with healthcare providers
- Manage appointments and medication schedules

These advancements will greatly improve the overall healthcare experience for our citizens, ensuring better engagement, streamlined processes, and improved access to care. Thank you for your continued support as we work to strengthen our healthcare system. More updates will follow as we implement these changes!

If any tribal citizens need assistance, please do not hesitate to reach out to me. I will do my best to offer support in any way I can.

Respectfully,
Isaac McKechnie
imckechnie@saulttribe.net
(906) 440-6661

Initial compensation process fundamentally flawed



KIMBERLY LEE,
DIRECTOR, UNIT II

Aanii,
I hope this report finds you had a wonderful holiday season filled with joy and meaningful

moments. As we embrace the new year, I hope we all feel optimistic and excited about the fresh opportunities. The beginning of a new year often brings a chance for renewal and growth, and I hope you are looking forward to all the possibilities that this time can bring.

I extend a heartfelt *chi miigwech* to everyone who contributed to spreading the magic of the holiday season throughout our service areas. A special thank you goes to the YEA team, the dedicated elder services staff, and the countless volunteers whose time, energy, and enthusiasm made a significant difference. Your efforts have not gone unnoticed, and so many in our communities truly felt the spirit of the holidays because of your commitment.

We are facing significant chal-

lenges regarding the compensation study, and I want to clearly state my commitment to what we can do to remedy this. While I cannot share specific details due to confidentiality, it's essential to emphasize that the initial process was fundamentally flawed. It failed to represent the best interests of every team member within our tribe and overlooked the broader implications for the tribe. Instead, it favored only some, which was never the intention.

After the board thoroughly reviewed and audited the process, I voted to move it forward, believing it was rectified. However, as new information has come to light, there's evident regret regarding this outcome. It is increasingly clear that we must work together toward solutions that guarantee fair and equitable

compensation for every team member. I am fully dedicated to every department being heard in this discussion—one by one, if necessary. The pressure to rush through everything isn't working, and it is a trend that has been all too common.

I will conclude my thoughts here. This topic has been challenging, primarily because I cannot provide all the details I want to share. Despite these limitations, I remain committed to doing everything I can to effectively navigate and address this ongoing process. I appreciate your understanding as we work through this complex issue together.

I want to take a moment to emphasize how important it is for all of us to prioritize our health and well-being during this time.

It can be challenging, but staying connected and supporting each other, even from afar, makes a difference. Please remember to practice self-care, nourish your body with good food, engage in movement, or give yourself time to relax and recharge.

Don't forget to reach out to your friends and family. A message or call can mean the world to someone feeling lonely. I genuinely look forward to the day when we can reunite, share laughter, and create wonderful memories together again. Until then, please stay safe, take care of yourselves, and know you are in my thoughts.

As always, *miigwech* for your time.

Kimberly Lee
Board of Directors Unit 2
Klee@saulttribe.net
(906) 379-8965

We are not finished with wage compression issue



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

I would like to begin my report by expressing our unit's sincere gratitude to Joann (Sam) Fick for her years of service to our Hessel Community Elders program cook. Sam along with all the current (Midge and Cora) and past cooks in Hessel have always held our community together, in a sense, with the meals, time spent together and care put in the program. We are sure gonna miss all your work and dedication to our Elder program. Have a wonderful retirement Sam.

There has been some confusion on our projects started and planned for the Unit 2 AARPA

funds. We had until 2024 to have the funds spent. During this time we entered into our obligation contracts and the money is secured to keep these projects moving for 2025. We are in the timeline to begin the two housing projects in Newberry and Hessel and also the community/fitness center project. We are anticipating all of these projects to begin this spring and as always will work toward keeping them moving in this direction. It's very unfortunate that politics played a major part in the delay back two years ago but I'm hoping that that's all in the past and we get these much needed homes and community projects done this year. We also have projects in the works to build at least two to three homes at Hillcrest and other business opportunities being looked at for 2025.

We passed the compensation study recommendations. I am in hopes that everyone is starting to realize — this was not a raise based on years of service, dedication to your positions or to address the wage compression instances. It was defined as getting to the market for job descriptions to recruit within our tribal government and busi-



Above are Tara McReynolds, retiring Hessel Community Elders Cook Joann (Sam) Fick, Mona Gugin, Kelli Kopko and Joann's bestie, Dillon.

nesses. I will also state it needs work... now moving forward for the wage compression issues and to now look at all the team members who have worked in those positions for years. At the end of the study presentation, there were board members who

requested bringing back recommendations to identify and make whole (as funding can allow) to deal with the dedicated members who have waited for "raises." The last across the board increase we were able to give was \$3 across the board (that helped immense-

ly) and we also did COLA and longevity to date. Some of us board members requested to have a plan and recommendations for wage compression at the end of January because, in my opinion, we are not finished yet with this workforce issue and I will be advocating to try and fill that gap and also I have heard complaints with this study — some I admit I was not aware of. As far as moving forward, again as we can afford and hopefully fairly and equally to all that are dedicated in our workforce.

This year I do not have any resolutions they give me immense stress to try and stick to — I am strongly committed to picking my battles in a professional and respectful way — recognizing that not everyone has the same vision as I do. I will do all I can to make our tribe better and as always work on being a better version of myself for you and me. I hope you and your families have a very healthy and kind 2025.

Please call or contact me in anyway if you need me or want to meet with me: (906) 322-3818 or lcausley@outlook.com. Baamaapii.

Lana Causley-Smith, Unit 2 representative

Directors report on Unit IV business, community



**KIMBERLY HAMPTON,
DIRECTOR, UNIT IV**

Aaniin. Boozhoo kina waya. We are happy to announce that the Manistique Fitness Center and the Gladstone Fitness Center are complete. Feb. 5, 2025, will be a grand opening for the Gladstone Fitness Center. Feb. 13, 2025, will be a grand opening for the Manistique Fitness Center. Keep your eyes open for the details.

REMINDERS

Niiwin Noodin Pow Wow

A planning meeting is scheduled for Feb. 24, 2025, at 5 p.m. EST, Manistique Tribal Center, 5698W US-2, Manistique, Mich. All are welcome.

SAVE THE DATE for the 2025 Niiwin Noodin Pow Wow scheduled for June 7, 2025.

We encourage everyone to "like" the Niiwin Noodin Pow Wow Facebook page to keep updated on events.

Unit 4 Elder Meetings

We encourage our tribal elders to attend elder meetings to become involved as well as stay updated on what our elder committees are working on as well as socializing.

The next meeting in Manistique will be held Feb. 12, 2025, at 12 p.m. EST at the Manistique Tribal Center.

The next meeting in Escanaba



**LARRY BARBEAU,
DIRECTOR, UNIT IV**

will be held Feb. 12, 2025, at 4:30 p.m. EST at the Escanaba Community Center, 3721 Jingob Street, Escanaba, Mich. If you plan to attend, please RSVP at (906) 635-4971 at least a week prior.

The next meeting in Marquette, for Units 4 and 5, will be held Feb. 13, 2025 at 6 p.m. at the Holiday Inn, 2472 US 41 W, Marquette, MI 49855.

UPDATES

Gladstone Fitness Center:

OGrand Opening is planned for Feb. 5, 2025; stay tuned for specific details of this event.

Manistique Fitness Center: Grand Opening is planned for Feb. 13, 2025; stay tuned for specific details of this event.

Traditional Healer Expanding to Escanaba: Our Traditional Healer, Gerard, met with Director Barbeau in January to tour the new Escanaba Community Center. There are pending plans to begin Traditional Healer hours in the Escanaba Community Center. Further updates will be provided.

LOOKING FORWARD

We both look forward to working together, with the membership, to bring improvements in all areas including, but not limited to, community input sessions, office hours for board of directors within Unit 4, increasing fishing and hunting accessibility, and more.

We, Director Hampton and Director Barbeau, will continue scheduling regular office hours for both Manistique and Escanaba and will publish days and times,

publicly, once they have been set. The days and times will be posted on social media, in the Sault Tribe newspaper, as well as at the Manistique Tribal Health Center and the Escanaba Community Center. These office hours seem to be welcomed by members so we will continue offering this avenue of communication.

We will also be scheduling monthly community input sessions and will also be made public. Initially we will do meetings, during office hours, on a first-come, first-served basis and then will transition into scheduled meeting times for members. We still want to encourage members to contact us via cell phone and/or email as well.

The schedule for February for office hours is as follows:

Office Hours to Meet with Board Members in Manistique: Wednesday, Feb. 12, 2025, from 9 to 11:30 a.m. in the meeting room by the dining area.

Office Hours to Meet with Board Members in Escanaba at the Community Center at 3721

Jingob Street, Escanaba:

Friday, Feb. 15, 2025 from 9 a.m. to 1 p.m. EST

Katchup with Kim

Katchup with Kim will be Monday, Feb. 17, 2025, at 7 p.m. EST

Meeting ID: 906 440 8138; Password: KimHampton

Join to "Katchup" and find out what the Unit 4 Board Members are working on.

We both want to give our sincerest thanks for trusting us to represent Unit 4 members and Sault Tribe. We are always available for questions, comments, and ideas for growth. We encourage members to participate in Maamawi Craft Nights, office hours, community input sessions, Katchup with Kim, and all other activities and events occurring throughout Indian Country.

Our contact information is below:

Kimberly Hampton, Unit 4 Representative, (906) 440-8138, khampton@saulttribe.net.

Larry Barbeau, Unit 4 Representative. (906) 259-3040, lbarbeau@saulttribe.net.

On Housing's 10-year development plan



**KIM GRAVELLE,
DIRECTOR, UNIT I**

Hello, During our last meeting the board of directors received a 10-year vision of our housing development plan shared by Housing Director Joni Talentino. Housing shortages have always been at the top of the list for our tribal members.

In the next 10 years we are projecting the following plans:

- Apartments/Townhouses, 20-40 units, Sault Ste. Marie
- Elder Focused, 10 units, Escanaba; 4 units, Newberry; 2 units, Hessel
- Transitional/Supportive, 20-40 units, Sault Ste. Marie

- Efficiency Apartments, 6 units, St. Ignace; 6 units, Wetmore
- Single Family units Development, 8-10 units, Evergreen Shores Property; Tiny Houses, St. Ignace
- Unit Acquisition, 10-20 units, Marquette

The Housing Authority goals are to expand community development opportunities, market rate rentals, elder units, single (apartment) units, affordable housing, expand funding and financing options for homeownership and Medicaid reimbursement at supportive/transitional housing. Numerous funding resources will

be used for the above plans.

The Sault Tribe Housing Authority will continue to plan, track, analyze and determine effective strategies to provide innovative housing opportunities for tribal members residing in the seven-county service area.

In addition to the above, the Sault Tribe Housing Authority (STHA) was awarded \$6 million in Indian Housing Block Grant - Competitive (IHBG-C) funding in August 2024. These funds will be used to construct an affordable apartment housing complex for NAHASDA-eligible tribal single

See "Gravelle," page 22

Looking forward to an amazing 2025 for tribe



TYLER LAPLAUNT
DIRECTOR, UNIT 5

Aanii, Boozhoo,
Mino-oshki-biboon! (Happy New Year!) I hope you are all starting your New Year off right or at least taking time to yourself for a restart and refresh. As we head into 2025, we have a lot to look forward to. Our Kewadin remodel should be coming to a completion with all of the rooms online by the end of the year and a new restaurant in late Spring. Healthcare changes will continue to be implemented, a new Health Center will be opening in Marquette, new housing will be going up in Munising, and many more key changes to set our tribe up for success for future generations.

One of my top priorities this year is to focus on efficiencies, or lack thereof in many areas of the tribe and move forward with an initiative to streamline communications to the entire tribe. For example, Elder checks are an annual thing. Everyone knows they go out sometime in January. It wouldn't be difficult for the tribe to post an annual standing timeline in the paper, on our website, and our social media pages. It's a simple solution and would save a lot of time for everyone. Again, that's just one minor example. There are so many services, activities, and programs that we could do this for to help our citizens better navigate what is available to them.

Separation of powers

The amendments are currently with Legal as they incorporate them into one document based on our last workshop and recommendations. We should be getting this back within a few weeks to continue to discuss and workshop. My hope is that when this is ready, we adequately notify the public so that you as citizens may participate in some way, shape, or form. If you refer to my last article, it will articulate some of the concerns that were raised, but I stand firmly that at a minimum, this tribe needs an independent court.

Legislative

In the next few months, the chairman, myself, and potentially a few other board members will be heading to a series of meetings in Lansing and DC. With legislative and administration changes, these meetings are extremely important for us as a tribe and our duties and tribal leaders. Part of our job is to educate the newly elected in our treaty rights and stances, but another huge part is to build a relationship with these folks and advocate for resources that our communities need and for bills that impact tribal people

all over the country.

We have always and will continue to work on both sides of the aisle. Just because there may be some politicians that we disagree with in 10% of their policy stances doesn't mean we should ignore the 90% we are in agreement with and benefit our people. Our job is diplomacy and that cannot be selective.

Enrollment Update

Update on open enrollment. As of Jan. 3, 2025, there have been 4,760 applications entered into the tracking system. These are adults only. They have enrolled 25 members this week. To date, they have enrolled 2,326 members since Feb. 1, 2024, including children, and 158 applications have been denied. This is a tenuous process for our Enrollment Department, and they will continue to do their due diligence to ensure that only those applicants who can properly trace lineage are enrolled. Chi miigwech to our entire Enrollment Department for all of their hard work.

Powwow

The Bay Furnace Park Powwow in Munising is moving forward full steam ahead. We now have a date locked in. The powwow will be on Aug. 9, 2025. Our first powwow planning meeting will be held on Jan. 30 at 6 p.m. at the Munising Tribal Health Center. This powwow will be hosted jointly with the youth powwow. We're going to combine efforts and give this one a fresh start. I know so many people are looking forward to getting back together for this, and it's so exciting to finally be happening again. If you are interested in helping out in any way, please show up to the powwow planning meeting or shoot me or Stacie a message if you are unable to attend and still want to assist.

Even with Bay Furnace back on, we are going to continue to partner with NMU for that annual powwow as well. KBIC is going to continue to partner with us for this one as well, and Bay Mills has expressed interest

in joining in the efforts, too. It would be great if this was a start to a reclaiming a true inter-tribal powwow in conjunction with the Native American Student Association at NMU. Dates to be determined based on venue availability.

Cultural Activities Update

I'd like to start out by again requesting that anyone who is a knowledge keeper for any cultural activities in Unit 5 and interested in hosting a workshop, please reach out. We had some awesome unique classes last year and want to continue with that positive momentum. We are trying to grow our own on this end and make culture more accessible for future generations without relying on external teachers. External teachers are a great start to lean on, but there are more than enough people to support between our communities. If you have any teachings, crafts, storytelling, anything you are willing to teach and share, please reach out to either myself or Stacie. If it fits, and we can make it work, we are going to do it.

The hand drum workshop is back on. The tentative dates that this will be during the week of Feb. 10. Once we lock in specific dates, Stacie will be in touch with everyone who already registered to give them priority access. If there are any open spots, we will advertise on social media to get the word out and fill those remaining spots. Prior to cancellation, this was a full class. That being said, we will be looking to host another drum kit workshop later in 2025 to meet the demand. It would be great to get more drums in our youth's hands.

There are still very few spots left in the cloth diaper workshop, hosted by Leah Blanchard of Little Agate in Marquette. The spots were originally reserved for Unit 5, but at this point, it will be first-come, first-served. The class will be held on Sunday, Feb. 2 from 1 to 3 p.m. at Little Agate in Marquette. All supplies will be completely covered by Unit

5 culture funds — this includes a year's worth of cloth diapers! This is a great opportunity for families to save money and learn and access resources for sustainable environmentally friendly diapers. Space is limited, so if you're interested, please contact Stacie at (906) 203-4768.

We have confirmed a teacher in the Marquette area for a ribbon skirt and ribbon shirt class that will be announced soon. It looks like it will happen sometime between March and April. Once we confirm the date, we will advertise in the paper and on social media. I would love to support this same workshop in Munising, so if anyone in Munising is looking to host a class, please reach out to myself or Stacie so we can help support you and plan these future workshops.

Our next Culture Night in Marquette is on Jan. 23 from 5:30 to 8 p.m. at the Marquette Community Center. Currently, we are still in the garages, but are making it work and people are still having an amazing time. It's amazing how many people are showing up. I had to run out and buy more chairs, not a bad problem to have. Our drum group and singers have been busy with dozens of requests and we continue to grow. If you are interested in learning more, just show up and say hi.

We continue to host bi-weekly Culture Night every second and fourth Thursday from 5:30 to 8 p.m. at the Marquette Community Center on 204 Cherry Creek Road. Everyone is welcome, whether you are an Elder knowledge keeper or someone new to our culture and taking your first steps. This is a safe space to ask questions, participate, learn, and make great friends. Dinner is always provided for everyone in attendance. People are welcome to bring a dish to pass or story to share, but absolutely nothing

is expected out of those in attendance other than kindness and consideration of others.

Elders

The next Unit 5 Elder Meeting and Meal in Munising will be held on Thursday, Feb. 6, 2025, at the Munising Tribal Health Center from 11 a.m. to 1 p.m. All you need to do to participate is be a Unit 5 Elder aged 60-plus. We'd love to see some new faces. Come on down and get involved in your community.

The next Unit 5 Elder Meeting and Meal in Marquette will be held on Thursday, Feb. 13, 2025, at the Holiday Inn in Marquette from 6 to 8 p.m. All you need to do to participate is be a Unit 5 or surrounding Unit 4 Elder aged 60-plus. This meeting was moved to the second Thursday due to a conflicting schedule with the Holiday Inn.

As a closing note, I look forward to an amazing 2025 for the Sault Tribe and moving forward in a positive way. As a tribe, we've overcome a lot in the past few years and have slowly begun to see the changes we implemented take effect. Change is slow and scary. Think of it as the changing seasons. Right now, we are in the winter of change, but soon Spring will come, things will begin to bloom, and I'm positive that our tribe's future will be more vibrant because of it. All any of us want is to see a better and more sustainable future for our entire tribe for generations to come. I'm very excited for what the future holds.

If you have any questions, comments, or would like to discuss something with me, please use my contact information below. You can also reach out to Unit 4/5 Liaison Mary Jenerou at mjenerou@saulttribe.net or (906) 450-7011 or (906) 341-8469.

Chi Miigwech,
Tyler Migizii Migwan
LaPlaut
Unit 5 Director/Vice-Chairman
tlaplaut@saulttribe.net
(906) 440-8294

Cost saving measures can save money



SHAWN BOROWICZ,
DIRECTOR, UNIT III

Happy new year.

Now that the holidays are behind us we can move on to a new year filled with new adventures with family and friends. Over the last year, I had a pretty good year personally, I gained a new daughter-in-law, Erica, and my other son and daughter-in-law had a second child named Harper Jo in Texas. On top of this we have been working as a board to make decisions for the benefit of

all members' best interest. Finally, a wage study for all employees was conducted and implemented. Each employee is meeting individually with their managers and going over this as well as if any job descriptions were changed. Several wage studies were done in the past and were never implemented, but this board seen it through after much discussion for the benefit of the employees. I'm sure there are some employees out there with some issues and I hope they bring those issues to their managers, so it can be rectified in a positive manner.

The recent smoking ban at all Kewadin properties seems to be well received by workers and guests, for the most part. I think it needs to be re-evaluated within six months and see where our numbers are and to see if any changes need to be made. I do think we should have an indoor smoking area for our guest instead of the outdoor areas we have now.

When I lived and worked downstate and the city was taken

over by a financial manager, we employees were instructed to make as many cost saving measures as possible to get us out of debt. We worked together implementing cost saving measures, like turning out lights in unoccupied rooms, turning the thermostat down, washing our own fire trucks, ambulances and police vehicles, and various other measures. After a year of this, we were solvent again and the financial emergency was ended. Not that the tribe is in this situation but I think it needs to be looked at as a cost saving measure for future generations and the savings may be able to be added to the elder fund or passed down to our employees. We as a tribe should be more self sufficient and not be so dependent on the federal government.

Looking forward to working more on our housing development in Unit 3 with the Housing department. Its still a way away but we are making progress and will see this taking shape in the

spring.

Respectfully,
Shawn Borowicz,
(906) 430-7612, (906) 379-8511, or sborowicz@saulttribe.net

Gravelle continued

From "Gravelle," page 21
persons. The units will be stick built and 100% of the potential single persons occupying these units will qualify as low-to-moderate income. The Sault Tribe Board of Directors authorized \$2 million towards this project, increasing the number of units.

If you need information on the above you can contact the Sault Tribe Housing at (800) 794-4072 or (906) 495-1450.

As always, keep the men and women in the armed forces in your prayers for a safe return home to their families.

You can contact me with questions or comments at (906) 259-3742 or email at kkgravelle@saulttribe.net.

Thank you,
Kim

From "McRorie," page 19
8,000 members.

Another component of the recommendations is to expand telemedicine services. This could potentially allow all members

to utilize Sault Tribe healthcare services remotely, for non-emergency appointments, regardless of where a member lives. Healthcare is a treaty right that all members should have direct

access to. Rebuilding our existing healthcare systems is essential to expanding services. It is not a service to anyone to expand a broken system; however, I am confident that within a year or

two, we will have improved our healthcare services to a quality of care that all members can take advantage of.

Like always, please feel free to reach out to me with any ques-

tions you may have or to share ideas on how to move our tribe forward in a positive way.

(906) 630-0017

rncrorie@saulttribe.net
Miigwech

There are enough things out there going viral.



Get your COVID-19 and flu vaccines.

Help keep your immune system from going viral. Talk to your health care provider.

Michigan.gov/COVIDFluRSV



Patients were asked, "Should you wish, please provide any comment regarding this physician's office/clinic visit."

And you told us...

...This office is pleasant, thorough, and prompt.

...they've given me great care, they're friendly. I enjoy going there. They make it enjoyable rather than a scary place. Very helpful.

...have been going to the clinic my whole life and really appreciate the clinic. I want to say thank you to them.

Dr. Hamilton Medical...*Dr. Hamilton's office gives excellent care. She is thorough and I would recommend the office to loved ones.*

They treat me very well. They're always there if I have to call. They work with my schedule if I need to change any of my appointments. Dr. Hamilton is kind, considerate, and answers my questions.

Dr. White Dental...*she was very good and I'm glad I was able to consistently see her.*

Dr. Hinman Optical...*Has been very professional. She answers my questions and explains things in detail. She has always given me information about what care is available to me through the tribe. She's just been excellent. I enjoy going to see her and she's always been clear.*

Paris Aaron Medical...*Paris Aaron is a great doctor!!*



St. Ignace Tribal Health Center

They're really good to me and show their concern for my health.



KEWADIN CASINOS ENTERTAINMENT

THE BIG GAME

Sunday, February 9 - All Sites

Win Your Share of Over **\$8,000**
CASH & Credits



Draws Start At 12 p.m.
Free Snacks

See Northern Rewards Club to register and for more details.



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