

SURVEY RESULTS: IN YOUR WORDS



NMU Students and Chairperson Payment at NMU's Indian Education Conference this April.

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Ahneen, Booze, Biiwaagajig Ndznakoz.

Last month, I noted that I would publish comments from the Tribal Members' survey. Recall that nearly 3,000 Members completed the survey. In order to provide enough space for comments and to objective report this data, I will let the words speak for themselves without narrative. The responses that follow are just as sampling to the question, what are the issues the tribe faces:

At Large) I believe we are one people. I don't understand how those of us that don't live in the Upper Peninsula should be treated different than those who do. The amount that people get paid for doing their jobs.

At Large) lack of funds for ALL tribal member health care that reside out of state, and the lack of tribal interest from the younger generations and not knowing anything about our tribal council

At Large) Not enough done for those of us that live outside of the reservation.

Betterment) Enhancing the quality of life of all enrolled members. Establishing a sense of rust in our governing and enterprise efforts. Taking our place as an important element in the story of Original Peoples and a recognition of what we have contributed to the fabric of America (and Can Ada) ..preserving and understanding our language and unique cultural world views, confirming and re-confirming us as a living entity in today' and tomorrow's world.

BOD Power) THE BOARD HAVING ALL POWER, AND NO CONSIDERATION FOR THE CITIZENS

I REFUSE TO USE THE WORD MEMBER....WE ARE NOT THE YMCA

THE BOARD DOING A VERY POOR JOB OF MICROMANAGING. HELL THEY DONT MANAGE ANYTHING

BOD Power) Getting along

BOD Power) ·Dirty politics

·Services to all members in Michigan regardless of where they live.

BOD Power) Bad government, too much power in the board.

BOD Power) The fighting is wrong between BOD members

BOD Power) Chairman and the board

BOD Power) CORRUPTION, BODS DISAGREEMENT, MONEY MISSING NO CONVICTIONS, NEPOTISM, CERTAIN FAMILIES GETTING TOP JOBS

BOD Power) Lack of the whole tribe feeling that we are a united family all this backstabbing and secrecy has to stop. The elders of our tribe need to feel valued and have a voice in our issues. The young need to feel also that there is hope out there for jobs and

free education for all. Not just the ones in certain areas. We are all native. We are losing our battle with drugs and alcohol because of the hopeless future we are experiencing now. Suicide is increasing this has to be solved with bright futures for our children and family's.

BOD Power) I feel most of the board try in every way try to make him look bad. We will never get ahead unless we all stand behind our chairman.

BOD Power) I serve on three board of directors for not-for-profit groups. I know that alone makes the situation different, but I think the job of any good BOD is to OVERSEE the organization and hire a highly-qualified CEO/general manager/administrator (whatever the type of organization) to run the day to day business of the operation. The BOD should not be managing operations; just because they received enough votes does not make them qualified to run any business. Their only employee is the CEO who must answer to the board. Also, I feel strongly that BOD members should be not compensated or only moderately compensated for their time. They should get on a BOD because they feel passionate about the success of an organization and not have their own financial incentives. There should be mandatory training from an outside firm for new board members to learn about their roles and responsibility and meetings should be about GOVERNANCE of the organization, not getting involved in the operation of the business. Big picture stuff: are we keeping to our budget, what is our five year plan, are we meeting the needs of our members, etc. I fear for the future of the tribe when there are unqualified people running a multi-million dollar business and support services that many of our members and elders could not live without.

BOD Power) It seems to me nothing ever really gets done. All you hear about is board members fighting with each other. In a way I think the tribe should be run like a company you need profits to give the people benefits

BOD Power) leadership/governing: new constitution, finances: making the best use of funds to help tribal members,

promoting active participation of youth so traditions are not forgotten.

BOD Power) To much in fighting!

BOD Power) Our Board of Directors are too divided on important issues. Some seem to fight everything that the Chairman proposes. They let their personal interests and feelings rule them. Many do not seem to

have the best interests of the Tribe in their thoughts. We need a team that can work together for the betterment of all, not just a few.

BOD Power) The petty in fighting among the board members and the fact that Bernard is allowed to sit on the board when he should be in jail. The fact he was ever reelected shows that the tribe is incapable of electing a decent leader.

BOD Power) Failed leadership for 30 years!

Failed businesses, failed businesses, failed businesses, and failed businesses.

Dependence on the Federal government for 75% of the revenue to operate tribal services. Nepotism and favoritism so bad makes us detour from most tribal contact.

BOD Power) That the board needs to do something with the casino's so we get Lansing are they going lose it like we did with Greek town.

BOD Power) BOD interfering with the casinos. Take the politics out and let the Casino and let the Managers/coo run the casinos.

that is what they are being paid for. You have managers that have more management experience than the BOD put together; Tony, over 20 yrs with the casino; sprecker, over 20 yrs. experience working for the casino; Tel fox; 20 years? Fisher: worked for the casino over 20 yrs. Additionally, the BOD needs to agree to disagree and represent their constituents needs and wants. Stop the fighting; It starts with the Chairman on down. Everyone is entitled to their own opinion. enough said!!

BOD Power) Too much in-fighting

BOD Power) Board members trying to do too much and destroying the tribe

BOD Power) board of directors are biggest issue and that starts at the top.

BOD Power) Lack of direction our leaders chose to fight for power when they should be leading by example

BOD Power) steady bickering among the board, it makes use lose our security & trust that you are working for the tribal members, they need to remember if not for us there would be no tribe & no job's We think we have mature board members, then we hire them and find out they skip meetings and put down each other, we as Native people will never get a head with this foolishness going on

BOD Power) Tribal government corruption, lack of engagement with tribal members outside of the U.P.

BOD Power) I believe that the Board Members and the Chairperson should step up as our tribal leaders and take from their pay to cover debts where needed and stop taking from the members. We, as members, don't have very much that this tribe can offer us. The economy isn't very good and we are struggling each and every day.

BOD Power) Infighting, employment. Cultural education for those off of the traditional tribal lands.

BOD Power) Solely and completely the the major issue is the infighting It never seems to stop. Most are too busy defending or offending to get to the heart of business to progress in a positive direction. For GOD's sake. All of you who participate in defying each other are robbing the members of what a great tribe we COULD have.

BOD Power) corruption

BOD Power) Public squabbles amongst our elected officials.

BOD Power) I refer to BOARD as the Board of MISDIRECTION

BOD Power) Internal fighting

BOD Power) the board makes too much money there are too many over the max wedges they all need to be cut back

BOD Power) WE need to impose term limits for the Board of Directors.

BOD Power) There is too much lining of board member pockets when there are so many budget cuts and tribal members are

losing services, and many are losing jobs because budget cuts.

There are many tribes that have boards that are only paid a stipend for their service and are paid only expenses when they travel. Why can't our board be like that? Our board is made up of money hungry, selfish people. Sometime I am ashamed to admit I am associated with the Sault Tribe.

BOD Power) The lack of a helpful, cooperative, professional Board of Directors.

A Board of Directors that wastes time on causes like "Bullying" instead of passing a Constitution! Prioritize!

The lack of Separation of Powers! The lack of a Constitution.

The lack of Fiscal responsibility.

The lack of Strategic ingenuity

BOD Power) The spitefulness of some Board Members

Business) Keeping our business interest separate from our government interest. Treating all members as equal (vice "good old boy" network.)

Casinos) Lower income from casinos

Casinos) Mismanagement of the casinos is getting worse and worse. Our chairman running his mouth all over Facebook does not make him look like he is better than the board. It makes him look like an idiot.

Casinos) the novelty has worn off the casinos we need other businesses

employees are treated badly and they have no recourse but to put up with it

too many high paid positions and the low paid are mostly ignored. if the feds raise min wage the tribe will be hurting for employees morale....no one really wants to work for the tribe but they are the only jobs around.

Casinos) Our new casinos.

Casinos) Competition from too many casinos. Our focus should be on our current casinos being the best they can be. Rancor between Board Members/Chairman is not only disruptive, it is downright dangerous to the short and long term success of our Tribe.

Casinos) econ more programs for private enterprise don't just build another casino

Casinos) management of the casino. Financial

Communication) I believe the tribe needs to do more to educate the members on a number of issues. The monthly newspaper is not enough, just imagine how much information members would receive if the web site was a little more interactive and it wouldn't cost all that much either. Video tours and interviews would be nice maybe a comments section or a forum. The tribe could use it to pass on culture and traditions and put youths and people eager to learn in touch with elders and people who have the knowledge who are willing to pass it on. Does our tribal government need to be reworked? I have no idea because I don't possess enough information on how our current tribal government works or lack there of and I would be willing to wager the majority of the tribe is just as well informed. Should we model our tribal government after D.C.? They do have CSPAN and yes I strongly believe the board meetings should be streamed on the net and archived too for members to watch if unavailable to see it live. Simply put if the tribe wants its members to be active in the tribe, it needs to be interactive.

Communication) COMMUNICATION WITH MEMBERS IN A PROFESSIONAL MANNER,

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WATCH SAULT TRIBE BOARD MEETINGS ON LIVESTREAM: **<http://new.livestream.com/TOSSABCS2>**

Communication) COMMUNICATION WITH MEMBERS IN A PROFESSIONAL MANNER, NOT BY RUMOR AND HEARSAY. RESPONSIBLE MANAGEMENT OF MONIES WITHIN THE TRIBE. WE DOWNSTATERS ARE REALLY THE TROLLS UNDER THE BRIDGE, NOT ON THE RES. TOO BAD, DON'T KNOW SOMEONE IN A POSITION OF POWER, TO BAD. WANT TO GET INVOLVED FROM 'DOWN HERE' TOO BAD. GOT REALLY GOOD IDEAS TO HELP, TOO BAD. WANT TO RUN FOR OFFICE TOO BAD, WELL YOU GET THE IDEA.

Communication) Communication with all members, two way. There is division in the US government, tribe is following in that dysfunctional direction.

Constitution) Agreeing on a new constitutions while keeping true to our culture and heritage and past political nuances. The reduction of grant funding, the erosion of the federal trust responsibility, the depletion of sovereignty through supreme court decisions or use of plenary power, homelessness, poverty, securing future stability financially and socially, Substance Abuse

Constitution) We need separation of power! Pay needs to be reduced for the board. Too much greed with board ;members...

Constitution) NEW CONSTITUTION. STRONG CONSENSUS ON TRIBE LEADERSHIP. ALL THE SQUABBLING IS A VERY HEAVY ANCHOR TO OUR PROGRESS.

Constitution) Lack of a constitution that represents membership issues ie. holding the BOD accountable for their decisions.

Establishment of a Unit 6 to represent our brothers and sisters.

Constitution) constitution, employee rights, over the max, political privilege, failed representation,

Constitution) I think that the lack of an effective Constitution, and the lack of a separation of powers, gives the Board too much power to facilitate proper decision making.

Constitution) unless change is made we will not help our people move forward and up in life, we will stay at the bottom...

Constitution) We need a NEW CONSTITUTION VOTED ON BY THE PEOPLE, SEPARATION OF POWERS. BUT WHAT WE NEED IS A NEW BOARD OF DIRECTORS EXCEPT FOR 1.

Constitution) We seriously need a new constitution. We need a

better division of power. And we need a board populated by rational adults, rather than people acting like children.

Members that live outside of Michigan should have their own representative(s).

Constitution) Separation of powers is necessary to have a balanced government. Tribal sovereignty is vital as is the preservation of the Indian Child Welfare Act. Sequestration has been devastating to some tribes. Tribes need to take a hard look at the way they conduct business and rely less on the "goodness" of the federal government. We are our own enemy. The representative reports and the chairmans reports need to reflect what is being done to achieve the goals the Tribe has set. These articles should not be the time to voice concern about their frustrations. Further, they are paid and need to get reports to the citizens on time. There is no information about Board Minutes on the website. These need to be on the web for citizens to view.

Debt) Getting out of debt. The Detroit Casino was a major mistake.

DK) i don't know, i am out of area so it is difficult to chat with other people in area. we need to make choice not according to other like sized organizations, i have no idea how much time they put in, are workers being honest ! i see people not doing their jobs, getting paid for stuff their not doing, living the good life at the cost of a company, i am talking about the public sector, how is our tribe doing ?

DK) don't know

DK) lost of self

DK) Haven't been following recent developments closely.

Economic Decisions) Sustainable economic decisions. I hear this mostly from my family that lives up north and follows issues for the tribe more than I do.

Economic Decisions) Making it's people better through responsible spending of tribal money.

Economic Decisions) The mishandling of the usa budget, the wreck of our healthcare, uncorrected mistakes keeping us in a recession and driving the economy down in the obama administration mirror the years and years of the same in the tribe. We are losing money and with the bad economic times, we

can't plug the holes fast enough where the leaks are. Disparing salaries for some individuals and poverty for the rest. OUR OWN BOARD should take a pay cut!!!! The casino is poorly managed and it is supposed to be our cash cow. And after the scandal with Joe, why is Lana still even on the board.

Economic Decisions) Poor economy in Michigan, lack of cooperation within Tribal board. Lack of business sense in the CFO's office.

Economic Decisions) Financial issues are a problem.

Economic Decisions) Too much spending on non essentials

Economic Decisions) Sound fiscal reform.

Education) Debt and Education.

Education) education, health, elders

Elders) Elder programs are being cut, when it was them that helped to keep the tribe together before the casino money became an issue.

Elders) TAKE BETTER CARE OF YOUR ELDERS YOU WILL BE THERE ONE DAY.

Elders) taking care of the elders

Elders) the Elders Care-finances

Elders) Taking care of the elders should be a priority along with taking care of the children and Health Care for the members.

Employment) Jobs need new industry .

Employment) Keeping tribal members in the area. No good jobs left. Nothing to work toward.

Employment) Fresh new ideas!! I feel we have employees that are sitting in their positions just to get their paychecks! There are employees that have some good ideas!! Let's get moving!! Let's get these ideas and start moving forward!!

Enrollment) We need new enrollment opened back up.

Failure) Failure....loss of my tribe

Financial) Finance and future directions

Financial) There are so many, I don't even know where to begin. Finances are a MAJOR concern. It seems like the priorities of most are all messed up. Maybe we shouldn't be sinking money into new ventures when we can't even keep a handle on those that we have in place now.

Financial) New business. Balanced budget. Cooperation between the governing body. Recogni-

tion of downstate members. Downstate members on the board.

Financial) Financial

Financial) Investing into much stuff pay off what we have

Funding Loss) I feel that funding is a major issue the tribe is facing.

Funding Loss) income

Funding Loss) Future sequestration.

Lowered opinion at both federal and congressional levels of tribal governing bodies due to their insisted squander of land monies not divided among the true owners.

Funding Loss) Funding for programs for our members, specifically health and educational programs. Our number one priority should be to take care of the needs of our elders and I believe other tribes do a much better job in this area than ours does.

Funding Loss) Funding levels & healthcare

Government Cuts) government cut backs

Health) IHS Health costs, and taking care of our elders together with educating our children.

Health) Health Care-Need more Dr's and Dentists for areas outside of the Sault. Need more funding for critical care. Would like to know just how Casinos help our Tribe. Never can get an answer to that. How much of that money goes into Health Care, help for members with addictions especially our children and young adults.

Health) Health care

Health) Health care, education, housing.

Health) We are in the middle of a health care crisis. Not nationally, globally. And do you know where the tribal population falls? Dead last in several major categories. If you made a list and prioritized our Tribe's collective initiatives over the last several years you probably wouldn't find healthcare on it. And we are not talking about U.S. government subsidized healthcare - rather an intra-tribal effort to address our membership's major issues.

Health) Obama care

Housing) only way to get any thing from them is to move onto the res

Mac Band) Mackinaw Band members' rights to equality

Bargaining with State for Sales Tax and Tuition Waiver programs to be

extended to all members

Prejudice against tribal members who are not on welfare. When the tribe helps only the poor, there is no difference from regular programs now in place with the State government.

How to help tribal artists....

Medical) Taking care of our medical needs, treating all of our employees equal.

Money) Money

Money) money

Money) Spending way too much money on pay for people who do not earn it....

Money) Increasing income, assets and protecting monies cut back on unneeded positions or have multitask to be more efficient work on working together as a team have more fund raisers to raise monies to more competitive like the Oneida tribe

Money) Money!!!

Money) \$\$\$ for funding for programs that are there but have tried and get denied several times.

Money) Money is one of them

Money) Not enough money to go around

Money) We're broke and losing jobs.

Per Cap) NO PRECAP

Promises never when running for office, just fakes to get in.

Politics) The politics of the day (US, MI. and tribal)

Revenue) I feel there is a need to pursue other options to generate revenue or simply to have things in place where other tribes already do. I'd like to see a licensing department where we can acquire tribal license plates and things of that nature.

Services) Better service for Mackinac Island tribal members

Substance Abuse) substance abuse,

Tribe) Always focus on the "Good of the Tribe."

Youth) The youth in general seem to be getting involve in things that are not good for them. I think drugs and lack of motivation to do good with our youth. We need more youth programs to help motivate the young to move forward in life in a positive way. Our we doing what we can to focus on what our elders need, emotionally, financially.

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