



Aaron A. Payment, MPA
Tribal Chairperson
“Representing All Members
Everywhere”

**SEND ME YOUR EMAIL
FOR A CHANCE TO WIN
\$1,000 CASH!!!**

With some of the savings of the ‘twice the chair, half the pay’ motto, I am offering a draw chance for a chance to win \$1,000. All you have to do is to send me a working email by November 1st (extended deadline) so I can add your name to receive my Tribal Updates. There is no cost to enter but you must be at least 18 years of age. For spouses of Tribal Members who handle their email communications, you can also enter but please include the name of the Tribal Member in the email. Send emails to:

aaronpayment@yahoo.com

Ahneen, Negee:

I am happy to report that we are making progress in moving our Tribe forward. A select few on our Tribal Board have still not accepted the outcome of the last election but instead have chosen to stew during meetings and vote

NO on nearly everything I have proposed. Level-headed and forward thinking Board members clearly out number the *Negative Nellies* so we will keep moving on our positive path forward. Please examine, however, the Board’s voting record to see for yourself who is moving forward and who has stagnated.

For the most part, we have a very productive, unified and co-operative Board. Of course, we have our differences and the issues Members send us to represent may also differ depending on the regions we represent. The exception, of course, is the Chairperson position, which is elected to represent *All Members Everywhere*. With such decisive support in all five election Units and Members who live outside of the service area, I have been able to more affirmatively advocate for your interests.

‘MOST’ BOARD
MEMBERS WORK
12 HOUR DAYS!

We have been working hard with no less than 10- to 12-hour days when we do meet to go over issues, examine revenue generating expansion opportunities, shape up proposed casino developments, identify costs savings, examine and deploy necessary management changes, and work on improving both constituent and customer service. Though a few who show up at the begin-

ning of the day, then disappear for hours on end, most of your Board is working together on these issues and many more.

OPPOSITIONAL
RESISTANCE

As previously noted, for two years after the Members voted to separate the Chair and CEO functions, a majority of the Board failed to delegate authority to the Chairperson consistent with the clear will of the people to serve as the lead administrator for the Tribe. At one workshop, it was noted that a Board Member proposed to delegate the day-to-day administrative oversight to the Chairperson until the day after the election and if “Payment wins, he’ll have no authority!” Besides being a “bill or attainder” United States Constitutional violation, this approach is patently arbitrary and capricious. There is no place for this kind of spite in good governance. This same individual has propagated (rather wildly) financial claims that are simply not fact. Instead, I believe these allegations are designed to deceive you. Among these include:

ALLEGATION 1: Prior to Payment’s election to Chair in 2004, we had a \$75 million surplus.

FACT: In 2004, the Tribe had a \$268 million debt to the Greeks. Even if a \$75 million reserve account existed (it did not), the

net effect would amount to a remaining \$193 million debt.

ALLEGATION 2: At the end of Payment’s 2008 term, the Tribe was deficit spending to the tune of \$15 million.

FACT: In 2004, I inherited a budget that was irresponsibly overspent by \$1.5 million by the then Executive Director and \$3 million illegally spent on election night to pay out seven of the then Chair’s campaign supporters. This was a projected deficit of \$4.5 million which would have come from the Elder fund. We balanced the budget that year by under-spending an additional \$4 million and balanced the budget all four years while I was Chair.

ORGANIZATIONAL
CHART RESISTED!

Immediately after I was elected Chair this year but before I was sworn in, a few Board Members who disliked the outcome introduced a resolution to eliminate all authority of the Chair and relegate the position to a figurehead who only Chaired meetings. Fortunately, the Board refused to enact such a organizational chart. This same oppositional defiance has continued with ‘no’ votes to the new organizational chart, which was passed by the Board on September 18, 2012. The ultimate purpose in making these organizational changes was to lateralize the or-

ganizational structure to ensure better follow up, efficiency, and operational management while leading team members in a more humanistic manner.

Some functions have been moved out of the day-to-day operations of the Tribal Chairperson administration including the Gaming Authority, Gaming Commission, Housing Commission and Authority and Enrollment. These are now directly under the direction of the Tribal Board of Directors. The chain of command for leave approvals and payroll remain up through the Tribal Chairperson.

The new direct reports of the
Tribal Chairperson include:

- Membership / Internal Services Executive Director (vacant-posted)
- Chief Financial Officer
- Appropriations Team
- Health Director
- Legislative Director
- National Resources Leads
- Chief of Police
- Executive Assistant
- Membership Liaisons and
- Chairperson's Office Administrative Assistant.

As Chair of the Gaming Commission and Gaming Authority,

See Organizational Changes Below

Organizational Changes Continued

the Tribal Chairperson has some oversight functions over these areas as well consistent with the Tribal Ordinances which govern these functions.

INTERIM MEASURE

I see the delegation of authority of the Chairperson as the lead administrator as an interim measure until such time as the Board puts to a vote of the people, our right to separate the powers of the Chair (executive), Board (legislative) and Tribal Court (judicial). This is a critical path forward.

FIRST 100 DAYS:
REFORMS UNDERWAY

October 17 marks the first 100 days of my current term. I am pleased that things are moving along, but, I am not satisfied at the pace. One item I believe should move more expeditiously is the new Constitution. Recently, I supported our Elder Advisory Board’s unanimous support to move it forward. Instead, however, the Board chose to look over the final draft more closely and hopefully bring it back for a vote. Over \$400,000 and five years later, I believe we the

people deserve to decide our fate via an up or down vote by December 2012!

I have shared a draft *Ethics Code* with our Board and I am happy to report that we recently had training on ethics that mirrors my draft code. Thus, at the next Board meeting, I will introduce a resolution to enact the ethics code I have drafted. Please contact me for a copy and to give your input. I am committed to pushing other issues like codifying Tribal Labor Law and will introduce a movement called T.E.A.M. (Tribal Employment Act Move-

ment) to ensure real due process in employment. Many of the other reforms I proposed are addressed via a separation of powers which is critical to our becoming a real government.

Finally, if we are to ever instill confidence in our Membership in our Electoral process, the kinds of glitches we experienced this year (see below) simply cannot be allowed to continue. The only way to address this is through reforms that call for an independent outside accounting firm to handle ballots. At the time I write this, I am awaiting copies of the

final election report, which is three months overdue. I have also requested the election database to determine if there was any fraud perpetrated this year. I will report the outcome next month.

Chi McGwitch, Negee,

Aaron

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On Facebook ‘Aaron Payment’

Also, check out the ‘Sault Tribe Guide’ on Facebook.

DIAGRAM 1

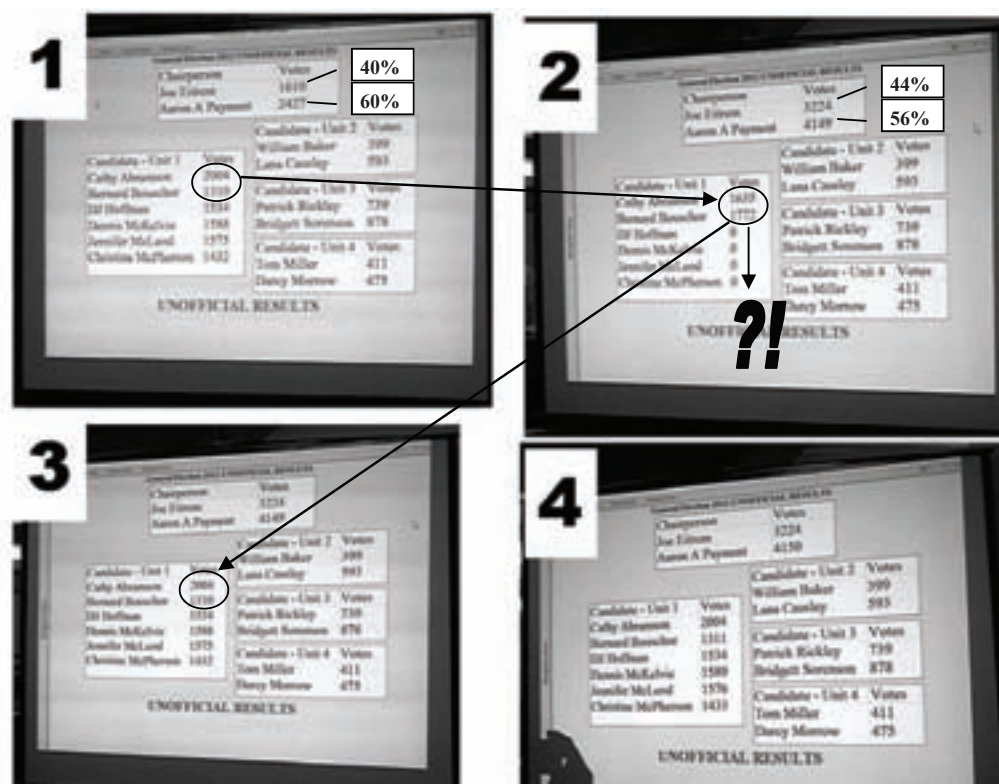


DIAGRAM 2

