

# Win Awenen Nisitotung

Mshka'odin Giizis • Frozen Moon

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

November 15, 2013 • Vol. 34 No. 11

## Sault Tribe switches to online job applications only at saulttribe.com

### FROM SAULT TRIBE HUMAN RESOURCES DEPARTMENT

If someone says mouse, do you immediately think trap? No problem, Human Resource staff will be happy to help you fill out online applications.

Effective Jan. 1, 2014, Sault Tribe will go to online applications only; for two reasons. First, and most important, is it will allow us to better serve you, our valued customers. This change will also allow us to be more fiscally responsible by avoiding the high cost of printing and more environmentally friendly by sending your applications to the hiring managers electronically.

There will be some minor changes to applications.

Applicants will now only be allowed to apply for one position per application. We know this seems like a lot more work, but, in the long, run it will allow you to tailor your application to show-

case your skills and abilities for a specific position.

This process will direct us to focus on your application to a specific job opening.

No computer? No worries. There are a number of places you may visit to submit your application — a library, a college, Michigan Works, the Human Resource Department, family, friends, and so on. Please contact the Human Resource Department if we can assist you in finding the nearest available computer.

If you have any questions, please feel free to call the Human Resource offices at 635-4937 in Sault Ste. Marie, 643-4176 in St. Ignace or call our toll-free number at (866) 635-7032.

The St. Ignace office services St. Ignace and Manistique, while the Sault Ste. Marie location services all other locations.

After the new year, log on and apply at [www.saulttribe.com](http://www.saulttribe.com).

## Escanaba Tribal Health Center re-opens



Photo from Sault Tribe Rural Health

Above, in front of Escanaba's Tribal Community Health Center, standing left to right, Niki Krzyzanski, Bonnie Culfa, Tara Duchene, Darcy Morrow, Denise Chase. Kneeling left to right, Carol Irving (landlord of the new building) and Marlene Glaesmann.

## Nuclear waste site poses threat to U.S., Canadian economy, waters

### Kildee, state congressional delegation urge consideration and studies

WASHINGTON, D.C. — Congressman Dan Kildee today expressed "significant concern" over plans by a Canadian energy corporation to store nuclear waste less than a mile from Lake Huron. In an Oct. 30 letter to the Canadian Nuclear Safety Commission, Kildee was joined by other members of the Michigan delegation imploring the Joint Review Panel to consider alternative locations for the site.

"Millions of people — both in the U.S. and Canada — depend on

fresh water from the Great Lakes for drinking, fishing, and tourism. Every year, the Great Lakes pump billions of dollars into the economy and support thousands of good-paying jobs," the letter reads. "Lake Huron, which together with Lakes Superior, Erie, Michigan and Ontario constitute the largest group of freshwater lakes on earth, comprise 21 percent of the world's surface freshwater. If the Great Lakes were to be contaminated with nuclear waste, it would cause significant damage to this vital natural resource," the letter continues.

Kildee said, "Our state's liveli-

See "Nuclear Waste," pg. 3

### FROM SAULT TRIBE RURAL HEALTH

In response to tribal members' requests to restore tribal Community Health services in the Escanaba area and after many months of hard work by the tribal board of directors, board representatives and an ad hoc health committee, the Escanaba Tribal Community Health Center re-opened for services on Aug. 19.

The intent and purpose of health centers is to offer health promotion and disease prevention services by Community Health staff for members living in remote areas from the main ambulatory care centers.

The staff are integral members of the health care delivery team and work closely with the

main clinics to provide services close to where members reside. As is true for the health centers in Hessel and Newberry, the Escanaba Tribal Community Health Center will be widely used as the point of general service contact between the needs of local members and all services offered by the larger tribal organization.

Services offered from the site are home visits, office visits, diabetes support group activities, diabetes foot care clinics, a wide variety of health education counseling services and flu shot clinics by Community Health nursing staff.

Special recognition and appreciation is extended to Chairperson Aaron Payment, board representatives Denise

Chase, Darcy Morrow and Joanne Carr Anderson, and all other board representatives who supported the project. Also, under the direction of the board and Health Division Director Bonnie Culfa, special acknowledgement for the long hours of hard work and dedication to the project goes to Rural Health Program Manager Marlene Glaesmann, Rural Health Program administrative assistant Niki Krzyzanski and Escanaba Community Health nurse Tara Duchene.

An informal open house ceremony will be announced soon. Please visit or contact the new site at the Penstar Office Building, 1401 North 26th Street, Suite 105, Escanaba, MI 49829, (906) 786-2636.

## Sault Tribe chairman voted in as Midwest regional vice president for NCAI



**Sault Tribe Chairperson Aaron Payment** was voted as the National Congress of American Indians' Midwest area vice-president on Oct. 16, receiving 58 percent of the vote. A tribal advocacy group founded in 1944,

NCAI is the oldest, largest and most representative Native organization. Its purpose is to serve as a unified voice of tribal nations.

"I am honored to be elected to represent my tribe, the Midwest region tribes, and all of our original people at the highest level," said Payment. "Working on my first Master's thesis in 1991, I wrote about impacting U.S. Indian policy at the national level. Quite frankly, I dreamed of this day. I am humbled and will do my best to carry the feather forward."

Over the last year, Payment was worked hard trying to stop sequestration by raising aware-

ness at all levels. He serves on the HHS Secretary Tribal Advisory Council and Health Research Advisory Council. He is vice-president of M.A.S.T., vice-chair of the Inter-Tribal Council of Michigan and a member of the United Tribes of Michigan.

Member tribes elect the NCAI president. The 12 regional vice-presidents are elected to two-year terms by their respective regions. The current President of NCAI is Jefferson Keel (Chickasaw Nation). As the vice-president of the Midwest Region, Payment will represent tribes from the states of Michigan, Wisconsin, Minnesota and Iowa.

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### Other things to help you get ready ~

1. If you have a computer, sign up for emails.
2. Gather household information, like last tax return.
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4. Ask for help, if needed, about how health insurance works. Call us.
5. Bring your Social Security card.

More information is available on [www.healthcare.gov](http://www.healthcare.gov)  
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# Traditional nautical chart availability waning

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The National Oceanic and Atmospheric Administration's (NOAA) Office of Coast Survey, which creates and maintains the nation's suite of over a thousand nautical charts of U.S. coastal waters, recently announced major changes ahead for mariners and others who use nautical charts. Starting April 13, the federal government will no longer print traditional lithographic paper nautical charts, but will continue to provide other forms of nautical charts, including print on demand charts and versions for electronic charting systems.

"Like most other mariners, I grew up on NOAA lithographic charts and have used them for years," said Rear Admiral Gerd Glang, director of NOAA's Office of Coast Survey. "We know that changing chart formats and availability will be a difficult change for some mariners who love their traditional paper charts, but we're still going to provide other forms of our official charts."

Since 1862, those lithographic nautical charts — available in marine shops and other stores

— have been printed by the U.S. government and sold to the public by commercial vendors. The decision to stop production is based on several factors, including the declining demand for lithographic charts, the increasing use of digital and electronic charts and federal budget realities.

"With the end of traditional paper charts, our primary concern continues to be making sure that boaters, fishing vessels and commercial mariners have access to the most accurate, up-to-date nautical chart in a format that works well for them," said Capt. Shep Smith, chief of Coast Survey's Marine Chart Division. "Fortunately, advancements in computing and mobile technologies give us many more options than was possible years ago."

NOAA will continue to create and maintain other forms of nautical charts, including the increasingly popular print on demand (POD) charts, updated paper charts available from NOAA-certified printers. NOAA electronic navigational charts (NOAA ENC®) and raster navigational charts (NOAA RNC®), used in a variety of electronic charting systems, are also updated weekly and available for free download from the Coast Survey website. NOAA will also announce a new product:

full-scale PDF (Portable Digital Format) nautical charts, available for free download on a trial basis at <http://nauticalcharts.noaa.gov/pdfcharts>.

The world of navigation is benefiting from advances in technology, Smith said. He said NOAA will consult with chart users and private businesses about the future of U.S. navigation, especially exploring the use of NOAA charts as the basis for new products.

"Customers frequently ask us for special printed features, such as waterproof charts, special papers or chart books containing additional information," he explained. "We are investigating new opportunities for companies to fill these market niches, using the most up-to-date information directly from NOAA."

NOAA's Office of Coast Survey is the nation's nautical chartmaker. Originally formed by President Thomas Jefferson in 1807, Coast Survey updates charts, surveys the coastal seafloor, responds to maritime emergencies and searches for underwater obstructions that pose a danger to navigation. Follow Coast Survey on Twitter @nauticalcharts and check out the NOAA Coast Survey blog at [noaacoastsurvey.wordpress.com](http://noaacoastsurvey.wordpress.com) for more in depth coverage of surveying and charting.

## The Advocacy Resource Center

5th annual

### 50/50 Christmas Raffle!

One \$10 ticket could win you up to \$5,000! Only 1,000 tickets will be sold.

Proceeds to benefit operations of the Advocacy Resource Center.

To buy your lucky ticket contact ARC staff at 632-1808.

First Prize: 50 percent of the proceeds up to \$5,000!

Second Prize: Kindle Fire HD 8.9 16 GB

Third Prize: \$50 MidJim Certificate!

The drawing will be Friday, Dec. 13, 2013, at 12 p.m. at Northern Rewards in the Sault Kewadin Casino.

You do not need to be present to win!

Tickets can be deducted from payroll!

License STR—023-13

## Obama issues executive order to prepare for climate change

BY RICK SMITH

Citing a need for the nation to prepare for unavoidable consequences of climate change and to fulfill a moral obligation to future generations to leave them with a planet that is not polluted or damaged, President Barack Obama issued an executive order on Nov. 1 that directs federal agencies to begin work focused on protecting the nation's environments and economies and establishes the Task Force on Climate Preparedness and Resilience.

"We're going to need to get prepared," Obama said last June. "And that's why this plan will also protect critical sectors of our economy and prepare the United States for the impacts of climate change that we cannot avoid. States and cities across the country are already taking it upon themselves to get ready . . . And we'll partner with communities seeking help to prepare for droughts and floods, reduce the risk of wildfires, protect the dunes and wetlands that pull double duty as green space and as natural storm barriers."

The executive order, titled Preparing the United States for the Impacts of Climate Change, directs federal agencies to examine and modernize federal programs to make it easier for communities to "build smarter and stronger" in order to become more resilient against natural disasters.

Agencies are further ordered to identify changes in managing natural resources to strengthen climate resilience as well as pro-

vide information and other tools accessible to the public through an easy-to-use method of conveyance. Further, federal agencies are directed to develop and implement strategies to evaluate and address the most significant risks to government operations related to climate change, building on plans released earlier this year.

Responsibility to oversee the implementation of the specified actions fall on a new body established by the executive order called the Council on Climate Preparedness and Resiliency. The council is chaired by the White House and composed of more than 25 agencies directed to consider recommendations from state, local and tribal leaders.

In addition, another task force made up of 26 state, county, city and tribal officials is established to provide recommendations to the president on removing barriers to federal funding and programs to support efforts in developing environmental and economic resilience against natural disasters.

The order can be viewed in its entirety by visiting [www.whitehouse.gov](http://www.whitehouse.gov) and entering a search for executive order climate change.

### ATTENTION TRIBAL MEMBERS

Rita Glyptis, Membership Liaison Units IV and V (906) 450-7024 [rglyptis@saulttribe.net](mailto:rglyptis@saulttribe.net)

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## Anishinaabe Cultural Committee invites members

The Sault Tribe Cultural Committee would like to extend an invitation for all members to attend the monthly meetings that are planned to be held in various tribal communities.

The meetings are held on the fourth Monday of each month at

### Kildee calls Canada out on Great Lakes nuclear storage facility

From "Nuclear Waste," pg. 1 hood depends on preserving the Great Lakes. Not only do they propel Michigan's economy through fishing and tourism, our beautiful lakes also provide sanctuary and serenity to millions of visitors from all over the world each year."

The congressman added, "Like all Michiganders, I have vivid memories of family vacations up north on the pristine shores of our state. I now have the great honor of representing Lake Huron and towns along the water in Congress, and I will always fight to preserve our beautiful freshwater lakes from harm."

The letter to the Canadian Nuclear Safety Commission comes as the panel is closing its public comment period on the proposed site. Kildee's letter is

4 p.m. and the committee strives to be inclusive and seeks to involve the members in its discussions.

For the remainder of 2013 the dates and locations are as follows:

Nov. 25: Lambert Center in St. Ignace at 4 p.m.

Dec. 30: Niigaanagizhik Cultural Building in Sault Ste. Marie at 4 p.m.

The committee is working on a schedule for the 2014 meetings. When this is completed the dates and locations will be advertised.

also signed by Michigan's congressional representatives, Gary Peters, Sander Levin and John Dingell.

The underground nuclear waste storage facility, proposed by Ontario Power Generation, would store approximately 52 million tons of radioactive waste from Ontario's 20 nuclear reactors. The plans include burrowing nuclear waste 2,200 feet underground near Kincardine, Ontario, a small town with just over 11,000 people.

The facility would be built in the Great Lakes basin and, in the event of an accident, could also threaten a large supply of the world's fresh water resources. Lake Huron, along with lakes Superior, Erie, Michigan and Ontario, constitute the largest group of freshwater lakes on

earth, comprising over a fifth of the world's freshwater resources.

The nuclear storage facility is anticipated to remain radioactive for centuries, the letter notes, as a result, it will impact the people of both countries for perpetuity. The letter urges an environmental assessment focused on the location of this facility should be conducted with great caution and deliberation as neither the U.S. nor Canada can afford the risk of polluting the Great Lakes with toxic nuclear waste.

The letter concludes by asking the panel to continue working with federal, state, provincial and local governments on both sides of the border as an evaluation of the decision is made to help guarantee the protection of the Great Lakes.

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](http://www.saulttribe.com).

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### Win Awenen Nisitotung

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Sherrie Lucas.....Secretary

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

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

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



# Commission proposed to help Native youth

By RICK SMITH

The first female United States senator elected from North Dakota took the oath of office last January. Recently, on Oct. 30, Senator Heidi Heitkamp introduced a bill into the Senate that proposes the creation of a federal commission to address obstacles confronting Native American children in leading healthy, productive lives. The proposal is described as a “comprehensive plan to find solutions to the complex challenges facing Native American children” throughout Indian Country.

The proposal is the first bill the Democratic Senator introduced into the Senate.

Issues that would be addressed by the commission include high rates of poverty, unemployment, child abuse, domestic violence, crime, substance abuse and many others.

“We have all heard stories or seen first-hand the struggles that too many Native children and their families face from extreme poverty to child abuse to suicide,” Heitkamp noted in a prepared statement. “Since I’ve been in public office, I’ve worked to address many of these challenges,

and I’m proud my first bill as a U.S. Senator will take a serious look at finding solutions to better protect Native children and give them the opportunities they deserve.”

Heitkamp, who is also a member of the Senate Committee on Indian Affairs, added, “Tragically, for children in our nation’s tribal communities, the barriers to success are high and they are the most at-risk population in the country, facing serious disparities in safety, health and education.”

The bill is co-sponsored by United States Senator Lisa Murkowski of Alaska and is receiving support from leaders of Indian Country and others, such as Senator Byron Dorgan.

According to background information on the bill, the commission is to be named the Alyce Spotted Bear and Walter Soboleff Commission on Native Children in honor of Alyce Spotted Bear, a former tribal chairwoman from North Dakota and a passionate leader in education and advocacy for Native children, as well as Walter Soboleff, an Alaska Native elder and statesman from the Tlingit people.

The information on the bill



Senator Heidi Heitkamp

points out that the federal government has a trust responsibility to provide for the education, health and safety of American Indian children, but existing program rules hinder tribal efforts in improvements and the lack of clear guidance for federal agencies mire the ability of the government in fulfilling its trust responsibilities.

The bipartisan bill would create a commission to conduct a comprehensive study on the federal and tribal programs, grants and supports available for Native children with the aim of developing a sustainable system of

*“... recognizing the need to include children in the conversation, the bill establishes a native children subcommittee comprised of one young person from each Bureau of Indian Affairs service area and one Native Hawaiian. The native children subcommittee will provide advice to the commission members and offer insight to help guide the commission’s work.”*

“wrap-around” services for the children.

The commission would be composed of 11 members who have expertise in areas of juvenile justice, social work, education and mental and physical health. A bipartisan group including the president, Senate majority and minority leaders, speaker of the House of Representatives and House minority leader will appoint members to the commission.

Further, according to the background information, recognizing the need to include children in the conversation, the bill establishes a native children subcommittee comprised of one young person from each Bureau of Indian Affairs service area and one Native Hawaiian. The native children subcommittee would provide advice to the commission

members and offer insight to help guide the commission’s work.

The Alyce Spotted Bear and Walter Soboleff Commission on Native Children will have three years after the commission is fully appointed and funded to report recommendations on how to achieve better use of existing resources, increase coordination, measure outcomes, develop better data collection, strengthen private partnerships and implement best practices.

The bill proposes funding through unexpended funds from the U.S. departments of Justice, Interior and Health and Human Services.

Endorsements on the bill have been received from the National Congress of American Indians, National Indian Education Association and the Great Plains Tribal Chairmen’s Association.

## NCAI meets, elects new executive committee

By RICK SMITH

The National Congress of American Indians (NCAI) elected new officers to two-year terms during the organization’s 70th annual convention in Oklahoma City, Okla., on Oct. 17. The executive committee serves to advance the NCAI mission of representing Indian Country and protecting tribal sovereignty throughout the United States while serving the many interests of American Indian governments and other entities. The organization was established in 1944.

Swinomish Indian Tribal Community Chairman Brian Cladoosby of LaConner, Wash., was elected president while Michael Finley, chairman of the Confederated Tribes of the Colville Reservation in the state of Washington, became first vice president. Robert Shepard of the Sisseton Wahpeton Oyate of

the Lake Traverse Reservation in the Dakotas was elected to the recording secretary post and Dennis Welsh Jr., council member of the Colorado River Indian Tribes of Arizona was elected as treasurer.

In his first official statement after he was sworn in as the 21st president of the NCAI, Cladoosby called attention to the tribes of the Great Plains suffering from a natural disaster and the slow response of the federal government to help. “As I begin my term, my thoughts and prayers are with the South Dakota tribes. The Oglala Sioux and Cheyenne River Sioux have been devastated by the recent storm that swept the Great Plains — and the federal government failed, again, to maintain treaty agreements that ensure disaster relief is provided when citizens are in distress. When the federal government



NCAI President Brian Cladoosby

neglects citizens in times of emergency, the effects can be long term.”

Cladoosby said collapsing homes, lack of food and widespread loss of livestock are immediate problems facing the tribes and are only the beginning of

their woes. “Tribal ranchers and farmers in South Dakota will feel the economic impact of this storm for years to come as they will now have to rebuild their livelihoods from scratch,” he said. He further indicated Congress must pass a Farm Bill that supports people in dire straits nationwide and “act immediately to provide rapid recovery for our tribes and work to ensure that political gamesmanship and inactivity does not harm Native peoples again.”

The NCAI announced the election of regional vice presidents on Oct. 18, selected by voting in their respective regions, their areas, names and tribal affiliations:

- Midwest, Aaron Payment, chairman of the Sault Tribe of Chippewa Indians.

- Western, Arlen Melendez, chairman of the Reno-Sparks Indian Colony.

- Southwest, Manuel Heart of the Ute Mountain Ute Tribe council.

- Southern Plains, Steven Smith of the Kiowa Tribe.

- Southeast, Ron Richardson, chairman of the Haliwa-Saponi Indian Tribe.

- Pacific, Rosemary Morillo, chairwoman of the Soboba Band of Luiseño.

- Northwest, Fawn Sharp, president of the Quinault Nation.

- Northeast, Randy Noka of the Narragansett Tribe council.

- Great Plains, Leander McDonald, chairman of the Spirit Lake Tribe.

- Eastern Oklahoma, Stampy Joe Crittenden, deputy principal chief, Cherokee Nation.

- Alaska, Jerry Isaac, president and chairman of the Tanana Chiefs Conference.

## U.S. attorney seeks victims of Kentwood pharmacists 2004-10

GRAND RAPIDS, Mich. — The U.S. Attorney’s Office for the Western District of Michigan is handling criminal cases involving various individuals in connection with their employment at Kentwood Pharmacy.

From approximately 2004 through November 2010, Kentwood Pharmacy operated retail pharmacies in Grand Rapids (formerly Eastgate Pharmacy), Shepard, Alma and St. Louis, Mich. Additionally, they serviced nursing homes, adult foster care homes and other long term care facilities throughout Michigan and northern Indiana.

To date, three pharmacists have pled guilty to misbranding prescription drugs during their employment at Kentwood

**Potential victims should contact the U.S. Attorney’s Office for the Western District of Michigan by calling (616) 808-2034 or by visiting: [www.justice.gov/miw/programs](http://www.justice.gov/miw/programs).**

Pharmacy and scheduled to be sentenced, in federal court on Nov. 13 and 14, 2013, before District Court Judge Janet T. Neff.

Individual patients may have received drugs from Kentwood Pharmacy as early as 2004, continuing through 2010, which were misbranded or adulterated. Examples of such misbranded or adulterated drugs include mislabeled drugs, discolored drugs

or expired drugs. Anyone who believes they may have been victims of this crime because they received or paid for drugs supplied by Kentwood Pharmacy between 2004 and November 2010, which were misbranded or adulterated, is asked to contact the U.S. Attorney’s Office for the Western District of Michigan.

Potential victims may contact the Western District of Michigan U.S. Attorney’s Office by visiting the office’s website and accessing a form related to this case at [www.justice.gov/miw/programs/victimwitness.html](http://www.justice.gov/miw/programs/victimwitness.html) Alternatively, potential victims may call the office’s Victim Witness Unit at (616) 808-2034 and provide the information over the phone.

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MedlinePlus health topics pages are reviewed continuously with new links added every day.



# National Native American Month proclamation

*National Native American Heritage Month, 2013, by the president of the United States of America, a proclamation*

From Alaskan mountain peaks to the Argentinian pampas to the rocky shores of Newfoundland, Native Americans were the first to carve out cities, domesticate crops, and establish great civilizations. When the Framers gathered to write the United States Constitution, they drew inspiration from the Iroquois Confederacy, and in the centuries since, American Indians and Alaska Natives from hundreds of tribes have shaped our national life. During Native American Heritage Month, we honor their vibrant cultures and strengthen the government-to-government

relationship between the United States and each tribal nation.

As we observe this month, we must not ignore the painful history Native Americans have endured — a history of violence, marginalization, broken promises, and upended justice. There was a time when native languages and religions were banned as part of a forced assimilation policy that attacked the political, social, and cultural identities of Native Americans in the United States. Through generations of struggle, American Indians and Alaska Natives held fast to their traditions, and eventually the United States Government repudiated its destructive policies and began to turn the page on a troubled past. My Administration remains

committed to self-determination, the right of tribal governments to build and strengthen their own communities. Each year, I host the White House Tribal Nations Conference, and our work together has translated into action. We have resolved longstanding legal disputes, prioritized placing land into trust on behalf of tribes, stepped up support for Tribal Colleges and Universities, made tribal health care more accessible, and streamlined leasing regulations to put more power in tribal hands.

Earlier this year, an amendment to the Stafford Act gave tribes the option to directly request Federal emergency assistance when natural disasters strike their homelands. In

March, I signed the Violence Against Women Reauthorization Act, which recognizes tribal courts' power to convict and sentence certain perpetrators of domestic violence, regardless of whether they are Indian or non-Indian. And this June, I moved to strengthen our nation-to-nation relationships by establishing the White House Tribal Council on Native American Affairs. The Council is responsible for promoting and sustaining prosperous and resilient Native American communities.

As we observe Native American Heritage Month, we must build on this work. Let us shape a future worthy of a bright new generation, and together, let us ensure this country's promise

is fully realized for every Native American.

Now, therefore, I, Barack Obama, president of the United States of America, by virtue of the authority vested in me by the Constitution and the laws of the United States, do hereby proclaim November 2013 as National Native American Heritage Month. I call upon all Americans to commemorate this month with appropriate programs and activities, and to celebrate November 29, 2013, as Native American Heritage Day.

In witness thereof, I have hereunto set my hand this 31st day of October, in the year of our Lord 2013, and of the Independence of the United States of America the 238th. BARACK OBAMA.

# Historic appointment leads state civil rights office

By RICK SMITH

The Michigan Civil Rights Commission recently announced the historic appointment of Matt Wesaw as executive director of the Michigan Department of Civil Rights (MDCR) effective as of Oct. 28. Wesaw is the first American Indian appointed to the position. He resigned his seats as chairman of the Pokagon Band of Potawatomi Indians and president and CEO of the Pokagon Gaming Authority in order to accept the historic post with the state.

The MDCR executive director implements policies established by the Michigan Civil Rights Commission and providing leadership for the department and its staff. The department is charged with investigating civil rights complaints as well as conducting outreach and education programs to promote compliance with civil rights laws. Further, the department is home to several commissions supporting civil rights specifically for women, Hispanics, Asians and others.



**Matt Wesaw**

Governor Rick Snyder expressed confidence in having Wesaw leading the department. "Matt Wesaw brings a depth and breadth of experience and sound judgement that will be of great benefit to the Department of Civil Rights and the State of Michigan. I look forward to joining with him in the important work of ensuring that every citizen of this great state has the opportunity to live, work and learn in an environment free from discrimination, ready to

pursue the opportunities around them."

Wesaw served 26 years with the Michigan State Police. Late in his state police career he became vice president of the Michigan State Police Troopers Association and also served as the association's director of government relations. In addition to his duties for the association, Wesaw served as a member of the Pokagon Band tribal council, served under Governor John Engler as chairman of the Commission on Indian Affairs and on the Community Service Commission. Governor

Jennifer Granholm appointed Wesaw to the Michigan Civil Rights Commission as the second American Indian to serve in that capacity and served as commission's chair in 2010 and 2011.

The United Tribes of Michigan hired Wesaw in 2007, a position he held until his election as chairman of the Pokagon Band in 2009. He was also elected as the Midwest area vice president of the National Congress of American Indians (NCAI) in 2009 and, in 2010, was selected as the recording secretary for the NCAI.

Governor Snyder appointed Wesaw to the Council on Law Enforcement and Reinvention in 2011, a committee responsible for evaluating the efficiency of law enforcement services in the state.

"I feel very privileged and honored to have been selected as executive director of the Michigan Department of Civil Rights," Wesaw noted in the state's announcement. "Having served on the commission for several years, civil rights is an area that I am very passionate about and I'm excited to focus on it in the final phase of my career."

## How to replace some common vital records such as birth certificates

Vital records, like birth and marriage certificates and military service records are often necessary to access a variety of government benefits and services.

USA.gov has information to help you find copies and replacements of your vital records so you can apply for whatever benefits and services you need.

**Birth, marriage and death certificates** — These records come from the states. To find a copy, you'll have to contact that state office where the life event occurred. Find the contact information for state and territory offices that can help you.

**Passports** — Report lost or stolen passports to the U.S. State Department right away by calling (877) 487-2778. To report and replace the lost or stolen passport, you'll have to submit forms DS-11 and DS-64 in person at a passport agency or acceptance facility. If you lose a passport and then find it again,

you won't be able to use it to travel. You should return the lost passport and request a new one.

**Military service records** — You often need copies of military service records to apply for a variety of government programs available for veterans, like health care, retirement or education benefits. The National Archives keeps copies of all veterans' services records, and you can apply online to receive a copy of yours or an immediate family member's if they are deceased.

**Social Security card** — If you can't find your Social Security card, you may not actually need to replace it. As long as you know your Social Security number, you will still be able to collect Social Security benefits, get a job and apply for many government benefits and services. However, if you do want to replace the card, you'll need to gather documents proving your identity and citizenship to mail or take to a local Social Security office.

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# Report details NCAI position on "Indian" mascots

BY RICK SMITH

The National Congress of American Indians (NCAI) recently released a new report titled *Ending the Legacy of Racism in Sports and the Era of Harmful "Indian" Sports Mascots*.

The report comes amid growing controversy nationwide on the use of skewed American Indian imagery and racist names used in sports mascots across the country by teams ranging from small town schools to the revered professional sports franchises of the major leagues. The issue is even drawing attention and action from some representatives in Congress. Not long ago, even President Barack Obama weighed in on what may be the country's most contentious case, indicating he would seriously consider

changing the name of the team if he owned the Washington, D.C., National Football League franchise.

The 29-page NCAI report starts by noting both the practice of and opposition to "Indian" sports brands is nothing new, "Indian" sports brands used by professional teams were born in an era when racism and bigotry were accepted by the dominant culture. These brands, which have grown to become multi-million dollar franchises, were established at a time when the practice of using racial epithets and slurs as marketing slogans were a common practice among white owners seeking to capitalize on cultural superiority and racial tensions."

A ground swell of support over the last 50 years has been

mounting to end the era of racist and harmful "Indian" mascots in sports and in popular culture, the report adds. Indeed, the NCAI established a campaign in 1968 to end skewed imagery and terminology in popular media and culture. While no professional teams have adopted "Indian" mascots since 1963, the National Collegiate Athletic Association (NCAA) established an extensive policy in 2005 to eliminate harmful "Indian" mascots and a strong trend is seen among high schools in dropping racist mascots and team names referring to American Indians. In addition, according to the report, "Hundreds of tribal nations, national tribal organizations, civil rights organizations, school boards, sports teams and individuals have called for the end to harmful 'Indian' mascots."

According to the report, harm is generated by "Indian" mascots in several ways: It perpetuates negative stereotypes. Rather than acting as tributes to American Indians, they often convey caricatures that contribute to the disregard for the humanity of indigenous people. Widespread damage can be summed up in one sentence of the report, "These stereotypes affect how Native youth view the world and their place in society, while also affecting how society views Native peoples."

NCAI is not alone in objecting to "Indian" mascots. About 20 organizations, including the National Education Association and the Michigan State Board of Education and the American Psychological Association, have adopted resolutions calling for an end to the practice in sports.

Another 115 groups as diverse as the American Sociological Association, Calvert Investment Group, Southern Christian Leadership Conference and the Sault Ste. Marie Tribe of Chippewa Indians have endorsed retiring American Indian references as sports mascots and logos.

In addition to other information, the report delves into the policies of the National Collegiate Athletic Association and a few states on hostile and abusive mascots. Further, it expresses a viewpoint on professional sports and harmful mascots and goes into great detail over the situation involving the National Football League franchise of Washington, D.C.

The report can be seen in its entirety or downloaded at [www.ncai.org](http://www.ncai.org).

## Board actions summary for Oct. 1 meeting in the Sault

The Sault Ste. Marie Tribe of Chippewa Indians Board of Directors met for a regular meet-

ing on Oct. 1 at the Kewadin Casino and Convention Center. All board members were present.

Class A and Class B retail liquor licenses were re-issued for all five of the tribe's casinos as well as the Midjim convenience stores in Sault Ste. Marie and St. Ignace. The licenses expire on Dec. 31, 2014.

Delegates and alternate delegates of the tribe were designated for the 2013 annual National Congress of American Indians convention along with authorization for an expenditure of \$550 to pay for the tribe's 2014 annual dues. Chairman Aaron Payment was designated as delegate, appointments as alternates named directors Cathy Abramson, Jennifer McLeod, DJ Malloy, Catherine Hollowell and Keith Massaway along with Sault Tribe Gaming Commission Director Kenneth J. Ermatinger.

The board authorized a grant application in the amount of \$5,405,572 for an annual Bureau of Indian Affairs tribal transportation program grant.

A 2014 housing plan grant was accepted and a request was authorized for funding from the U.S. Department of Housing and Urban Development.

The chairman was authorized to sign an Eastern Upper Peninsula Cooperative Weed Management Area memorandum of understanding to commit the tribe as a "cooperator" in the organization for the management and control of invasive land and water plants in Chippewa, Luce and Mackinac counties.

Budget modifications were approved for the fiscal year 2013 governmental capital expenditures

budget for a reduction in expenditures of \$800,000 and an increase of \$1,000,000 from bank financing. The board also approved the establishment of the fiscal year 2013 budgets for building and equipment with \$300,000 from fund balance and JD Edwards for \$835,000, of which \$35,000 will come from the Housing Authority and \$800,000 from transfers.

The board authorized a carry-over budget modification to establish a 2013 budget of over \$9,000 for tribal Integrated Resource Management Planning.

A declaration of disaster was authorized to aid attempts to acquire federal funding to remedy damages from heavy rainfall of approximately five inches in a four-hour period on Sept. 9 on Sugar Island, Mich.

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## Sault Tribe Board of Directors Oct. 22 meeting in St. Ignace

The Sault Ste. Marie Tribe of Chippewa Indians Board of Directors met for a regular meeting on Oct. 22 in St. Ignace. All board members were present.

A resolution was approved granting a partial waiver of a conviction for a tribal member who was convicted of a crime (misdemeanor disorderly person - drunk - 7/20/13) who would have otherwise been denied a license for employment in a gaming operation.

Tribal Code Chapter 71: Criminal Offenses 71.1504 Underage Possession of Liquor by a Minor was amended.

A resolution for an integrated solid waste management plan was approved. A previous resolution had directed executive staff to develop a mandatory tribal recycling plan and authorized the Sault Tribe Environmental Program to request funds from Indian Health Service (IHS) to develop an integrated solid waste management plan. The Environment Program, after consultation with Housing, Purchasing, and other tribal departments, drafted an Integrated Solid Waste Management Plan, which was reviewed and approved of by the IHS and EPA and presented and explained to

the board of directors during the meeting. The board approved the plan and directed the Environment Program to seek out resources required for its implementation.

A resolution was approved for the Sault Tribe health survey of the Community Transformation Grant (CTG) Project. The U. S. Department of Health and Human Services, Centers for Disease Control and Prevention requires evaluation of the tribe's CTG project to support intervention efforts and demonstrate outcomes. For that purpose the Health Division's Community Health Program has been authorized by the board to present the Sault Tribe Health Survey aggregate results and key findings with the Centers for Disease Control and Prevention Division of Community Health and to use the data in public health publications and educational materials related to the success of the tribe's CTG program.

Resolutions 2013-99 and 2013-91 were amended granting PNC Bank a limited waiver of sovereign immunity and consent to waiver of tribal court jurisdiction regarding amended credit agreements with PNC Bank.

A resolution to approve a

Marquette sub-lease passed - the sub-lease is between the tribe and the Medical Care Access Coalition (MCAC), which will permit the tribe to utilize clinical services space one day a week within the Upper Peninsula Medical Center building located on West Fair Avenue in Marquette. Services that will be offered in the Marquette property include:

- \* Community Health Nursing/Community Health Technician services.

- \* Medication delivery and pick-up services.

- \* And other available health promotion/disease prevention services.

The rent on the space will be \$357.32/month for the term of the lease. The cost will be pro-rated and absorbed in the Munising Tribal Health Center 2014 Budgets. The sub-lease will expire and be considered for renewal on July 31, 2014.

The board also passed a resolution authorizing the granting of an easement to Marquette County for an upgrade to the Sanitary Sewer System at K.I. Sawyer in Marquette.

The ACFE Emergency

See "Board," on pg. 7



# Project: Ice — Great Lakes past, present and foreboding

BY RICK SMITH

A chance encounter between two men at the Soo Locks about three years ago eventually led to a fascinating two-hour documentary on the Great Lakes called *Project: Ice*. William H. Kleinert, director and executive producer of the movie, and Brian Jaeschke, researcher and writer for the project, were the main drivers behind a movie sure to be appreciated by those unfamiliar with the Great Lakes region as well as life-long residents of the area.

The movie was shown in a private screening at Varsity Cinema in Sault Ste. Marie, Mich., on the evening of Oct. 26.

In the movie, viewers are given a concise yet thorough and lively look at the history of the Great Lakes beginning with their creation through glacial advances and retreats during the Ice Age and the rise of human habitation through the ages. In addition, the work highlights the region's unique contributions to national

and worldwide events and affairs over centuries past into modern times.

Along with the history, the work documents some of the everyday life particular to the region as folks live, work and play on the snow, ice and water.

A compelling warning is served in the last segment of the movie as viewers hear and see testimony from noted scientists as well as life-long local observers about disturbing changing trends taking place in the Great Lakes as evidenced by ice and water conditions as well as clues from deteriorating sport and commercial fisheries. The documentary clearly demonstrates something's wrong with the water and the Great Lakes is acting as a "miner's canary" in providing a warning to mankind to counter the global warming that is taking vitality not only from the Great Lakes but is gradually sapping the life out of regions all over the world.

The cinematography is polished as is the animation used to clearly illustrate narration in the work. The documentary is a work of technical mastery in bringing the story of the Great Lakes to life.

Viewers from the eastern Upper Peninsula will see testimonies from some of the folks in the area including Bernie Arbic, a local historian of the Sault Ste. Marie area; Margaret Doud, long-

time mayor of Mackinac Island; along with Sault Tribe members Ralph Wilcox, a life-long commercial fisherman and businessman; and Cecil Pavlat of the tribe's Cultural Department.

In a question and answer session immediately following the screening, Kleinert indicated the movie is bound for a world premiere somewhere in the Great Lakes region in the near future

and will be submitted to about 30 international film festival competitions all over the world. The documentary will also be marketed to a wide variety of media concerns and other avenues of distribution. Kleinert said folks may be able to acquire copies for themselves in about six months to one year.

More can be learned at [www.projecticemove.com](http://www.projecticemove.com).



File photo by Rick Smith

Above, some of the documentary crew at the time of filming in a tribal facility in downtown Sault Ste. Marie during March of 2012. William H. Kleinert, director and executive producer of *Project: Ice* is standing third from left.



Above, image of a promotional poster for the *Project: Ice* documentary. View of Great Lakes ice was taken from onboard the United States Coast Guard Cutter Mackinaw (WLBB 30). Above right, stills of three of the eastern Upper Peninsula residents who appear in the work, including two Sault Tribe members.



DR. BERNIE ARBIC



CECIL PAVLAT



RALPH WILCOX

Image courtesy of Tillinghast Reid WorldWide, LLC

## ISHPI honored in South Carolina

COLUMBIA, S.C. — Ishpi Information Technologies, Inc., was honored by SC Biz News as the fifth best performing large South Carolina company for 2013 at the Roaring Twenties event in Columbia, S.C.

ISHPI, climbing from number 17 in the small business category last year, was the only low country company represented in the top five of the large business category winners this year.

Companies were qualified and ranked according to revenue growth. Winners were selected based on both dollar and percentage revenue increases in South Carolina revenue from 2011-

2012. Company size was determined by gross revenue of \$10 million and less for small companies and more than \$10 million for large companies. ISHPI's profile, as well as the profiles of the other winning companies, will be published in the winter issue of SCBIZ magazine.

"ISHPI is pleased to represent our home town as the only Charleston area company to be named in the top five best performing large businesses in South Carolina," said Noah T. Leask, ISHPI's chairman, CEO and president. "We are proud because our growth from number 17 in the small business category last

year to the top five in the large business category this year demonstrates our firm commitment to the continuing economic vigor and vitality of South Carolina and the low country."

Leask is a Sault Tribe member born and raised in Cheboygan, Mich. He recently shared his success with Sault Tribe members enrolled in college by donating 10 \$1,000 scholarships to the tribe's scholarships funds.

ISHPI is an international SBA, three-time Inc. 500/5000, multi-award winning company specializing in information and cyber dominance, engineering and technical services.

## Oct. 22 Sault Tribe Board of Directors meeting

From "Board," pg. 6

— Assistance FY 2013 budget modification was approved.

Law Enforcement – Adam Walsh SORNA Grant FY 2014 Establishment of a Budget - the board of directors approved the establishment of a FY 2014 budget for the Adam Walsh Implementation Grant with Federal Department of Justice monies of \$62,154.34. The board also approved the establishment of a FY 2014 budget for the Administration for Native Americans grant with Federal Department of Health and Human

Services monies of \$77,070.95.

The board approved the 2013 employee health plan document and summary plan description continuing to ensure the current level of benefits for Plan participants. The Plan and Summary Plan Description were amended retroactive to January 1, 2013.

Approval and authorization of senior secured credit facility was approved by the board – The Kewadin Casinos Gaming Authority wishes to borrow up to \$28,250,000 provided by PNC Bank, the proceeds of which will be used to refinance

existing indebtedness of the Authority under the current Loan Agreement. Also to finance up to 1,000,000 for the purchase of a new MIS system and additional equipment and related software. The financing will be for a term of 4.03 years and will be secured by the personal assets of the Authority's northern casino operations.

These resolutions can be viewed in their entirety online at [www.saulttribe.com](http://www.saulttribe.com).

Under "New Business" was a committee request and to reinstate Head Start.

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# Michigan Legal Help website available, free

BY BRENDA AUSTIN

If you are planning to represent yourself in a simple civil legal matter without a lawyer, you may want to check out [www.michiganlegalhelp.org](http://www.michiganlegalhelp.org).

The website contains toolkits to help you prepare to represent yourself and offers articles about specific areas of the law.

The website offers information, not legal advice — only lawyers can provide legal advice. What it does provide is free and accurate legal information and resources and referrals for Michigan residents.

The site also contains automat-

ed forms and checklists to help with common legal processes and a directory with links to local attorneys. It can also put you in touch with an affiliated self-help center where you can obtain additional assistance.

The site offers help understanding court processes and provides links to resources such as shelters for victims of domestic violence and other community organizations.

The website is a great resource for information on housing issues such as leases, landlord/tenant matters, mobile homes, evictions, security deposits and subsidized

housing. It also provides information on family law matters, such as divorce, custody, parenting time, child support, annulment, separate maintenance and paternity.

It addresses consumer law problems about debts and debt collection, garnishment, small claims and installment payment plans. Protection from abuse information includes domestic violence, stalking and personal protection orders.

Information is also available on income tax, public benefits — such as food stamps, cash assistance, Medicaid, disability

benefits and Social Security — and setting aside an adult criminal conviction or juvenile adjudication.

New content is being added to the site on a regular basis.

The website homepage offers a welcome video and tutorial that will introduce you to the site and what it offers. There is also a users guide link at the bottom of the website.

The Michigan Legal Help Program works with judges, bar associations, legal aid, local self-help centers and libraries, among others, to provide assistance for self-represented Michigan resi-

dents. The website and affiliated self-help centers are part of the Program, which is funded by the Michigan State Bar Foundation, Legal Services of South Central Michigan and the Legal Services Corporation.

The information on the website is reviewed by attorneys and all automated forms have been tested for functionality to make sure they work correctly.

If you find yourself needing information about Michigan laws and court processes or links to additional resources, visit the Michigan Legal Help Website at [www.MichiganLegalHelp.org](http://www.MichiganLegalHelp.org).

# Lake State business school renovation starts in 2014

BY BRENDA AUSTIN

Lake Superior State University's (LSSU) Lukenda School of Business will move to its new home in the spring of 2015 if everything goes as planned. One of the older buildings on campus, South Hall — a historic Fort Brady era building from the early 1900s, will be renovated with \$9 million from the State of Michigan's Capital Outlay program and another \$3 million the University is in the process of raising.

The University's Engineering and Business Schools recently merged and have continued to see about a 5 percent increase in enrollment over the past few years.

To date the LSSU Foundation — the fundraising arm of the University — has raised \$2.1 million of the \$3 million that is the University's 25 percent 3-1 match with the State. Executive Director of the Foundation, Tom Coates, said, "We are very excited about what we have accomplished so far and are taking on the challenge of raising the remaining \$900,000 by the end of this calendar year."

Hitting some important milestones with their fundraising, Coates said this would be the first time the University and the



Above, artist's rendition of the new South Hall, north main campus entrance. Below, new South Hall, south community entrance.



Foundation have named one of the schools within the University after a generous donor and alumnus. The School of Business will now be known as the Lukenda School of Business, after Lou Lukenda, DDS of Sault Ste. Marie, Ont.

Coates said that merging the two schools, and providing a permanent, state-of-the-art facil-

ity for the business program, will provide additional opportunities for students. "We are reinventing ourselves, and it's important to bring business and engineering together where they can help bring products to market and promote local entrepreneurship. The University's service area is similar to the tribes. We have students from all over the U.P. and

northern Lower Peninsula and we see this as an opportunity to educate the next business leaders for the tribe as well."

Construction is slated to begin the first quarter of 2014. Some of the improvements to South Hall include much needed infrastructure upgrades to the existing 32,000 sq. ft. building as well as classroom and office renovations. An addition of approximately 12,000 sq. ft. will be made to connect the original two wings and form an atrium that creates an interactive commons with an expanded café, new program rooms and support space. Coates said the University would like to see the new space enjoyed by the community, including inviting successful business people from the Sault area to be guest lecturers. "A number of our students don't know that there are some great business success stories right here in the EUP," he said. "For instance, Old Mission Bank has gotten behind the renovation project. Several of the bank's officers decided to start a bank in the year 2000 during a time when the economy wasn't strong. They raised enough capital to get it going — and that happened right here in town. This is just one example. We want those leaders to come in and talk and interact

with our students and feel welcome to share their knowledge and experience."

Coates said the atrium area could be a place for events such as weddings and the outer apron area will be a nice place for some picnic tables for outdoor get-togethers. "We see it as an asset for our students and a place to have an identifiable home for our School of Business. There is also a possibility that space inside the building will be available to be leased for local events," he said.

The Lukenda School of Business is currently located within the University's Kenneth J. Shouldice Library, occupying several offices.

According to their website, the Lukenda School of Business produces 15-20 percent of LSSU's graduates each year and for the past five years business students have scored above the national mean in *Major Field Test in Business*, which is administered by over 800 business schools throughout the country.

To watch an animation of the proposed building design and learn more about the project, visit the South Hall Renovation Project website at: [www.lssu.edu/foundation/southhall/animation.php](http://www.lssu.edu/foundation/southhall/animation.php).

# Hunters' safety classes improve behavior and compliance

BY BRENDA AUSTIN

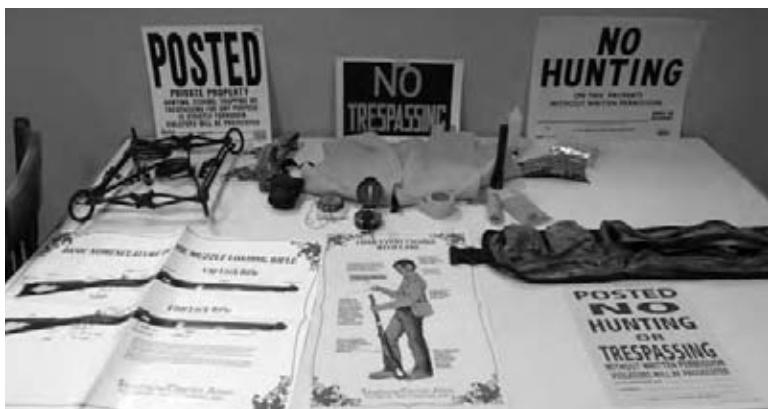
It's that time of year again when young and not-so-young hunters pick up their bows, shotguns and rifles and head out into the marsh or forest hoping to bring back a prize buck or plump duck or other game bird. Dinnertime takes on a whole new meaning when the family's hunter provides the main course.

Many young hunters gain knowledge and experience by going on hunts with their fathers, uncles or family friends — sometimes even moms and aunties!

But before a hunter can get their permit to hunt with the appropriate tags, they must first complete and pass a hunter safety course.

Sault Tribe Law Enforcement has been hosting hunter safety classes for over 15 years, and this year had a full class of 20 youth age 10 and up who attended with their parent or guardian.

Making it a family event, Trysh Little and Kenneth LaFaver were there with their three kids,



Above, hunter safety materials for the class to review. Right, Officer Sam Gardner with students participating in the two-day hunter safety class.

Ryan Farnsworth, 12, Ameria Little, 10, and Kenneth LaFaver, 10. Ameria said she learned there are different ways of trapping animals and that when you shoot a deer you should aim for their heart or lungs. She said she is looking forward to doing some deer hunting this fall.

Her mother Trysh, said she goes out with them but doesn't hunt herself. She likes eating their catch, but is a bit squeamish when it comes to watching them field dress their kill.

Abbie Lovin, 12, said she has never been hunting before but hopes to this winter with her family. She said she'd like a bag a bigger buck than the one she saw her grandpa Randy Menard bring home.

Officer Alan TenEyck taught the class with assistance from Officers Sam Gardner, George Parish and Mike Povey.

Chief of Police Robert Marchand, said, "This is a great program, each year our officers look forward to instructing the



Photos by Sault Tribe Law Enforcement

hunters safety class and really do an outstanding job. This is a great way for our officers to interact with new hunters and teach them what they need to know to stay safe and be responsible while engaging in this activity. We wish everyone a safe and successful hunting season!"

Hunter's safety courses focus on safety and prevention, but also on compliance with hunting laws. Some of the things young hunters are exposed to in class are: basic hunting weapon safety rules,

basics of marksmanship and rifle accuracy skills, how to properly transport firearms, moving weapons into tree stands and over fences, how to carry weapons in the field and prevent falls, how to carry weapons around other people, the difference between safe and unsafe shoots and the proper clothing to wear, among others.

Hunter's safety classes provide new hunters with the knowledge to challenge the great outdoors and the skills to do it safely.



# Higher education opportunities approaching

## Scholarships application period opens

The Gates Millennium Scholars Program selects 1,000 talented students each year to receive a good-through-graduation scholarship to use at any college or university of their choice. Gates Millennium scholars are provided with personal and professional development through leadership programs along with academic support throughout their college careers.

The program, funded by a grant from the Bill and Melinda Gates Foundation, was established in 1999 to provide outstanding African-American, American Indian, Asian Pacific Islander-American and Hispanic-American students with an opportunity to complete an undergraduate college education in any discipline area of interest.

The American Indian Graduate Center Scholars is the American Indian partner for the Gates scholarships program.

Dave Houghton, advisor for Native students at Sault Area High School, said going through the process of applying for one of the Gates scholarships is well worth the trouble. "Although the application process in respect to the eight essays is long and time consuming, the end result is so worthwhile to the students. Since 2008, we have had six Sault High students receive this scholarship and it is so exciting when everyone receives the news."

Houghton described the excitement his role in the selection process brings, "For the Native American selection process, I have been blessed to have been selected to be a reader for four out of the last five years. It is

a long process, but so rewarding because, as a reader, you are impacting students for the rest of their lives. Although we can't read any applications from our area or tribe, it is so exciting knowing that our applicants are part of the process and potentially in the pool selection."

Students are eligible to be considered for a Gates scholarship if they meet all of the following criteria:

1. Have African American, American Indian, Asian or Pacific Islander-American or Hispanic-American ancestry.

2. Citizen, national or legal permanent resident of the United States.

3. Have a cumulative high school GPA of 3.3 or have a GED.

4. Will enroll for the first time in a U.S. located accredited college or university (with the exception of students concurrently pursuing a high school diploma) in the fall of 2014 as a full-time, degree-seeking, first-year student. First-time college enrollees can also be GED recipients.

5. Have demonstrated leadership abilities through participation in community service, extracurricular or other activities

6. Meet federal Pell Grant eligibility criteria.

7. Completed and submitted all three required forms: the student's application (nominee personal information form), an evaluation of the student's academic record (nominator form) and an evaluation of the student's community service and leadership activities (recommender form) by the deadline.

The deadline is Wednesday,

January 15, 2014, 11:59 p.m., Eastern Standard Time.

For more information and to complete an on-line application, go to <http://gmsp.org>.

## Scholars Program supports chemical sciences studies

The American Chemical Society (ACS) Scholars Program, now in its 18th year, is a renewable scholarship available to American Indian, African-American and Hispanic high school seniors, college freshman, sophomores and juniors intending to or already majoring in chemistry, biochemistry, chemical engineering or a chemically related science and planning a career in a chemical science related field.

The ACS scholarship is also available to students in two-year college programs intending to or already majoring in chemical technology or a chemical science related discipline and planning a career in this field. For more information and to apply online visit <http://www.acs.org/scholars> or contact the American Chemical Society Scholars Program at 1155 16th Street, N.W., Washington, D.C. 20036 or call toll-free (800) 227-5558, extension 6250, or send an email message to [scholars@acs.org](mailto:scholars@acs.org).

Applications available annually starting on Nov. 1, deadline is March 1 of each year for scholarships awarded for the following academic year. Number and amount of awards are subject to the availability of funding.

## College Application Week

What is College Application Week? The primary purpose of this effort is to help high school seniors navigate the complex college admissions process.

The application process can be

daunting, even for students surrounded by a support system of caring adults. Host sites set aside time and space during the school day with computers and Internet access. Paper applications are acquired when necessary. Hosts set a goal of 100 percent of all graduating seniors to filling out at least one application to a postsecondary institution by the conclusion of College Application Week.

The American College Application Campaign is a national effort to increase the number of first-generation and low-income students pursuing a college degree or other higher education credential.

Did you know approximately 90 percent of middle grade students say they plan to go to college, yet only about two-thirds of students do. For many reasons, by senior year, many students believe they are unprepared or unable to achieve the college dream. Michigan College Application Week encourages students to take a significant step toward college by providing assistance and creating enthusiasm during the application process.

For more information, please visit the Michigan College Access Network website on the net at [www.micollegeaccess.org/events/college-application-week](http://www.micollegeaccess.org/events/college-application-week). Contact person is Lisa King, assistant director, Michigan College Access Network, (517) 316-1713, [caw@micollegeaccess.org](mailto:caw@micollegeaccess.org).

## Michigan College Goal Sunday

If you are graduating from high school in 2014 or you're already in college, you need to submit the free application for

federal student aid (FAFSA). To get the most assistance for college, your application needs to be turned in by March 1.

Make sure you do it right. Come to a Michigan College Goal event to have an expert help you fill out the FAFSA — free! IMPORTANT: You and your parent must use the Michigan College Goal Sunday to apply for FAFSA personal identification number (PIN) so you can sign your documents. Under the student tab on their website, they provide a step-by-step walk through of how to apply for a FAFSA PIN.

You MUST bring the following with you to the event:

- Your PIN Social Security number and driver's license (if any), your parent or legal guardian's Social Security number (If you are 23 or younger and a dependent), your W-2 forms or other records of money earned, 2012 federal income tax return, your spouse's 2012 income tax return if married, your parents' 2012 federal income tax returns, your 2012 untaxed income records (Social Security, temporary assistance to needy families, welfare or veterans' benefits records if any), 2012 bank statements, 2012 business and investments records if applicable and your alien registration card if you are not a U.S. citizen.

Not sure about college? Apply for the money now and decide later. If you wait, chances are you'll get less.

You can sign up on their website for reminders and notification about the event near you. Please visit [www.micollegegoal.org](http://www.micollegegoal.org) for more information.

# UW Flex Option confers degrees based on competence

"Learn at your own pace, get credit for what you already know"

By RICK SMITH

The University of Wisconsin offers what it call the Flex Option, degree programs designed for adult students who have acquired substantial education through experiences from years of living. The Flex Option programs allow students to demonstrate knowledge applicable toward college credits or degrees. The acquired education could stem from a variety of experiences such as previous employment, military or on-the-job training,

independent study or other life situations.

Existing programs at the university are modified in self-paced formats allowing students to demonstrate competency under the Flex Option.

Last July, the university announced it was authorized to use the Flex Option by the Higher Learning Commission for associate degree and certificate programs along with three bachelor's degree programs and a certification program. Bachelor's degrees

in nursing, diagnostic imaging and in information and technology are available as well as a certification program in professional and technical communication.

Those interested in learning more about the UW Flex Option should visit [www.flex.wisconsin.edu](http://www.flex.wisconsin.edu).



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## Firehawks fundraiser set for Nov. 19

Spaghetti and meatballs, salad and a beverage. Adults, \$7, children, \$5, dine in or take out. Nov. 19, 4-8 p.m., Ceremonial Building on Ice Circle, Sault reservation.

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## Bay Mills Community College update

FROM SAULT TRIBE EDUCATION

The number of students attending Bay Mills Community College (BMCC) for the fall 2013 semester is 526; of that number, 300 students (57 percent) are Native American, 185 are Sault Tribe members. This means approximately one in three students attending BMCC are Sault Tribe members.

If you are interested in attending BMCC for the spring 2014 semester, please contact the college at (906) 248-3354 or visit online at [www.bmcc.edu](http://www.bmcc.edu).

## UNIT I FUNDRAISER!

Holiday raffle tickets, prizes:  
\$300, \$200 and \$100.

Tickets only \$1 at the  
Nikomis-Mishomis Building,  
2076 Shunk,  
Sault Ste. Marie,  
Mon-Fri, 8 a.m-5 p.m.

Drawing on Dec. 10, 2013,  
12:30 p.m., at the Sault casino  
holiday dinner for elders.

Proceeds to Unit I  
elders activities.

Need not be present to win.

License STR-024-13





# Coalition sponsors seminars by tobacco control expert

BY RICK SMITH

The Chippewa County Tobacco-Free Living Coalition, which includes the Sault Tribe Transformation Grant Project, the Chippewa County Health Department and the EUP Great Start Collaborative, recently helped to sponsor three seminars featuring Dr. Tom Peterson, a leading expert in adverse health conditions from direct or indirect exposure to smoking tobacco as well as developing and implementing smoke-free environments. The main goal of the seminars was to promote smoke-free homes, worksites and grounds of public facilities as well as tobacco-free living, especially to prevent impaired health among children.

The seminars, titled Giving Children a Healthy Start — Promoting Smoke-Free Environments and Tobacco-Free Living, were free and open to the public.

According to a coalition announcement, two of the



Above, left, Dr. Tom Peterson speaks at the Oct. 11 seminar at LSSU promoting smoke-free environments and tobacco-free living. Above, right, Sault Tribe Community Health educator, Heather Hemming, helps an arriving attendee at an information table set up for the seminar.



Photos by Rick Smith

seminars were opportunities for anyone interested in the training and a third was geared more for healthcare professionals. The first seminar took place in Marquette, Mich., on Oct. 10 and the second was conducted in Sault Ste. Marie at Lake Superior State University on the morning of Oct. 11. The third seminar convened in the afternoon of Oct. 11 at the Sault Tribe Health Center in the Sault.

The announcement noted Dr. Peterson, a pediatrician, has more than 25 years experience in tobacco control work and has led national, state and local tobacco cessation initiatives working with a wide variety of governmental entities, businesses, medical institutions and other organizations. In addition, he has conducted numerous seminars on many subjects related to smoking tobacco, particularly

as it concerns children. Further, Peterson is a member of the National Expert Panel and Speakers Bureau for the Richmond Center of Excellence at the American Academy of Pediatrics.

Besides the many well-known dangers of directly smoking tobacco, bystanders in the vicinity of smokers are also subject to developing impaired health due to “second-hand” smoke and “third-hand smoke.” While many people are more familiar with the harms of second-hand smoke; third-hand smoke can also endanger the health of people by exposure to the accumulation of toxins left on surfaces in rooms where smoking takes place. Infants, toddlers and very young children are especially vulnerable to third-hand smoke.

“Tobacco use remains the leading cause of preventable death and disease in the country,” Dr. Peterson said. “Everyone can play a part in helping people live tobacco-free, provide information and direct them to a quit line or a local program. Talk with them each and every time you see them. Helping people quit tobacco use and eliminating exposure to second-hand smoke is just as important as

immunizing a child.”

Donna Norkoli, Community Transformation Grant Project coordinator, added, “One of the key messages Dr. Peterson provided was that nicotine dependence is a chronic disease and treatment needs to be ongoing and continuous to move people forward in the process of quitting commercial tobacco use.”

The Sault Tribe Community Transformation Grant Project, a strong partner of the Chippewa County Tobacco-Free Living Coalition, funded by the Centers for Disease Control and Prevention, works to educate people about the dangers of commercial tobacco use and second-hand and third-hand smoke as leading causes of preventable death in the United States.

Other entities that joined the coalition in sponsoring Dr. Peterson’s seminars were the Cheboygan-Otsego-Presque Isle Great Start Collaborative, Mackinac Straits Hospital, Inter-Tribal Council of Michigan, Upper Peninsula Health Group and the Marquette-Alger Regional Educational Service Agency.

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### Is It a Cold or the Flu?

Symptoms	Cold	Flu
Fever	Rare	Usual; high (100°F to 102°F, occasionally higher, especially in young children); lasts 3 to 4 days
Headache	Rare	Common
General Aches, Pains	Slight	Usual; often severe
Fatigue, Weakness	Sometimes	Usual; can last up to 2 to 3 weeks
Exhaustion	Never	Usual; at the beginning of the illness
Stuffy Nose	Common	Sometimes
Sneezing	Usual	Sometimes
Sore Throat	Common	Sometimes
Chest Discomfort, Cough	Mild to moderate; hacking cough	Common; can become severe
Treatment	Antihistamines Decongestants Nonsteroidal anti-inflammatory medicines	Antiviral medicines—see your doctor
Prevention	Wash your hands often with soap and water; avoid close contact with anyone with a cold	Annual vaccination; antiviral medicines—see your doctor
Complications	Sinus congestion Middle ear infection Asthma	Bronchitis, pneumonia; can worsen chronic conditions; can be life-threatening. Complications more likely in the elderly, those with chronic conditions, young children, and pregnant women

U.S. Department of Health and Human Services  
National Institutes of Health  
National Institute of Allergy and Infectious Diseases

November 2008  
[www.niaid.nih.gov](http://www.niaid.nih.gov)

You can enjoy some fun and vocabulary games online as you simultaneously help feed the hungry all over the world. The next time you are online, take a moment to investigate [www.freerice.org](http://www.freerice.org).



# IHS launches Affordable Care Act web page

BY RICK SMITH

Call it the Affordable Care Act, Obamacare or “the health care law.” Whatever you want to call it, it’s causing a lot of heartburn, especially among those poorly informed about the situation and what it means to them. The U.S. Indian Health Service (IHS) recently opened a page on its website that helps people of Indian Country to understand the Affordable Care Act and how it applies to them.

The page is found at [www.ihs.gov/aca](http://www.ihs.gov/aca), and, along with information on the law, it features links and tabs covering a variety of associated matters.

In general, the major point is that the Affordable Care Act gives American Indians more options in health coverage. Depending on eligibility and available cover-

age in one’s state of residence, the choices are to continue to receive services from IHS or urban Indian health care facilities, enroll in a qualified health plan through the Health Insurance Marketplace or acquire coverage through Medicare, Medicaid or the Children’s Health Insurance Program. Those who opt to enroll in a qualified health plan may qualify for special benefits and protections.

For the benefit of those who have no readily available access to the Internet, here are three things the IHS wants you to know, according to a link on the new page:

1. IHS will continue to provide quality, culturally appropriate services to eligible American Indians.
2. Under the new health care

law, everyone is required to maintain minimum essential coverage or pay a fee (known as the shared responsibility payment). Being eligible for IHS services alone does not meet the minimum essential coverage requirement.

a. If you do not have health insurance coverage and receive care from IHS, you will need to either sign up for health insurance coverage, pay the shared responsibility payment or apply for an exemption.

b. If you have health insurance coverage from your employer that meets the minimum essential coverage requirement or have other health care coverage through Medicare, Medicaid, CHIP, VA health benefits or TRICARE, you are covered and don’t need to worry about paying the shared responsibility payment or enroll-

ing for health coverage available through the Health Insurance Marketplace.

c. If you are offered and decline health insurance coverage that meets the minimum essential coverage requirement from your employer, you must pay the shared responsibility payment or obtain an exemption, if eligible. Members of federally recognized tribes and other individuals who are eligible to receive services from Indian health care providers will have access to a special exemption, but other exemptions are available.

d. If you are not offered health insurance coverage through your employer or are unemployed, you may be eligible for coverage through the Health Insurance Marketplace. To learn more about health insurance options,

please visit [healthcare.gov](http://healthcare.gov).

e. If you are interested in applying for an exemption, please visit [healthcare.gov](http://healthcare.gov).

3. American Indians and Alaska Natives have access to affordable health care coverage options through the Health Insurance Marketplace. You may now be eligible to purchase insurance coverage or determine if you qualify to enroll in Medicaid. If you qualify for and enroll in a plan through the Health Insurance Marketplace, you may be eligible for premium tax credit assistance, which is based on your income, or cost sharing waivers based on being a member of a federally recognized tribe.

To learn you’re eligibility, please visit [www.ihs.gov/aca](http://www.ihs.gov/aca) and explore [www.healthcare.gov](http://www.healthcare.gov).

# Federal Trade Commission issues advisory on “free” offers

BY RICK SMITH

Think of it this way, some companies have legitimate free trial offers, while others are merely lures with strings attached that could cost you lots of money.

The U.S. Federal Trade Commission (FTC) wants consumers to know that what might seem like attractive free or very reduced price trial offers might be lures which turn out to be the start of shady practices which create drains on your finances.

In the case of free trials, for example, the free trial period ends eventually and, if you don’t want

to buy the item tried, you have to cancel or take other action or you may be unwittingly agreeing to buy more products. Some businesses will even go as far as making it difficult for you to cancel, hiding the terms of the offer in fine print and using pre-checked boxes with strict conditions that make it nearly impossible to stop deliveries and billing. In addition, small shipping and handling fees might come with the “free trial,” it’s merely a ruse to get your credit card information.

In order to avoid the high costs that might be hidden in free trials,

the FTC recommends:

— Research the company online. See what other people are saying about the company’s free trials. Complaints from other customers can tip you off to “catches” that come with the trial.

— Find the terms and conditions for the offer. That includes offers online, on TV, in the newspaper, or on the radio. If you can’t find them or can’t understand them, don’t sign up.

— Look for who’s behind the offer. Just because you’re buying something online from one company doesn’t mean the offer or

pop-up isn’t from someone else.

— Watch out for pre-checked boxes. If you sign up for a free trial online, look for already-checked boxes. That checkmark may give the company the green light to do any number of things.

— Mark your calendar. Your free trial probably has a time limit. Once it passes without you telling the company to cancel your “order,” you may be on the hook for more products.

— Look for info on how you can cancel future shipments or services. If you don’t want them, do you have to pay?

— Read your credit and debit card statements. That way you’ll know right away if you’re being charged for something you didn’t order. If you see charges you didn’t agree to, contact the company directly to sort out the situation. If that doesn’t work, call your credit card company to dispute the charge. Ask the credit card company to reverse the charge because you didn’t actively order the additional merchandise.

If you wish to file complaints on unscrupulous free trial offers, you can file with the FTC at [www.ftccomplaintassistant.gov](http://www.ftccomplaintassistant.gov).

## TOURNAMENTS

**\$15,000 Spin to Win**

Kewadin St. Ignace

November 22-24, 2013

Sign up starts December 1 for the

**\$15,000 Spin to Win**

Kewadin Sault Ste. Marie

January 24-26, 2014

## WEEKLY TOURNAMENTS

**SUNDAY Craps** - St. Ignace

• Registration at the Gaming Pit 10 a.m. - 6 p.m.

• Tournament starts at 6 p.m.

Three Winners in One Week!

**3 Lucky Winners Drive Away with New Cars!**

**CONGRATULATIONS TO:**

Keys and Credits Winner - Christmas Deb from AuTrain - 2013 Dodge Avenger!

Car Slot Bank Winner - St. Ignace Daniel of Cheboygan - 2014 Ford Mustang!

Car Slot Bank Winner - Sault Ste. Marie 2013 Chrysler Sebring Convertible!

**Keys & Credits Monday**

St. Ignace, Christmas, Hessel, Manistique

**Every Monday: 9 a.m.-9 p.m.**

**Your Chance to Win a Car!**

PLUS ... Win Your Share of Over **\$2,500 in Kewadin Credits!**

**Four cars have been given away!**

For details and official rules see [kewadin.com](http://kewadin.com).

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**RANDOM DRAWS for CASH!**  
6-11 p.m.

Earn Entries starting November 1st  
Visit The Northern Rewards Club for rules and details!

## ENTERTAINMENT

**KENNY ROGERS**  
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**Christmas & Hits Through The Years**  
With Special Guest Linda Davis

**SATURDAY**  
December 14 ~ 7 p.m.  
Tickets \$62.50 & 52.50

**SAULT STE. MARIE KEWADIN CASINOS DREAMMAKERS THEATER**

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Kewadin St. Ignace  
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in Michigan!



## EVENTS

**Holiday Giving Program**

All Kewadin Sites

**November 1-30, 2013**

Stop by any Kewadin Casino this November to help us stock local food pantries and toy banks for the holiday season!

Every day throughout the month, you can bring in three non-perishable canned goods or one unwrapped toy valued at \$10 and receive \$5 in Kewadin Credits.

**Voted Best of the Best in the Eastern UP 2013**

- Best Casino!
  - Best Place to Spend a Saturday Night!
  - Best Hotel!
  - Best Seafood!
  - Best Lounge!
- ... and 12 other Best of the Best awards!

**Celebrate New Year’s Eve Around the World - 2014**

All Kewadin Sites

**December 31, 2013**

- 2x Points & \$25 Credit Draws: noon-5 p.m.
  - Cash Draws: 6 p.m.-11 p.m.
  - First 100 to register at NRC get a free gift!
- Music, Appetizers, Party Favors & FREE Champagne!**

Rules & details at the Northern Rewards Club.



ROBERT F. GALLAGHER

Robert Francis Gallagher, 63, of Hessel, passed away in his home on Sept. 26, 2013, with his family at his side. He was born on Jan. 20, 1950, in Saint Clair Shores and grew up on Mackinac Island.



Mr. Gallagher was Chippewa and Irish. He loved nature, particularly wildlife and bird watching, dancing with his beloved wife and spending time with his family, including his cherished dogs. He enjoyed the company of good friends, horses, music, travel, boating, reading and watching westerns and studying his Native American heritage.

He is survived by his wife, Candace Wagner Gallagher, along with his children, grandchildren and great-grandchildren.

A memorial service took place at Ste. Anne's Cemetery on Mackinac Island on Nov. 2.

In accordance with his wishes, his ashes will be kept to be spread with his wife's at a future date.

DAVID A. LEASK

David A. Leask, 50, of Munster, Ind., passed away peacefully on Aug. 26.



David loved to hunt, fish, hang out with friends and cook. He was an avid reader, graduate of Purdue University with a bachelor's degree in construction management and a member of the Sault Ste. Marie Tribe of the Chippewa Indians.

He is survived by his mother, Lorraine Leask; sisters Patti (Paul) Jefferys of Peoria, Ill., Barbara (Jim) Waters of Adrian, Mich., and Judi (David) Pikula of Naperville, Ill.; brother, Tom Leask of Highland, Ind.; and sev-

eral nieces and nephews.

He was preceded in death by his father, Theodore Leask. He was a grandson of Joseph and Bernice Leask.

Donations to the Highland Nursing Home, 9630 5th St. Highland, IN, 46322, in his memory would be appreciated. [www.kishfuneralhome.net](http://www.kishfuneralhome.net).

EDWARD J. MARTIN

Edward J. Martin, 82, of St. Ignace, passed on Oct. 14, 2013, at Evergreen Living Center in St. Ignace.



He was born on Feb. 15, 1931, to John and Mary (nee Robinson) Martin in Gros Cap. He was one of 16 children.

He entered the U.S. Marine Corps in 1953 and served two years.

Mr. Martin worked as a commercial fisherman after he was discharged from the Marines and then for McGregor Oil Company for more than 40 years.

He was a member and elder of the Sault Ste. Marie Tribe of Chippewa Indians and a member of St. Ignatius Loyola Catholic Church.

He is survived by a son and his family, Edward Jr. and Ann of Belle Center, Ohio; his daughter and her family, Lindean and George Shooster of St. Ignace; his grandchildren and their families, Lee and Luke Tucker, Brooks Martin and Mell Snyder, Charlotte and Andy Hanna; and five great-grandchildren.

He was preceded in death by his wife, Charlotte, and his siblings, Francis, Melvin, John Jr., Clyde, Leonard, Belle, Elizabeth, Josephine, Louise and several siblings who died at birth.

A memorial service took place on Oct. 18 at St. Ignatius Church with Father Norbert Landreville and Father Pawel Mecwel officiating.

Interment will be in Gros Cap

Cemetery.

Dodson Funeral Home assisted the family with arrangements.

MARGARET A. NELSON CLARK

Margaret A. (nee Keogima) Nelson Clark, aged 69, of Hudsonville walked on Oct. 2, 2013.



She was preceded in death by her husband, William Clark. Surviving are the father of her children, Vere Nelson; her children, Tom Nelson, Cindy (Gary) Mallekoote, Jon Nelson, Carolin Nelson (Miles Dys); grandchildren, Mia, Rochelle, Cricket, Derek (Chelsey), Jake and Calob; three great grandchildren, Gabe, Layla and Payton; sister, Mary (Bill) Shananaquet; several nieces and nephews, relatives and close friends.

She was an elder of the Sault Ste. Marie Tribe of Chippewa Indians and an active member of Bauer Community Fellowship Church.

Visitation, funeral and committal took place at the Arsulowicz Brothers Stocking Mortuary. Memorial contributions to Holland Hospice or Mel Trotter Ministries will be appreciated.

TINA M. PECK

Tina Marie Peck of Ewart died on June 14, 2013, at Spectrum Health in Reed City. She was 49. Tina was born on March 10, 1964, in Gross Pointe, Mich., to Roger John Bond and Susan Lynn Moxley.



She graduated from Mount Clemens High School in 1982. Tina had been an Ewart resident for the last 25 years and worked as a caregiver for Hopkin's AFC Homes. She loved her dog, Lady, and enjoyed cooking and country music.

She is missed and was outstanding in the community.

Tina is survived by her par-

ents, Susan and Charles Belisle of Ewart; a brother, Tim Baker of Ewart; a sister, Jamie Peck of Mt. Clemens; and a nephew, Joshua Rehahn of Grand Rapids.

She was preceded in death by her father, Roger J. Bond, and a niece, Sami Jo Baker. A memorial service was conducted in Tina's honor on June 24 at the Ewart Free Methodist Church with Pastor Mark Bullock officiating.

In lieu of flowers, memorial contributions may go to the family to offset medical and funeral expenses.

JEANNE L. PERRY

Jeanne Lillian Perry peacefully passed on Oct. 19, 2013, at War Memorial Hospital's Long Term Care unit in Sault Ste. Marie, Mich., surrounded by her family.



Jean "Sis" Perry was born on Oct. 7, 1944, in Sault Ste. Marie to Frances (nee Roy) and Leo Perry. She was the youngest of 11 siblings. She was close to many family members who simply called her "Sis" for her easy-going and kind nature. She spent the majority of her working life as a nurse's aide and caregiver as she enjoyed helping others. For pleasure, Jean enjoyed being close to nature through gardening, nature walks and trips to the beach with her family.

Jean was a devoted Catholic, beloved mother, grandmother, aunt and friend to many. Everyone loved her for her good humor, compassionate heart and cheerful disposition. She was very involved with her family by caring for her mother, brothers, sisters and children while also playing a significant role in the lives of her nieces, nephews and grandchildren. Her personality was infectious as she could always be seen carrying around a smile.

Jean is survived by her sister, Joyce Filer; three children, Steve (Wendi) Greene, Daryl (Nicole Brown) Lockhart and David (Matty) Lockhart; and four grandchildren, Riane, Rilee, Donnivan

and Maebly. She will be dearly missed by her family.

In accordance with her last wishes, her remains shall be cremated and there will be no funeral services. Clark Bailey Newhouse Funeral Home and Cremation Center assisted the family and condolences may be left online at [www.clarkbaileynewhouse.com](http://www.clarkbaileynewhouse.com).

BENJAMIN D. SCHIEDING

Benjamin David Schieding, 16, of St. Ignace, passed away unexpectedly Tuesday, Oct. 29, 2013.



He was born Dec. 29, 1996, to John and Kerry (nee Halberg) Schieding in Petoskey.

Ben was a junior at LaSalle High School, where he was active in basketball, wrestling, football, and track. He had also played percussion in the school band. He was a member of the Sault Ste. Marie Tribe of Chippewa Indians and St. Ignatius Loyola Catholic Church. He worked at the Big Boy Restaurant in St. Ignace this past summer.

Ben loved people. He enjoyed fishing and hunting, and he had a happy personality.

He is survived by his parents, John Schieding and Bobbi Andress, and Kerry Schieding and Jim Fenlon, all of St. Ignace; his sister, Dana Schieding, who lives in Germany; his grandparents, Ray and Carol Halberg of St. Ignace, David Schieding of Witmore, and Sally Kloszowski of Munising, and numerous aunts, uncles, and cousins.

Mass of Christian burial was Nov. 4, at St. Ignatius Loyola Catholic Church with Father Pawel Mecwel officiating.

Serving as pallbearers were Joseph Krause, Jesse Halberg, Cooper Johnston, Cole Thompson, Billy Bentgen, Jeremiah Anderson, Brandon Oja, Chase Dekeyser, and Jimmy Swanson.

Dodson Funeral Home of St. Ignace assisted the family with arrangements.

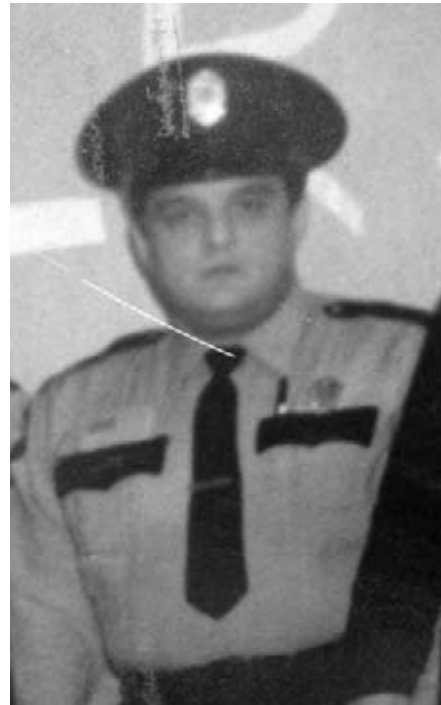
*To my beloved son, James Ailing  
11/22/54 – 7/16/13*

*The love that's in a parent's heart stays deep, strong and true. And, son, no matter where you go, that love is there with you. Happy Birthday 11/22/13*

*Love and miss you so much,  
Your mother, Vida Captain*

**A wish and prayer to my brother,  
Jim Ailing**

We shared many years and had lots of fun times,  
But God called you home to his son,  
I had so much to say to you, but it's too late for that now,  
It will have to wait until the day I see you once again,  
May your spirit soar in freedom now,  
From the fear that gripped you so tightly,  
May you have found that peace you have searched for,  
As you may have wondered lost in the night,  
May your tortured mind be clear and calm,  
May your tender heart be nice and warm,  
And may you never shed another tear,  
Your passing left a huge hole, but I will try not to fret,  
I miss you very much my true friend, my only brother,  
You are a part of my life which I will never forget,  
And I will wear your memory proudly,  
May your soul rest well now my beloved brother,  
And may my love for you reach heaven above,  
Until we meet once again,  
happy birthday 11/22/13  
All my love, big brother,  
Robert Captain



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ONLINE: [michigan-energy.org](http://michigan-energy.org) PHONE: 877.296.4319



# Walk to support awareness of domestic violence



Walkers gathered downtown at the Sault Tribe administration building.



A walk to end domestic violence was held Oct. 17 from 6-8 p.m. beginning at the tribe's administration complex on Ashmun Street in the Sault. Over 200 people participated in the annual event, with free dinner, speakers and raffles afterwards. The first 100 people to register received free hoodies. This event was sponsored by the Sault Tribe Advocacy Resource Center and the Diane Pepler Resource Center. Prior to the walk beginning, a dance troupe from Lake Superior State University entertained walkers in support of ending domestic violence.

Photos by Brenda Austin



## Halls celebrate 50 years



Charles and Delores (nee Payment) Hall of Banquo, Huntington County, Ind., and a member of the Sault Tribe will be celebrating their 50th wedding anniversary on Nov. 23, 2013.

Charles, from Wabash, Ind., joined the United States Air force to see the world and was sent to Kincheloe Air force Base where he met and married Delores Payment, daughter of Russell and Pearl (nee Leask) Payment.

They have six children, Lisa (Chris) Nelson of Vermontville, Mich., Duane (Fran) Hall of El Monte, Calif., Deborah (Michael) Bogue of New Baltimore, Mich., Margo (Tony) Slagle of Van Buren, Ind. Roxanne (Edward) Stange of Turner, Mich., and Kathaleen (Robert) Bryant of Muskegon, Mich; 14 grandchildren; one step-grandson; six great-grandchildren; and three step-great-grandchildren.

A card shower is planned to be sent to C.L. Hall, 9230 W. 900 S-35, LaFontaine, IN 46940.

## Kewadin Manistique remodeling

MANISTIQUE, Mich. — Kewadin's Manistique casino will start the new year off with a fresh look thanks to a November and December remodeling.

Painting started on the 19-year-old casino on Nov. 3. "The painting project should last three weeks. We all are very excited to see what the new color will look like on our gaming floor," said casino manager, Lisa Fisher.

base installations for all 283 slot machines starts on Dec. 1, "We'll also be enclosing our ceiling," said Fisher. This project should last three weeks as well.

During the remodeling project, casino hours will change slightly. Sunday to Thursday, the casino will be open at 8 a.m. and close at 1 a.m. Friday and Saturday during the project, the casino will open at 8 a.m. and close at 3 a.m.

Fisher hopes the slight change in hours will not be too much of a burden for customers. "In the end, we hope our customers like the new look."

Kewadin Manistique is open 365 days a year. Exciting gaming on property includes slots, blackjack, three-card poker, two-deck pitch and let it ride. A gift shop is onsite and dining is available at the Mariner's Cove Restaurant.

## AuTrain woman wins Dodge Avenger at the Christmas Kewadin Casino

Deborah Reed of AuTrain, Mich. won a 2013 Dodge Avenger while playing at the Christmas Kewadin Casino during the Keys and Credits promotional event.

The winner was visiting the casino for the afternoon when she won the prize and couldn't believe what was happening. "It pays to play at Kewadin," said the very excited Reed. "I love it!"

The Keys and Credits promotion takes place every Monday at the Kewadin Casinos in St. Ignace, Manistique, Christmas and Hessel.

Customers must register each week at the Northern Rewards Club and simply earn at least 25 base points to qualify. Random drawings happen from 9 a.m. to 9 p.m. for \$25 in Kewadin credits and car keys that could start a brand new car!

The Christmas Kewadin Casino is open 365 days a year offering Las Vegas style gaming including slots, blackjack, let it ride and three-card poker. Amenities at Christmas include Frosty's Bar and Grill and the Northern Lights Gift Shop.

With five facilities, in Sault Ste. Marie, St. Ignace, Hessel, Christmas and Manistique, the casinos employ 1,000 and have been in operation for over 25 years.



Right: Deborah Reed of AuTrain was happily surprised when she won a Dodge Avenger while playing Keys and Credits at the Christmas Kewadin Casino.

## Birth announcement . . .



JADE MARIE AIKENS

Danielle Willis and Jeffrey Aikens of Sault Ste. Marie, Mich., are proud to announce the birth of their daughter, Jade Marie Aikens. Jade was born at War Memorial Hospital on Sept. 12, 2013, weighing 6 pounds, 14 ounces and measuring 20.5 inches in length. Jade joins her big brother, Da'Jon Maurice, at home.

Proud grandparents are Dawn Wilson of Sault Ste. Marie, Mich., Louie and Judy Aikens of Sault Ste. Marie, Mich., and Brian and Lori Willis of Sudbury, Ontario.



# Benefactors remembered in Wequayoc ceremony

Planning project for tribal cemeteries announced during dedication

Story and photos by Rick Smith

**A SERENDIPITOUS MOMENT** — An unintended but quite appropriate tribute was created as cranes winged west in a silent flyover of the Wequayoc Cemetery during a dedication ceremony of the site in Pontchartrain Shores, Mich., on Oct. 19. Pontchartrain Shores is near St. Ignace Township along the northern shore of Lake Huron.

About 70 folks gathered at the Wequayoc Cemetery in Pontchartrain Shores, Mich., for a dedication ceremony on Oct. 19 in appreciative remembrance of Agnes (nee Moses) Paquin, her daughter, Anna, and son-in-law Lawrence Grimes, long-time owners and caretakers of the cemetery before Sault Tribe acquired the property in 2012.

The site was previously known as the Bishop Baraga Cemetery and the Indian Village Cemetery before an agreement several years ago in which it was given the Anishinaabe name Wequayoc Cemetery, which is believed to translate as “By the big bay.”

The one-acre Wequayoc Cemetery is the final resting place for some 150 ancestors and relatives of many Sault Tribe members, according to one accounting by a genealogical research project. The earliest recorded inter-

ment is from 1879, but interments are actually likely to have taken place earlier since deaths among American Indians in the region often went unrecorded in earlier times.

The cemetery is in Pontchartrain Shores, nestled between St. Ignace and Marquette townships in Mackinac County, on the north side of M-134.

According to a story in the Feb. 5, 2010, edition of *Win Awenen Nisitotung*, Grimes, 80 years old at the time, wanted to formally bequeath the cemetery, an adjoining house and 40-acre land parcel in exchange for care of the cemetery in perpetuity. Unfortunately, according to a Sept. 2012 *Win Awenen Nisitotung* story, paperwork was never completed and, after Grimes died in March of that year, all of the land went to a public auction and the tribe

bought the property for \$155,000.

Back in the 1940s, Agnes Paquin began acquiring properties in the vicinity of her home and after nearly 30 years of persistent bartering, she acquired the last quit claim deed that composes the present day property in 1968. Grimes assumed the responsibilities of the cemetery caretaker for his mother-in-law at that time along with one of her sons. Grimes continued to take care of the cemetery for the next 40 years before he passed. Mary Agnes Paquin, who walked on in 1977, Anna (nee Paquin) Grimes, who passed in 1995, and Lawrence Grimes are now all interred in Wequayoc Cemetery.

The ceremony opened with drumming and songs courtesy of Mukkwa Giizhik from Hessel. Most fittingly and just by chance, shortly after the drumming started a siege of cranes in high flight

passed silently over the ceremony in an elongated “V” formation, heading west. Anyone familiar with clan symbolism and representations of the four directions will appreciate the appropriate significance of the flyover.

Following a benediction by Cecil Pavlat of the tribe’s cultural staff, Sault Tribe Board of Directors Unit I Representative Catherine Hollowell, who has relatives laid to rest in the cemetery, addressed the gathering and spoke about the site and other cemeteries in the region like it and their importance to many of the tribe’s members. Unit III Board Representative Bridgett Sorenson also spoke to the crowd, giving her thoughts on the occasion.

Christine McPherson, Sault Tribe executive director, announced Sault Tribe was recently awarded a one-year federal grant from the Administration

for Native Americans, which will support the Wequayoc Cemetery Planning Project. The aim of the project is to develop a community plan plus policies and procedures for the cemetery along with a tribal cemetery ordinance. Angeline Bouley, the tribe’s assistant executive director, also spoke about the project and its possibilities.

The Healing Lodge Singers performed songs for the gathering before Representative Hollowell invited attendees to comment on the occasion. Several folks took her up on her invitation, some gave testimonials on the generous spirit of Agnes Paquin while others shared recollections of the place and a long-gone nearby Native village, which also had the name of Wequayoc.

The gathering enjoyed refreshments following the ceremony.



The plaque placed on the pedestal of the statue in the Wequayoc Cemetery in memory and appreciation of the people who owned and cared for the property before its acquisition by Sault Tribe.



Board representatives Bridgett Sorenson and Catherine Hollowell addressed the gathering during the ceremony.



Above, the Healing Lodge Singers in song during the ceremony. The Hessel community drum, Mukkwa Giizhik, also took part in the ceremonial observations. Below, some of the attendees listening to the singers.



The full elongated V formation of the cranes as they flew over the Wequayoc Cemetery during the ceremony.



# Newberry Family Fun Fall Fest celebrated

Newberry's Sault Tribe Health Center had a great turnout for the first Fall Family Fun Fest on Oct. 30. We would like to thank everyone that helped and donated their time to make this event a success.

Around 80 guests played games and enjoyed storytelling by Leonard Kimewon from the Sault Tribe Cultural Department along with Gerry Blanchard and George Tessier IV. Kids' games were offered by YEA, Environmental Department and MSU Extension offices. USDA's Marlene Porcaro

provided stew for the meal along with participants' and guests' dishes and desserts.

All the funding for this event came from a donation from a longtime friend of the health center who wanted the money used for the children and their families to have a meal and have fun.

YEA tie dyed bandanas, Lisa Simmons did a scarecrow making contest and a pumpkin rolling, gunny sack and water relay with the kids.

*Photos by Lois Bryant*



Creating a straw-stuffed person for what looks like a fun competition.



The event offered outdoor fun for all ages.



An original straw-stuffed cowperson staying warm during the festival.



Above, finishing touches go on the pumpkin man. Below, participants creating their stuffed pumpkin people with help from family and friends.



Time for some indoor fun!





# Inland Fish and Wildlife Department collaborates in Waabizheshi (American Marten) study

BY BRENDA AUSTIN

Sault Tribe Inland Fish and Wildlife Department (IFWD) staff is leading a collaborative study of American marten in the eastern U.P. to protect and enhance the membership's ability to harvest marten and to ensure the annual marten harvest is sustainable.

Proportionally, Sault Tribe harvests more American marten than any other harvestable species under the 2007 Inland Consent Decree. Last year over 1,800 tribal members had marten tags, but biologist Brad Silet said it is not known how many actually targeted marten in their trapping efforts. Silet said tribal trappers harvested 100 marten last year, which within the ceded territory of the U.P. was about 50 percent of total marten harvested – including those harvested by state trappers.

In addition to understanding American marten abundance, the study is also estimating their home range size, dispersal distance of kits (their babies), den site characteristics, overall health of the animals and the identification and prevalence of certain parasites, diseases, and contaminants.

Collaborators on the multi-year project are Grand Valley State University, Mesker Park Zoo and Botanic Garden and the University of Tennessee (UT). Melissa Cannan, a graduate student from Grand Valley State University, spent the summer studying marten den characteristics and Dr. Maria Spriggs DVM, a wildlife veterinarian from Mesker Park Zoo and UT, worked



IFWD Director Eric Clark (left), Biologist Brad Silet (center) holding an anesthetized marten and Technician Rusty Aikens.

with IFWD staff reviewing the animals' overall health and taking samples as they were trapped and temporarily anesthetized. Dr. Spriggs is also studying the parasites, diseases, and contaminants found within marten in the eastern U.P.

American martens are found in northern forests of the United States and in Canada. They are trapped for their long, dense, glossy brown fur that has lighter patches at the throat and chest. Area marten nest in tree hollows in fallen trees and are excellent climbers. They are mesocarnivores (carnivores whose diet consists of 50-70% meat), but also eat berries and fruit. Marten are traditionally a clan animal – the people of the Marten Clan were hunters, food gatherers and warriors. When warriors fought

to defend their village or hunting territory, the Marten Clan became known as master strategists in planning the defense of their people.

Silet said martens are an important trapping species and recently the value of their pelts has gone up to between \$100 and \$150 each.

The study is taking place on the eastern portion of the Hiawatha National Forest within three designated study sites. Trapping takes place in two-week intervals, with the 34-plus live traps checked early each morning. The next live trapping is scheduled for January. Silet said 21 marten were trapped over the summer during four trapping sessions and 12 of those were collared.

When they have a marten in

a live trap, Silet said the field crew works out of the back of the truck whenever possible. Marten are removed from the trap using a specialized handling cone and anesthetized using an inhalant. Their body temperature is regulated using a heating pad while they take blood, tissue, hair, feces and urine samples and an ear biopsy. Once that is done a passive integrated transponder tag is injected under their skin so they can use that animal as part of their abundance study. Once that is done a radio collar is then attached. When the marten has fully recovered from the anesthesia it is released.

The radio collars are monitored once a week to track the marten's location which is used to estimate home range. One of the collared females traveled about four miles in one week. "When you examine the home range of the American marten, you have to look at the larger picture. The dynamics can vary greatly. Although American marten prefer a habitat of old-growth conifer, we have found that it

is not absolutely required. Our research has shown adaptability by the American marten in the Upper Peninsula to also inhabit mixed forests, meadow edges, and regenerating clear-cuts. There are also many micro site requirements to consider such as an availability of prey, resting sites, and ground sites suitable for dens," Silet said. "Because very few studies have been done in the U.P., our research is important, not just for the Sault Tribe IFWD but also for other agencies and will provide valuable information necessary to develop management options which will maintain American marten habitat and populations."

Trappers are required to have their marten checked after harvest. The skull, at a minimum, is required to be turned in to the IFWD, although, IFWD would appreciate the entire carcass for use in their study of parasites, diseases, and contaminants.

If you would like further information about this study, or have a question about bringing a marten carcass in, call the IFWD at (906) 632-6132.



## ORVs with orange flags legal for hunters with disabilities

Hunters enjoying Michigan's deer hunting seasons may spot fellow hunters on off-road vehicles with orange flags. Michigan Department of Natural Resources (DNR) conservation officers remind everyone that hunters using ORVs with orange flags are operating legally and should not be harassed.

A law approved in 2008 allows people with disabilities and hunting with proper permits to ride an ORV with an orange flag to identify themselves as hunters with disabilities.

The law is intended to prevent misunderstandings between sportsmen and sportswomen that might arise when confronted with an ORV operating in an area open to hunting. It is important for hunters to understand that under

certain circumstances, ORV use is permitted, said Lt. Andrew Turner of the DNR's Law Enforcement Division.

Turner said the law simply allows hunters with disabilities to display orange flags if they so choose. The law does not require flags and there are no size or height requirements in the law for the flags. The DNR chose orange for the flag color because orange flags are readily available, highly visible, inexpensive and commonly used for safety purposes.

"It is important to note that the law does not grant any additional privileges, such as cross-country operation, for ORV operators with disabilities," Turner said. "It simply allows them to be identified as such."



A dispersing juvenile female marten that has been collared.



A released collared female.

Photos courtesy of the IFWD



A mother marten and her two kits. The second kit is on the other side of her back.



Above: A male marten being released. Above right: A roughly four month old marten.



# Hunting season is upon us - fill those tags!



Jason Grondin's nine-point buck, also in picture at bottom right.



The Friday after the Tuesday opener, the Grondin family was all tagged out. In the photo below (L-R) is Jason Grondin's buck, Henry Grondin's bear, his son Henry Lynn Grondin's bear, then his father Henry James Grondin's bear, and lastly his brother, Elliot Grondin's, bear. This was Henry Lynn Grondin's first time bear hunting. Jason Grondin also took a nice buck. Above is Henry James Grondin and his bear.



Sault Tribe member Nathan LaCost, who lives in Colorado, got his first ever elk this season. He took the shot at 18 yards after calling in the bull with a cow in estrus call. The elk was down and dead in a matter of seconds, LaCost said.



## BMCC receives environmental verification for farm

BRIMLEY, Mich. – On Sept. 10, 2013, the Waishkey Bay Farm of Bay Mills Community College received Michigan Agriculture Environmental Assurance Program (MAEAP) verification for their farmstead, livestock and cropping practices. Through this verification process, the farm implemented practices and precautionary steps that help farming operations protect the environment from pollution that may be produced by farming practices.

The Waishkey Bay Farm was established in 2011 with a mission to create a teaching, research and incubator farm in Michigan's eastern Upper Peninsula that practices and promotes sustainable agricultural and respects traditional Anishinaabe ways of life. Steve Yanni, who is the Bay Mills Community College land grant director, said the farm chose to become MAEAP verified because they wanted to "ensure the farm was not having negative effects on the environment or the quality of life for people living near the farm." Yanni also stated it is "important as an educational facility associated with a tribally controlled college that we promote sustainable values and practices, and to take all steps necessary to produce the highest quality food possible."



Photo by Mike McCarthy, CLMCD

Waishkey Bay Farm of Bay Mills Community College recently received the Michigan Agriculture Environmental Assurance Program verification for their farmstead, livestock and cropping practices.

MAEAP is a collaborative effort of farmers, Michigan Department of Agriculture and Rural Development (MDARD), Michigan Farm Bureau, commodity organizations, universities, conservation districts, conservation and environmental groups, state and federal agencies. More than 100 local coordinators and technical service providers are available to assist farmers as they move through the MAEAP process toward verification. To date, statewide more than 1,500 MAEAP verifications have

been issued. "We have been very impressed with the high level of organization associated with the MAEAP process, the quality of the professionals working with MAEAP and their high levels of practical intelligence regarding the farm operation and environmental impacts," said Monica Young, Waishkey Bay Farm manager.

MAEAP is a multi-year program allowing producers to meet farm-specific goals. The program encompasses three systems designed to help producers

evaluate the environmental risks of their operation. Each system – livestock, farmstead, and cropping – examines a different aspect of a farm, as each has a different environmental impact. The program is confidential and assists farmers to comply with state and federal environmental regulations and with right to farm practices.

"The Waishkey Bay Farm is quite unique with a well thought out mission and vision for the future," said Mike McCarthy, MAEAP technician

for the Chippewa/Luce/Mackinac Conservation District. "The Waishkey Bay Farm took about one year to complete their verification process. It was apparent very quickly that Monica Young and Steve Yanni's passion and dedication to the farm's future is why they achieved verification. As the 2012 recipient of the Districts Earth Steward Award, and now MAEAP verified status we look forward to a continued working relationship with the Waishkey Bay Farm."

The farm currently comprises 40 acres and includes a community garden, seasonal high tunnel (hoop house), blueberries, and beef cattle. The farm also included honey bees in their operation this year. The public can buy chickens and turkeys while in season by contacting Monica Young at 437-1011, extension 217.

To learn more about MAEAP visit [www.maeap.org](http://www.maeap.org), and for more information about the Chippewa Luce Mackinac Conservation District visit [www.clmcd.org](http://www.clmcd.org), or to have your farm become involved in MAEAP contact the Mike McCarthy at 632-9611, extension 101 or email at [mike.mccarthy@macd.org](mailto:mike.mccarthy@macd.org).



# TRIBAL PRIORITIES: \$268,000 BOARD SALARY\* - or - TRIBAL PROGRAMS & SERVICES CUTS?

\* \$67,000 per year times 4 years = \$268,000!

Photo by Sherrie Lucas



**Aaron A. Payment, MPA**  
Tribal Chairperson  
"Representing All Members Everywhere"

**Ahneen, Boozo, Negee:**

By now, you may have heard that at the October 29th thru 31st Special Meeting of the Tribal Board of Directors, I introduced a resolution to cut the Board and Chairperson pay in half (a savings of about 1/2 million) to preserve Tribal Programs and Services. My rationale was to impress upon the Board the importance of not indiscriminately slashing our programs and services budgets and laying off Tribal employment team members unnecessarily.

The resolution failed but if the Members' poll from last December is any indication of the will of the people, this issue is not dead. Fifty nine percent (59%) of the Members disagree with the Board salary at \$67,000 while 50% said it should be no more than \$40,000. Fifty three (53%) agree with the Chair's salary as is while 26% said it should be higher. I support a 50% cut to the Chair and Board salary.

Upon returning to office last year, I inherited a \$7 million projected budget debt as prepared by the previous Chairperson administration. My first challenge was to pare down projected expenses to balance the budget. My administrative team and I were successful and the Board passed a balanced budget for 2013. This is important to me as every year I have served as Chair, I have underspent what the Board has appropriated. My administration has operated a balanced budget every single year I have been Chair.

Those who used their Board reports to campaign in 2012 ~ **Director Pine** ~ have claimed that we had a reserve of \$70 million when I took office in 2004 and that I put our Tribe in deficit territory. The truth is very different. While we did have a \$70 million reserve, we also had a \$268,000,000 Greek debt personally negotiated by Director Pine's advisor Bernard Bouschor. This was with almost no money down that the Greeks received this generous gift from Bouschor. If you subtract the \$70 million reserve from the \$268 million

Greek debt, you still end up with \$198 million in debt.

Again, the truth is that I underspent every single year I was Chair. **Politicians are entitled to their own opinions but not their own facts!** Going into 2013, we had a projected balanced budget. However, we were then hit with SEQUESTRATION and a projected federal funding shortfall of \$1.7 million. After weeks of working with my staff, we identified savings to balance the budget. The actual amount cut by the federal government was \$1.3 million. These cuts were extremely difficult and have pushed us to the brink of cutting essential services and jobs.

Our last round of cuts occurred in February. After having met great resistance from some Board Members who simply wanted to make indiscriminate cuts, claiming we had to "live within our means" and "get the chronic users off the dole", I was concerned that another round of cuts might be disastrous. Thus, I scheduled a series of meetings to identify the Board's values and what their priorities were for services and jobs. In preparation for the February sequestration realignment of the budget, we scheduled review sessions for which about half of the Board boycotted to avoiding being bothered with the details. Later, they argued they knew nothing of proposed cuts.

While preparing the FY 2014 budgets, we made two changes to our overall budget that resulted in a projected balanced budget; notwithstanding another round of sequestration cuts. Namely, we relaxed repayment of internal debt and we capped our team member health insurance liability to the maximum exposure realized over the last several years. The one exception was a drastic cut the Board made to our Head Start program with all professional team members furloughed up to one month per year meaning one month cut in their pay. I argued against this but my pleas fell on deaf ears.

With the above changes, however, we had a projected balanced budget with a savings of \$78,000 for the year. Nonetheless, several Board Members have insisted that we cut another 5% of our Tribal Support funds and 5% of Federal funds in case sequestration hits again. The work that I have been doing on the national level shows that IF a federal budget is passed, the proposed amount is under the sequestration trigger which suggests there may

be no sequestration cuts. Still, if a continuing resolution is extended for the year, we will face another 5.2% sequestration cut; about another \$1.7 million cut.

At this point, with a federal continuing resolution to January 15th, a safer amount to cut until they is 2%. Nonetheless, a majority of the Board have continually insisted on a 5% across the board cut without even looking at the FY2014 budgets and the impact. In order to get their attention, I proposed that we share in the pain felt by our people and our dedicated employment team members. The result? Drastic cuts to services were avoided - for now.

One such drastic scheme pushed by some Board Members was to layoff our Special Diabetes Program Initiative team members during the government shut down as we had not received our grant award letter. While Cathy Abramson, Chair of the Na-

tional Indian Health Board and SDPI National Committee Member assured us we would receive funding, and I received the same assurances, Board Members demanded layoffs. We have since returned these folks to work, but not until after the program coordinator resigned.

As you will note in another section of this paper, I have been elected to the National Congress of American Indians Vice President for the Midwest region and as the Vice-President of the United Tribes of Michigan. I also serve as Vice-President of the Midwest Alliance of Sovereign Tribes. These appointments are valuable as they give me an opportunity on a national level to positively impact our funding. I am proud of the fact that I am playing a valuable role at the national level in fighting sequestration, educating Members of Congress of their trust responsibility to our people, and being invited by various organizations to be

a voice for our people on a national level. My November calendar shows the opportunities, for just this month alone.

At the time I write this, my travel reimbursements were DENIED from the Tribal Board budget. I suggested a travel budget for my essential travel to officially represent our interests, but this was met with a negative reactions by Director Pine and others. See below, Director Pine's retaliation

**"You go out and treat us badly, ...AND NOW YOU HAVE THE NERVE TO ASK US FOR MONEY???" Get a grip."**

~ Director Debra Pine

tory reaction to my request. Thus, I will try to find other means of covering my travel including accepting donations from companies or associations with checks

Chi McGwitch, Negee,

Aaron

2013 SAULT TRIBE Chairperson's CALENDAR					NOVEMBER				
					11-3-13				
MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Black Text Chair and Board Blue Text Chair Only				8am Signatures 9am In Office					1
8am-4pm Financial Reviews: Governmental and/or FY2014 Budgets	10am Workshop: Legal/Budgets/HR 11am Semi-Annual Reviews 12pm Lunch 1pm Semi-Annual Reviews 3pm TBOD Meeting Agenda Review 5pm Membership Issues 6pm TBOD Meeting ~ Manistique	5 8am Signatures 10am-12pm Executive Team	6 8am Signatures 9am In Office	7 8am Signatures 9am In Office	8				8
10am Conference Call	WAN	JURY DUTY 8:30am 11/6 through 11/8							
4pm Inland Conservation		2pm TAP Advisory	12pm Prep Session for Faces of Austerity						
JKL DAY/ VETERANS DAY		12	13	14	15				
Chairperson in Washington, D.C. All Week for Meetings, Press Conferences, Congressional Briefings, and Meetings with U.S. Senator's & Members of Congress									
9am - 5pm National Congress of American Indians Executive Council Orientation & Executive Board Meeting	9:30am Faces of Austerity - National Press Conference 8am - 1pm NCAI Tribal Leaders Prep Meeting for Summit 1pm - 5pm NCAI Dialogue with Federal Partners - Kevin Washburn, Assistant Secretary BIA - Dr. Yvette Robideaux, HIS Director - Elaine Buckberg, Treasury	8am White House Tribal Nations Summit - Tribal Leaders Meet with President Obama, Break-Out Sessions 2:30 - 4pm Faces of Austerity Congressional Briefing Hart Senate Office Bldg [SH-902]	8:30am Fund Raiser: Congressman Mike Simpson 11:00am-6pm Health & Human Services Secretary Tribal Health Advisory Council	9:30am-1:00pm Health & Human Services Secretary Tribal Health Advisory Council 1:00pm Drive Home					
9am Member Services Monthly 10am Executive Director Monthly 11am CFO Monthly 1pm Law Enforcement/Natural Resources 2pm Legal 3pm Tribal Court	10am Workshop: Legal/Budgets/HR 12pm Lunch 1pm General Meeting 3pm TBOD Meeting Agenda Review 5pm Membership Issues 6pm TBOD Meeting ~ Hessel	19 8am Signatures 10am-12pm Executive Team 1pm Budget Team 3pm-4:30pm Division Directors & Program Directors	20 8am Signatures 9am Tax Commission/Audit Committee 2-5pm Tribe-City of Sault Ste. Marie Meeting [Chair, Secretary, Treasurer] City Offices	21 8am Signatures 9am In Office	22				
6pm Great Lakes Conservation									
8am Signatures 11am Tribal Census Adhoc Group 1pm Legislative/Planning/Appropriations 2pm Ken Ermatinger [Gaming Commission, Enrollment]	25 8am JKL Fiduciary 10am Workshop: Legal/Budgets/HR 12pm Lunch 1pm TBOD Prep Session for Next Week	26 8am Signatures 9am In Office 12pm Sault Schools Superintendent 2pm NMU Guest Speaker		28	29				
3-4:3pm Financial Reviews: Casino & Enterprise			THANKSGIVING						

**SAULT TRIBE MEMBER MEETINGS**

- Wednesday - December 4th**  
12:00pm to 2:00pm, Hessel Tribal Center  
4:00pm to 6:00pm, St. Ignace, McCann School
- Thursday - December 5th**  
12:00pm to 2:00pm, Manistique Tribal Center  
5:00pm to 7:00pm, Escanaba, Willow Creek Plaza
- Friday - December 6th**  
12:00pm to 2:00pm, Marquette Holiday Inn  
3:30pm to 5:30pm, Munising Tribal Center
- Saturday - December 7th**  
12:00pm to 2:00pm, Newberry Tribal Center  
5:00pm to 8:00pm, Kewadin Casino in the Sault
- Wednesday - December 11th**  
4:30pm to 6:30pm, Traverse City, Location:TBA
- Thursday - December 12th**  
7:00pm to 9:00pm Grand Rapids, Location: TBA
- Friday - December 13th**  
12pm to 2:00pm, Okemos, Nokomis Learning Cntr.  
6pm to 8:00pm, Flint, Location: TBA
- Saturday - December 14th**  
10:00am to 1:00pm, Detroit, Location: TBA  
6:00pm to 8:00pm, Cheboygan, Location: TBA

*Join us, Come and Have your Say!*

Please visit the Sault Tribe Website for locations, and any changes.  
<http://www.saulttribe.com/>



# Seeing past the hype and counting one's blessings



CATHERINE HOLLOWELL,  
DIRECTOR, UNIT II

## Honoring our ancestors

— We are in the season of ghost feasts and Thanksgiving and I love this time of year the most. Good food and good memories of our family members who have walked on. An important time to honor the memory of our ancestors, the legacy and heritage they have left in our care.

On Oct. 19, we had a dedication ceremony at the Wequayoc Cemetery to honor Agnes (nee Moses) Paquin for her lifelong determination to keep intact for perpetuity the sacred burial grounds and historic village of our people. We're a big tribal nation but, all things considered, we're a land-poor tribe. I am very grateful to have this beautiful spot along the north shore of Huron. We are grateful to her descendants for their graciousness. I think our ancestors would be pleased as well. I'm certain Agnes is. This land is so important for the history and knowledge it represents. It's when things get forgotten and lost, when the chain of generations get broken, that our Anishnaabe people become lost and forgotten. Storyteller Navarre Scott

Momaday, put it this way, "Never more than a generation from extinction, the need to remember the past while seeking the future is essential to our people."

**Tribal business** — We've got a cottage industry of Facebook sites out there designed to polarize, factionalize and have you believe "the board" is a greedy, pocket lining, corrupt machine, hell bent on taking food out of babies' mouths and robbing grandma blind. It's a free country. People can spin whatever stories they want to (it might even land you a tribal job). Unfortunately for our tribe, we've got a few self-serving elected officials who are more than happy to manufacture this type of 'hair on fire,' 'sky is falling' hysteria to advance their agenda. And that agenda is nothing more than influencing the next election (and self-promotion). I've been reluctant to call this type of behavior out for what it is — cut throat politics — because I promised the people who live in our community that I would not participate in this type of destructive behavior. And, I also have an abiding faith in the good common sense and intelligence of our people to see through the propaganda. But when I see our people, our employees and our programs and our children pitted one against the other in these hard times, I draw the line.

Thanks to sequestration as well as falling casino revenues, we have to make some hard choices within our governmental operations. We need to reduce our 2014 governmental budget 3.74 percent. That equates to \$3,571,550 (and it may not be enough, depending on what Congress appropriates sometime next year).

Currently, our 2013 budget is \$95,538,611 and 2014 will be \$91,967,061. This reduction was settled upon at a "special board meeting" on Oct. 31. Ironically, it's about what was proposed in early September. But the last two months did give everyone the opportunity to bust open individual department budgets and scrutinize \$90-some million in expenditures, line by line. It's going to be tough. It's going to hurt. Our job — and the job of our departmental managers — is to mitigate the pain as much as possible. The devil will be in the details. It will be the responsibility of department managers to reduce their budgets to accommodate the reduction. They have the drivers: Retain services; Do more with less. We've prioritized our core services to align with our mission and values and we've identified essential operation functions.

Given how difficult this is for our people and our staff, it is a time to stick together and understand that we are all in this together. It is not a time to pit one set of needs against another. Which leads us to another topic that has been mischaracterized on the Internet: board stipends. As mentioned before, some board members took voluntary cuts. I am one of them. Other board members — including the chairman — have not taken a cut with the rationale that it affords them more money to donate to unmet needs within their respective communities. I can respect that. I am certain of their generosity. For myself, an actual reduction seemed best (to assist the 'tribe as a whole') and still back to the community. What with the economic climate, and reduction in food stamps, we may be fund-

ing community meals very soon, especially the last week of the month when families can't put food on the table. Because that's what community is about and that's what we do.

But, on Oct. 31, the chairman proposed to cut board pay by 50 percent. As expected, it went down in defeat as too harsh for a full-time tenure. I'm just wondering if those who voted "yes" will now voluntarily reduce their pay by 50 percent (I think one individual already does). Given all the above, the chairman has now come forward and asked for an additional 50K for a personal travel budget. Absent our willingness to agree to that demand, he states he will begin a capital fundraising campaign for his travels. We have a current travel budget that he can use. No one else is traveling in order to make all the funds available to him. That seems proper. He is good at what he does on Capitol Hill and other national gatherings. But an additional 50K for personal travel in these hard times? Give me a break! How about a capital campaign to double our food program, or more meal deliveries to our homebound elders?

I'm sorry I've been critical in this report, but these things have to be said. I want to turn the corner and state this sincerely: I support the office of the chair. Whoever holds it. They were elected by the people. We were ALL elected by the people to work together for our common cause. Our chairman is bright, charismatic and quite fantastic at many things (like working the halls of congress to affect change). I just think (in my opinion) he confuses 'campaigning' with actual 'governance.' You

absolutely should be demanding accountability, transparency, truth and honesty from all of us. If you have concerns, by all means pick up the phone and call. Or email your concerns. And — push come to shove — remember, none of your elected representatives have any authority except collectively — when we convene as the board of directors. The tribal minutes, board resolutions and voting matrix are posted on the website for all to see. Trust that before you trust the gossip columns on the Internet.

In conclusion, I want give a big chi miigwech to all our tribal people, our pipe carriers, spiritual leaders, our drums and healing dancers. Miigwech to our hunters and fisherman, our farmers and gatherers, who put food on our tables and keep us warm and clothed. Miigwech to our warriors and veterans who keep us all safe and protected. Miigwech to those who have earned the designation of traditional elders and who share their wisdom and knowledge and give us guidance and direction. Miigwech to all of our elders, grandmothers and grandfathers, uncles and aunts. Miigwech to our children and grandchildren who bring so much love and hope into our lives. And special prayers and remembrance to those who have walked on, especially those who left too soon. Miigwech to the Creator and all living things. And a special prayer of assistance to remember, preserve and protect our language, traditional ways, our waters and our mother earth. Miigwech, miigwech, miigwech. Wishing everyone a blessed Thanksgiving season.

## When will we start holding people accountable?



DARCY MORROW, DIRECTOR,  
UNIT IV

As I begin this month's report, I start going through all the reasons I ran for a board seat. Having worked for the tribe a total of 21 years, I watched our tribe become the biggest workforce in the U.P. with a lot of inner turmoil. During those years, people with the right contacts, which meant friends or family of certain board members, were untouchable. People got jobs back because some board members watched each others' backs. Good, hard working, dependable people that were let go because they tried to stand up against the corruption going on in the tribe. Bad management allowed to run our business into the ground and

no one is ever held accountable. I have seen people let go for drunk driving while others kept their jobs. Supervisors having affairs with their employees some have been let go, while others just changed supervisors or it was just overlooked. Job descriptions written to make sure a certain person qualified for the job. These are just some of the things I have witnessed while I was a tribal employee and the reason I ran for the board was to stop the corruption that is so ingrained within our tribe. I have to be honest with you, it is a long, hard road but I and other board members have been putting up a good fight to start holding people accountable. I want to apologize in advance that my report is a little more about politics this month than I like to do, but I feel the membership needs to know the other side.

The chairman has put out that the board did not support the Indian Health Service Special Diabetes program. This was totally false information, actually the resolution for the IHS Special Diabetes Program was not even on the agenda at our meeting held in St. Ignace on Oct. 22. The reason I did not add it to the agenda was it was brought to our attention and the executive director during a financial review that the grant funding was exhausted Oct.

1, but they had continued to run the program with no funding in place. I had questions and I wanted answers who allowed this over spending to happen without board approval. In years past, this program ran on funding overage until they received their award letter. This year, the funding was gone and, with no award letter in place, someone allowed tribal dollars to be spent without board authorization. This very reason is why the board has a resolution in place to stop unauthorized spending. I felt the chairman just wanted to get the resolution passed and then the health division was off the hook for unauthorized spending. I take nothing away from this program, I once worked in health with many diabetics. I know it is essential for our members. At a time when we still do not know what federal sequestration is going to be, divisions should not be allowed to spend tribal support dollars that we may need down the road. The IHS Special Diabetes Program was passed Oct. 29 and, at the time, we still did not have a guaranteed award letter, but the chairman assured us it was coming I hope he treats all programs this way.

We have seen a lot of scare tactics and mass hysteria sent out to the membership and team members via email, social media

and letters sent to team members' homes by our chairman. What good does this do our tribe? I feel these are stall tactics to stop any forward movement except what is on his personal agenda. At last week's board meeting, the chairman put two items on the agenda: capping salaries at the max for all government, enterprise and casino team members at max savings to minimize adverse impacts on services — or — reducing the tribal board and chairman salaries in half with savings to minimize adverse impacts on services. The chairman campaigned to cut his pay in half, the members voted with his promises; now he says to the members that voted for him and his promises that he will not cut his pay, he is giving back to the members instead. If any board member or chairman felt the need to run and earn votes by telling the membership you would cut your pay then do it. The reason that the wages for the board were even put up on the agenda was because the board did not put the IHS Special Diabetes on the agenda at the St. Ignace meeting so the chairman thought he would punish the board with cutting our pay or at least try to embarrass us when voting. The other item on the agenda the over the max list didn't get passed so the chairman has stepped down from

our Lansing casino committee. This is exactly what he told our elders he would do because if the Constitution didn't get passed, he would kill our Lansing casino. Our tribe needs the Lansing casino to increase revenue, so we can put back services that were taken in 2008, increase elders' checks, no income guidelines for funeral assistance, elders' recreation funding back, etc.

Director Chase and myself have great respect for our tribal fishermen and what it takes for them to make a living, especially now with the invasive species invading their waters. I hope our chairman is able to put forth as much energy and effort into fighting the invasive species that are overtaking our Great Lakes and killing our fishermen's livelihood as he has been in trying to stop the wolf hunt to now trying to change the Washington Redskins mascot. Our fishermen and the Great Lakes are a priority for myself and Director Chase.

If I can answer any questions, feel free to me a call at (906) 203-6699 or send email to me at dmorrow@saulttribe.net or darcymorrowforunit4@yahoo.com.

Thank you,  
Darcy Morrow,  
Unit IV director



# Reduced funds impacts 2 percent availability



**DENISE CHASE, DIRECTOR,  
UNIT IV**

## Unit IV, 2 percent short term

We have not finalized the 2 percent fall distribution requests yet. We are waiting on a final dollar number to work with. There is a longterm 2 percent agreement that has expired and the board needs to discuss. I am hoping that this funding can be shared evenly with all units. The outcome of this discussion will decide if we get either \$61,000 or \$65,000 to distribute in this cycle.

There are so many good projects to consider. We received 12 requests this time, we have seen, in the past, up to 40 applications. Unfortunately, the casino revenues have decreased causing less

2 percent funding for distribution. We have had requests totaling \$164,197 to be considered this cycle. Projects are awarded funding based on a number of factors — availability of funds at the end of each cycle, the project merit and potential benefit to tribal as well as governmental communities. I will update you in the next article on projects awarded.

## 2013 tribal census survey

You should have received a tribal census survey in the mail by now. Unfortunately, there was not enough thought put into the timeline to allow members in the western end and in other states to receive the snail mail. Households did not receive their surveys until Oct. 25 or later.

The problem with that is the surveys needed to be returned by Oct. 25 to be eligible for one of five cash prizes, \$2,500, \$1,000, \$750, \$500 and \$250.

The board liaison was notified by a huge number of tribal members that they did not get their surveys and she contacted the tribal administration office. So then it was decided to extend the return date of survey until Nov. 15. So if you got the survey late and didn't fill it out because of the expired return date, it's not too late to send in your survey and you will be eligible for the

cash drawings. Unfortunately, there is probably a large number of households who threw the surveys away because of receiving them late and on or after the date they were supposed to be returned. If you still have them, I urge you to complete and send in. This will help with identifying the needs throughout our tribal membership. An example would be we are always told we don't have enough children for the expansion of a Head Start program or tribal school into the outlying areas. Make sure your children and grandchildren 18 years of age and younger are enrolled and have their tribal cards.

The tribe paid over \$130,000 to have the IGA (Innovative Gaming Solutions) come and do an efficiency audit on two areas in the Casinos: 1) Kewadin Casino food operations and 2) Kewadin marketing.

They identified in their written action plan priority levels, area of concern, risk and recommendations. The board of directors met with the COO of Kewadin Casinos and reviewed the recommendations by IGA. They gave him a timeline by which he was supposed to report back to board with his action plan. Tony came back with a plan of action, which included a timeline of how he

would implement his changes based on decreased revenue, and to trend staffing based on revenue and seasonal down times. The recommendations being made are administrative decisions by the COO of our casinos.

The board passed the following FY 2014 Budget Document 002 and Document 003 Resolution on Oct. 31:

*Resolution No: 2013-239*

*Be it resolved, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves FY 2014 Budget Document 002 and Document 003 totaling \$91,967,061 of which \$17,163,452 comes from Tribal Support; and*

*Be it further resolved, that if sequestration results in an additional cut to federal funding levels the Board of Directors shall reduce the federal funding commensurately; and*

*Be it further resolved, that on or before Nov. 19, 2013, budget modifications of federal funding levels of at least 5% shall be prepared for review by the Board of Directors; and*

*Be it further resolved, that no new job positions, step increases, cost of living increases, promotions, changes in job title, or changes in job responsibility that would affect wages (except for*

*Head Start, Early Head Start, and the Child Care Center commitments to raise teachers and aides who meet their educational credentials) may be granted except by a budget modification resolution approved by the Board of Directors at a duly called meeting of the Board of Directors:*

*Be it finally resolved, that budget modifications shall automatically be in effect to reflect the rescissions in the foregoing resolve sections and shall be reported to the Board.*

The board came to a consensus to approve the FY 2014 budget to allow programs to continue their operations. We have been going over budgets line by line and we will continue to make adjustments as needed. My main concern and priority is to keep the core set of services then go from there.

We will be starting to organize and plan for our children's Christmas parties. Any volunteers can call Viola or Rita at 341-6993.

Have a happy Thanksgiving!

You can contact me at any time at (906) 322-3819 or [dchase@saulttribe.net](mailto:dchase@saulttribe.net).

Thank you,

Denise Chase, vice chair

# Dealing with feds while watching other concerns



**KEITH MASSAWAY, DIRECTOR,  
UNIT III**

Well, the federal government kicked the proverbial can down

the road when they passed a continuing resolution to keep the government open. A new showdown will happen early January and still nothing will be solved. The debt ceiling isn't fixed and the federal Office of Budget and Management must make a sequestration cut in 15 days after Congress ends the 2013 session in December.

On a better note, the tribal board did come to an agreement on a reduced budget for 2014. This budget reflects a 5 percent reduction in tribal support and a 2 percent reduction in federal funds. I personally believe the actual reductions coming from the federal government will be

much deeper, but this compromise moves us in the right direction. It was voted on and passed in October.

Early in 2013, the board commissioned a company to do an efficiency audit of our casinos practices. The board and management worked through the problems and management is starting to enact some of the recommendations. Some things are changing in our food service that customers and employees will take notice of but, truly, these adjustments are needed and are well thought out by our management team. Business must evolve and change to meet ever-growing demands and expectations of our

employees and patrons.

Many members ask me how the Lansing project is going. As of right now, we are awaiting the appellate court decision on the lower courts ruling of an injunction to put the land into trust. The appellate court is watching the Supreme Court case with Bay Mills on a similar matter. So we are all waiting. As stated over a year ago, this project is years away from happening because there will be many different arguments made by many different parties. We just have to keep jumping over the hurdles to get to the finish line.

On the horizon is the beginning of the next election cycle.

Please keep that in mind as you undoubtedly will begin to hear more unsavory things brought up and items put on the agenda to promote discord and to embarrass.

The board needs to work and work hard together. We have a very challenging year ahead. I hope we succeed as a board to show leadership and guidance to our people. They deserve that at the very least.

I want to wish everyone a beautiful Thanksgiving. Thank you for all the calls and emails.

Keith Massaway, 702 Hazelton St., St. Ignace, MI 49781, [kmassaway@msn.com](mailto:kmassaway@msn.com), (906) 643 6981.

# No conflict of interest in outside employment



**DJ MALLOY, DIRECTOR,  
UNIT I**

As this paper reaches your home, there is a possibility I will no longer be a Unit I representative. Legislation has been introduced, and it appears to be supported, calling me in conflict for having a job outside the tribe. The reference is the constitutional amendment passed in 2007 forbidding employment with the tribe while sitting on the board.

Here is the pertinent newly proposed language:

.... WHEREAS, in 2008 the members of the Tribe amended the Constitution to reiterate and clarify that Board Members should be dedicated to serve their members and not be constrained by outside conflicts and time commitments; and

WHEREAS, it is essential that this Board of Directors take steps to assure the membership that the level of commitment and dedication shown by its leaders are second to none.

NOW, THEREFORE, BE IT RESOLVED, that Tribal Code Section 10.126 is hereby created to read:

10.126 No Outside Employment. Any Candidate elected or an individual appointed to a position on the Board of Directors must, prior to being installed in office or taking the oath of office:

a. In addition to any require-

ments under Subsection 10.125, resign from any outside employment position with any employer; and

b. During the entire period of service in office, each such Director shall maintain at all times no outside employment, in any capacity, and shall take no job or employment for wages or salary.

... 10.126 shall become effective upon enactment of this resolution and shall be effective as to all current sitting Members of the Board of the Directors.

The premise this resolution contends to stand on is erroneous. In 2006, the board submitted a resolution to have a Secretarial Election barring board members from working for the tribe while holding office. It identified a conflict of interest in being a board member voting on budgets, promotions, benefits and such, while a personal benefit from

those decisions could exist. It was to prevent board members from having an advantage for personal gain within their tribal employment. Not to prevent them from working outside the tribe. It also restricted board members from being vendors with the tribe where they could contract with the tribe for personal gain. It was about eliminating potential for personal gain, not outside employment.

This came about last week after I made a motion to reduce board pay by 25 percent. I explained that in times of reductions to employees and services, we should lead by example. That we shouldn't ask anyone to do something we are not willing to do ourselves. To be able to look the workforce in the face and say, "We are asking you to take a 14 percent reduction in your department. In doing so, there will be furloughs, wage reduc-

tions, reduced hours for staff and layoffs. We are not oblivious to the impact this will have in your lives. And to show our leadership, we are going to cut our pay and reduce our budget and lend recognition and solidarity in your sacrifices."

I failed. But I raised the ire of a couple board members. My guess would be they see my outside employment as the reason I recommended the reduction. I have to think this to be the reason as I have excellent attendance, absent only for illness or family emergency.

What I find remarkable, is the board members who support this resolution, believe it is a conflict to work outside the tribe (totally independent of tribal funds), but find no conflict in setting their own wages and benefits. The last time board wages were increased, they were silently rolled into an

See "No conflict," pg. 27



# Learning by looking at us and our ancestors



**JENNIFER MCLEOD, DIRECTOR, UNIT I**

Aaniin, Anishnaabek, nearly seven months ago, in the April edition of this newspaper, I announced that Sequestration had hit our tribe, and I shared with you my thoughts on how I felt our tribe should deal with the huge cuts. The message was simple: **Use common sense and prioritize; do no harm.**

That was seven months ago, since that time I have been strongly insisting that, as a board, we look at the services and functions we perform as a government, and identify what is VITAL to the survival of our people. To my way of thinking, that includes at the very least: food, housing and medicine. I then suggested there should be a second category for those things that are IMPORTANT, but not necessary for survival, such as recreation. Finally, a category for

DISCRETIONARY — things that are nice to have, but we could manage without (huge government spending).

Once all services are categorized, we could then look at those activities that are solely grant funded (by outside dollars), and which require tribal dollars (revenues/profits from our casinos and other enterprises). Those services supported only by outside dollars, will be told by the granting agency (for example, the federal government) what their grant amount will be. If it is a VITAL service, the tribe may want to use tribal dollars to make up the difference in the cut in order to keep the programs providing life sustaining support to our tribal members. Because our budgets are tight, this would mean taking tribal dollars from a less important service and applying them to the VITAL services.

This concept is no different than what each of us would do if there was a loss of personal income. We would prioritize! We would buy food, pay the mortgage/rent and make sure we had the medicine our family needed. We would keep our family safe and we would cut back on things that are nice to have, but not really necessary (like cable TV or Internet). This is all I have been asking the tribe to do, use common sense, and prioritize.

But something this simple, is apparently not so easily done. Why? Politics! For months the

board has been in turmoil from being subjected to intentional distortions, personal agendas, misrepresentations, threats, games and slick political maneuvering. I could not be more disappointed by what I have witnessed. However, I firmly believe that there are 12 members of the board of directors who have it within their hearts to be a highly functioning team. I have seen each of them exhibit the positive traits of teamwork, and that gives me hope.

Perhaps it is the “teacher” in me that sees a problem, evaluates it, researches a solution, implements a plan and evaluates for performance. It is my way, my professional training and I used it in regards to our board. I have learned that for our tribal board of directors to be highly successful, it needs to overcome at least FIVE major dysfunctions (P. Lencioni, 2002).

1. Fear of conflict.
2. Lack of commitment.
3. Avoidance of accountability.
4. Inattention to results.
5. Absence of trust.

Another way to look at this is our board needs to:

1. Engage in unfiltered conflict around ideas.
2. Commit to decisions and plans of action.
3. Hold one another accountable for delivering against those plans.
4. Focus on the achievement of

results.

5. Trust one another.

One of the biggest challenges is the establishment of trust. Trust in each other to accept questions about their areas of responsibility, to be able to take risks, and offer feedback and assistance to each other; and, perhaps most importantly, to give one another the benefit of the doubt before arriving at negative conclusions.

I have faith in 12 leaders. They have been chosen by their communities to work together for the betterment of the entire tribe, and our Oct. 31 board meeting was proof that it could be done! The board of directors trusted each other. As a team, we worked hard through give and take, compromise and vision, and passed the tribe's 2014 budget. I pray that this experience will empower us to continue forward in a good way, to trust each other and work together to ensure coming together for the good of our tribe.

With “for the good of our tribe” as a shared vision, we can unite in a way that hasn't been seen in a long time. I was taught that there was a time when tribal communities would select a leader to represent them. These leader(s) would travel to Bawaating (now known as Sault Ste. Marie), and within the sound of the rapids that used to flow here, they would sit in a great council, and discuss the needs and future of our people. There were great speeches, great listen-

ers and a shared vision. We still have parts of those old ways in existence today. We still have leaders selected from tribal communities who gather in a great council to discuss the needs and future of our people. One of the distinct differences, though, is that we have adopted manners and ways that are not ours. There was a time when our leaders would work through differences of opinions, until the group reached an answer that everyone could agree to. It didn't matter how long it took; our people counted on guidance from the Great Spirit to help find the way, and they always did. These days however, we suffer under majority rule, which creates a minority of unhappy people and a huge division. However, at our last meeting, our leaders talked, compromised and worked to a point where 11 of 12 leaders agreed. Granted, it wasn't everyone, but it was a great start!

I believe in our old ways, our old values. They held us together as a people for thousands of years, and I believe we should do our best to return to those ways, those old values. I, for one, do not want to see our tribe become a mini-federal government. Just take a look at D.C., how's that working for them?

Anishnaabe gagige! (Anishnaabe for always!). Phone (906) 440-9151, email JmcLeod1@saulttribe.net or jennifer.mcLeod.2012@gmail.com.

## Getting back to our Aanishinaabe way of life



**DEBRA PINE, DIRECTOR, UNIT I**

In this era of government shut down, sequestration, debt crisis and cut backs, it can give us some perspective to remember that our great-grandparents and their grandparents lived through even more turbulent times. They lived through the loss of our land and ability to make a living, disease, starvation and practices that amounted to efforts at physical and cultural genocide.

So what was it that sustained them? I believe that is was their strong conviction in the Aanishinaabe way of life and the traditions and customs they practiced as an expression of that belief.

Without their efforts to survive, we wouldn't be here today.

This time of year in particular makes me think of these things because in the fall of the year is when our people have ceremony to honor and remember our

passed-aways — those who have gone before us. That ceremony is a jiiibay (Jee-by) feast or called by some a ghost supper. Belief is that we should feast those spirits or souls so they can also feast in the spirit world.

My grandma, Lucille, and great-aunt, Mary Murray, used to tell us how it was done back on Sugar Island in their village of Bay de Wasie. Each family in the village would cook the best food they could and set the table. Then, after the sun went down, the families would leave their house and go around to each other's house and eat a little of what was set out. They were eating on behalf of the passed-aways. Somewhere there would also be a fire and they would offer food in that. Aunt Mary said if a particular relative liked a drink of “spirits” they would put that in the fire for them, too. Amazingly, I found similar practices in different pueblos when I was invited to their fall ceremonies. I believe most tribes honor their relatives in this way.

Over the years, the feast came to be held on Nov. 1, the Christian All Saints Day. Grandma felt that it was done on that day because the local clergy thought the feast was a pagan practice and therefore a sin, so the way to keep the practice going was to disguise it as a Christian feast day. Our relatives were very creative when it came to survival!

Many times at my grandma

Pine's house, before we ate our big family dinner, she would quietly fix a plate and have one of the uncles place it in the fire. It wasn't until I was older, did I realize what and why she was doing it. It was not elaborate, very humble in its way, yet grandma honored our relatives who went before us. I appreciate the lesson that it didn't have to be a big ceremony, it just had to be thoughtful.

This cultural tradition has survived and been revived in our communities. I know of at least two jiiibay feasts here in the Sault, one of which will be held by one of my aunts for our family, and I know friends of mine from other Ojibwa tribes are conducting and attending their family jiiibay. I know that I want to pass on this tradition to my children so they can keep it going. I want them to understand that we must remem-

ber and honor those that came before us, who faced greater struggles for survival than we can even imagine today.

Honoring this practice isn't about living in the past — it is about going forward. These are the traditions that kept our people strong and will keep us strong as Aanishinaabe going into the future.

Debra-Ann Pine  
(906) 440-1334



Photo by Brenda Austin  
**Sault Tribe Transportation recently completed reconstruction of the entrances at Big Bear and Enrollment Department facilities in Sault Ste. Marie. Key upgrades included new culverts, asphalt, curb and gutter. It is anticipated these upgrades will promote safer access to services offered at these facilities.**



# Protecting our legacy during financial squeeze



**CATHY ABRAMSON, DIRECTOR, UNIT I**

During the month of October, our tribal board spent a lot of time going through governmental budgets. As a matter of fact, we are still going through 2014 budgets. During early budget planning, our tribal program staff were asked by a majority of the board to project a variety of budget scenarios which

included decreasing their budgets by 10 percent and 14 percent in preparations for the possibility of sequestration by the federal government.

At our last board meeting, the board approved 2014 budgets at a 2 percent decrease in federal funds and a 5 percent decrease in tribal funding. I did not support this budget resolution simply because there was also a freeze on all cost of living increases. As part of a board-approved, market-based medical compensation plan developed by an external company with expertise in medical staff compensation to recruit and retain health professionals (doctors, dentists and nurses), we agreed in their contracts that they would receive a cost of living pay increase every year. We also agreed to pay for performance initiative. The pay for performance was taken out of the 2014 budget, along with any professional training development that most places provide for their

staff.

Health care is a number one priority for our tribal people. Because we live in rural areas, we are having the same problems as many rural areas across the country in recruiting and retaining professionals in the health care industry. Not to mention there is a nationwide shortage of healthcare professionals at this time. I fear that cutting this cost of living increase will be the straw that breaks the camel's back when it comes to recruiting and retaining our health care professionals.

In order to provide health care services to our people, we need health care professionals. The demand for health services is already greater than we can provide. The more professionals we lose, the lesser services we will be able to provide. Our peoples' waiting time for services will increase and we would not have the direct access to care that our people deserve.

This is especially disheartening to me, as I have worked hard in Washington, D.C., to increase funding for our people so that we may increase the well-deserved access to health care that our people were promised. I hope the rest of our tribal board knows what they are doing when it comes to providing these health care services.

I would like to take this time to apologize to our governmental program staff, who have been asked to do a variety of budget scenarios which has taken huge amounts of time out of their already busy day-to-day business. The budget projections that they have been asked to make are not even being taken into consideration. They will now be asked to go back and project a budget decrease of 5 percent tribal support and 5.2 percent federal support. I'm aware that we have to prepare for the worst, but I believe we need to make sure that we make good sound deci-

sions when doing so.

I don't believe our governmental and casino staff should be managed this way. I am sorry to see this happen to our dedicated, hardworking and loyal employees who have given us their very best. I want you to know that I am proud of you and I do remember what it was like when we first were able to hire many of our own people who were able to work for their own tribe when no one else in town would give them a chance. I was proud of you then and I am proud of you now.

Please keep our tribe in your prayers during our times of giving thanks. We have awesome services because our ancestors made sure that we were taken care of. Let's make sure we continue to provide for those next seven generations.

If you have any questions or comments, please contact me at cabramson@saulttribe.net or call me at (906) 322-3823. I look forward to hearing from you.

## Persistence continues in developing improvements



**LANA CAUSLEY, DIRECTOR, UNIT II**

It's been quite a month and I want to speak about three separate items we have on the forefront right now. The board resolved and passed a resolution that the tribe's Gaming Authority will schedule meetings twice a month with the casino chief operating officer for purposes of oversight, review and implementation of consultant driven analysis, recommendations and ongoing implementation of standards from the team members survey project.

During recommendations from the consultant analysis it was reported we were overstaffed in our restaurants and delis. We have not reduced staff in years based on the revenue and hours of operations. A small amount of employees did have hours reduced strictly based on the best interest of expense for the business and was the driver for the decision. These reductions are based on the audit we received and ongoing analysis of our operations and should continue for a better bottom line and stricter staffing and efficiency measures. I don't like agreeing to any reduction in hours but we also MUST increase our bottom line for our business, any recommendations that come forward for cost savings I will support (unless they are vendettas and targets). It's been many years since we have completed an in-depth review of our casino budgets for efficiency.

We also passed a budget for 2014. This came with a week-long special meeting called to look at every single budget within our governmental division (we did not start the 2014 casino budgets yet). We had each department go through their respective line items and make recommendation to reduce 5 percent in tribal support dollars and 2 percent in federal funding dollars. Both needed to be done as we are simply not making our revenue on the casino side (we commit the revenue dollars of a projected \$17 million for services, if we don't make the revenue we do not have it for the budget) and sequestration is forcing us on the federal side (again, this is why measures are being taken in our casinos).

The recommendations in the 2014 budget on the governmental side came from the staff and administration to minimize impact on services and positions. It's a very hard decision to make, but the goal is better efficiency in our business side and leaner spending on the governmental side. We have always known that the government struggles would impact us and I'm afraid this is just the start of more to come. I can say that I'm confident that the board is informed, conscious of services and struggles at each and every decision made.

We did have to make the decision of reducing all raises for select team members (these items are still happening and it baffles me that it still goes on with the seriousness of our budget issues, we saved \$182,691 by taking out raises for select departments (all employees need raises). I'm impressed that all but one board member supported our overall 2014 budgets, including the chairman. This came with hours and hours of discussion, heated feelings and yes, compromise. We must move on from this and continue to stay the goal of debt free in three-and-a-half years. This will free up about \$8 million more dollars for programs

and services. I know I sound like a broken record, but financial health for our tribe HAS got to be our priority. Please don't listen to the political spin or untruths on our budget process, any leader who will politicize or prevent efficiency for our tribe as a whole is no leader at all. Please also know that all decisions are not made lightly by myself and it's difficult, I have also committed to taking a reduction in my salary as I did in 2008 when we had to reduce our budgets. No politics, just fact.

Also, another project impacting our casino is the outcome of the team member surveys completed. This past summer, the board of directors began the process of compiling a survey of questions for our team members. We respectively went to each casino to encourage and gather your input on what your concerns are as an employee and suggestions for better customer service. When we started this, it came with a sincere desire to make Kewadin a better place to work. We wanted to hear your input individually and confidentially.

We gathered many concerns, compliments, complaints and suggestions from each of you. I personally took this process seriously and we all had an opportunity to meet on four separate work sessions so far, for a plan to move forward. The board is in the process of identifying and prioritizing concerns from you and each individual casino. We as a board have agreed our most evident problem is that our team members do not feel appreciated and the morale is very disheartening. I want to acknowledge you and let you know that I went through every single survey. We were tasked as a board to review and report in each casino the many items that need to be worked on, including communication, morale, cleanliness, promotion, training, policy issues and many more. Please know that I am committed to see that we move a plan

forward. You will see us working toward changes that we can implement immediately as well as long-term goals so we serve you, as a team member, better. This is not blowing smoke, I will expect significant outcomes from this project as other board members do and we meet bi-weekly on this project. I even submitted a resolution to schedule mandatory Gaming Authority meetings to move on all input. I do want to say there were also many compliments from our staff, we not only identified the cons in the survey, we also listed the pros so that we can continue on those.

So, in short, we have three separate items in the works — the 2014 governmental budgets, the casino comprehensive analysis of recommendations and the casino team member survey for suggestions and input. With all of these items, changes must and will occur. The outcome of all three should impact us in a positive way financially and make Kewadin a better place for customers and team members. It's not gone over lightly by me and I will be at the table demanding positive outcomes for these projects.

I attended a meeting of the state's tribes, United Tribes of Michigan. During this meeting, we had a presentation done by Jason Allen, Michigan Veterans Affairs Agency. The presentation held my interest because I do know that, within our own tribe, we do not have a handle on the number of veterans or disabled members that we have. In the presentation, it was stated that Michigan's total for veterans is estimated at 680,427, with a total of 5,798 being Native American. This is inaccurate data for us and we lack in that data and need to gather this info any available way we can. We need to report the accurate numbers. In today's Michigan Census, Native Americans are one of the best ethnic groups in the armed forces since the Vietnam era, so

I'm sure our numbers are not getting recorded correctly. There are many factors for each individual veteran as stated at the presentation, "there is no common computing platform for each individual veteran." There are qualifiers for each individual tour, time served, exposure and new items added as they collect data. It's a lesson I learned and hopefully our veterans have all the benefits entitled to them. I'm not confident they do, so please contact the official website for the state or contact our representative Ron Munroe to assist at munroe@centurylink.net. I've already spoken to Director McKelvie about my thoughts (he is not only a veteran but is the strongest advocate on our board for our armed forces) and I will assist in all our endeavors to calculate our own tribes numbers as well as any situations where we can assist. It's worth calling and checking to make sure you have been receiving all the benefits.

We held our ghost feast to feed our community and feast our ancestors who have passed on. It was so amazing to have such a good fall day. The people, fire, Mukkwa Giizick drum and food. There where memories I won't forget and the participation in our traditions is paramount to our community. I had an opportunity to speak to many members at that time on the future and direction of our tribe, nobody hollered, called names or were disrespectful. WE TALKED to each other and I'm thankful for input and direction.

In closing, I want to assure you that being a grandmother and a daughter drives my decisions on this board. I want my elders to be proud and their needs met and I also want our children to have something to be proud of and look forward to. It's a balance I do not take lightly or without sleepless nights. Please contact me as always at (906) 322-3818, 484 2954 or lcausley@saulttribe.net. Baamaapii, Lana Causley.



# Chronology of board actions, setting records straight



**BRIDGETT SORENSON, DIRECTOR, UNIT III**

This is the first unit report I really struggled with writing since being elected. I have had many compliments from people every month, so I know members are reading what I write and I want to continue keeping the membership informed without taking a negative tone. There are so many lies being put out on social media and elsewhere that I feel this is an avenue to combat those lies.

On Oct. 7, we had government financial reviews and the chairman was then predicting 5.2 percent sequestration cuts just seven days after we passed the continuing resolutions where he believed it would be 0 percent or 2 percent. This is the reason I voted "no" on the continuing resolutions, because I believed we needed to start making cuts to the budget proactively.

On Oct. 8, we met and discussed our enterprises. The Lakefront Hotel in St. Ignace is being closed and sold on Oct. 27. The Midjim in St. Ignace is planning on repairing the parking lot next year because it is so cracked up and water pools next to the pumps. It was cold patched this year and needs work again.

On Oct. 9, we had a gaming authority workshop with the CFO, COO and his executive assistant to discuss the IGS audit initial plan they had been working on. These meetings are being held twice a month. Each audit finding is assigned to certain staff with a target end date. This meeting was focused on marketing and communication.

On Oct. 10, I conference called with the insurance ad hoc committee to review the results of the team member survey. We will be bringing the results to the board of directors soon. I would like to thank all the team members who took the time to fill them out and have an opportunity to choose which cost saving options you prefer.

On Oct. 11, I had office hours and then went to our elder meeting. Keith, Denny and I gave updates about the budget and worked on elders' concert ticket concerns. Unit III gets 74 elders' tickets a show and sign up sheets are at the McCann School 30 days prior to the concert. Current rules say you must be 55 years old. There usually is a bus that takes you to the concerts unless they are rented out.

On Oct. 15, we had a workshop and met with ACFS and they had ran out of money to continue the emergency needs program that helps people with travel expenses to doctor appointments out of

town or family emergencies. Our board secretary, Joann Carr, is a member of the Dress Down Committee and asked the committee about funding this program. The committee supported it and donated over \$9,000 to keep the program going. If you need assistance under this program, please contact a direct service worker and you may qualify for up to \$250. Thank you Dress Down Committee!

We had also met with the health division with concern over the special diabetes program grant that had yet to be received. We had letters stating we should be getting the award but no time frame or guarantee. In years past, we had carry over funds from years prior and did not usually receive the award letter until December. The majority of the board was concerned with continued spending with no guarantee of receiving the funds and using tribal support dollars in the mean time to fund the program, which consists of 16 staff members. The program was affected on Oct. 28 with reduced hours. On Oct. 29, we received a funding letter for \$836,409. The staff hours were then re-instated. This was terrible for all staff affected but when you are in a budget crunch you need to make tough decisions.

The casino team member surveys were also discussed and most individual board members had listed their concerns per site that were compiled for each board member to review. We had then decided to meet with the COO on Oct. 22 to give him some smart goals to begin to take action on. We will again be meeting with him on Nov. 12 for updates and more smart goals.

On Oct. 18, I went with the St. Ignace Tribal Head Start class on their field trip to Pond Hill Farms in Harbor Springs. The class went on a hayride, fed fish in the river, fed livestock, shot apples with a giant slingshot, had a picnic lunch and picked their own pumpkins. These kids had a great day and so did I. Head Start is a great program for our kids to learn and socialize and the staff work hard to be positive role models for these kids.

On Oct. 19, I attended the Wequayoc Cemetery Dedication with my mom and niece. There was a good turnout of about 50 people. The tribe received a one-year planning grant to hire a consultant to work with the community to establish burial procedures and long term planning. The dedication was for Agnes Moses, Anna and Larry Grimes as caretakers and owners of the land prior to the tribe purchasing it in 2012.

On Oct. 22, we had our workshop and meeting in St. Ignace. We continued to discuss the budget concerns and possible percentage cuts.

On Oct. 23, we had our gaming authority workshop and met with the CFO, COO and his executive assistant on the audit. This discussion focused on our food outlets. Some areas of concern are food costs, food waste and staffing vs. business needs. The COO gave the board his plan of action and was told the changes would

be happening by Nov. 1. One of my biggest concerns when things happen is communication with our staff. They need to be notified by management what is happening before rumors are circulated.

When cutting front line staff, management needs to fill in when staff calls in or when it becomes busy. There are good managers that already do this but many manage from their office.

On Oct. 29, we met on 2014 budgets going by division, cost center and line item. At 6 p.m., we opened our special meeting but reconvened until the next day at 6 p.m. so we could continue to review budgets the next day.

On Oct. 30, we continued on from the previous day. During the meeting we voted not to cut the over the max team members stating various areas of concern such as longevity, board approved annual raises, the list of names changing, etc. We also voted no on reducing the chairman and directors pay by 50 percent. The chairman added this item to the agenda out of retaliation for not voting to add the Special Diabetes Program to the agenda on Oct. 22. His campaign promise was to cut his pay in half and other board members campaigned to reduce their wages and it is up to them what they do. Many members think we make too much money but we make decisions for 40,000 people, over 2,000 team members and over \$100 million dollars in budgets. This is the most stressful, 24/7 position I have ever held and I think you have to serve on here to actually see it for yourself. Many board members did cut their pay and donate thousands of dollars in our community but choose not to talk or brag about it. The current board wage was voted on in 2000 with Aaron Payment motioning and Mike Lumsden supporting it. It called for a yearly cost of living allowance and there has never been one or the board would currently be making over \$92,000 a year. Like I said before I am not in favor of that amount just stating the process. There will be a cut in the board's 2014 budget. The chairman also told our budget department to pull the board's budget out of the overall budget so he could referendum things he may want.

On Oct. 31, we continued our budget reviews and compromised to pass the 2014 budgets with a 5 percent cut to tribal support and a 2 percent cut to federal funding. About half the board wanted a 5 percent cut to tribal support and a 5 percent cut to federal funding to be proactive but were met with some resistance so we compromised by passing the 5 percent and 2 percent and having the CFO and executive director work with their divisions to prepare by Nov. 19 a potential 5 percent federal funding cut for the boards review and, if sequestration hits, we will cut to that percentage.

We also included that there will be no new job positions, step increases, cost of living increases, promotions, changes in job title or changes in job responsibility that would affect wages (except for Head Start, Early Head Start, Child Care Center commitments

to raise teachers and aides who meet their educational credentials) may be granted except by a budget modification resolution approved by the board at a duly called meeting of the board.

I would like to address some of the rumors that have been circulating, such as that I have breached confidentiality with the casino team member surveys. There are claims that I read the surveys while team members filled them out and wrote some of them myself to get certain people fired. Here is the truth, all the surveys were anonymous, the surveys were all in envelopes and were opened by the board as a group on Aug. 6, and each board member took turns reading a few out of their stack. At the end of the workshop, I took St. Ignace, Hessel and Sault Ste. Marie to bring to our membership liaison to compile the spreadsheet. I sent the liaison a message that I had them and would be bringing them to him on Friday when I had my office hours and I wanted to read them. I read every survey and was concerned that some people may try and not include certain surveys to protect their family, so I photocopied some to have in case that happened. When the liaisons finished compiling the surveys, the chairman offered to merge the document. The board had met and started going over them a few different times. We decided to save time we would all compile our concerns per site and send them to the board secretary to compile and we would then finish going over them and make a plan. Over that weekend when I was compiling my concerns I called fellow board members to ask if I had just overlooked some surveys that we had read and were not there. They didn't remember seeing them either. So I brought it to the board's attention and other board members said they had thought some of theirs were missing also. When the information got relayed to the Chairman he began accusing me and later said the files got merged wrong. I believe that there are people being protected and this is an excuse to get rid of the surveys.

I am also being accused on

**From "No conflict," pg. 24**  
employee benefit package and passed.

This is one more board driven restriction on those who would run against them for office. The constitution is clear on eligibility to run for an elected seat. But the board has historically whittled down the eligibility pool by adding more and more constraints on candidates that may try to run against them. They have already made it near impossible for anyone outside the service area to run for office by mandating one year of residency PRIOR to the notice of election. The constitution just mandates you reside within the unit to which you are elected. These restrictions are purposeful.

I believe the membership is my supervisor. If I were failing in my responsibility, you would let me know in short order. You are who I work for and to whom

social media of wanting to fire certain team members. Apparently any time I ask questions or raise concerns, I want people fired. I will say this, I do not go around saying to fire this one or that one, but I will always say if someone is not doing their job and there is documentation then have at it. The second thing is, why would our leader put hurtful things about our staff on social media with names and personal information? This, to me, creates a hostile work environment. I am tired of this type of conduct and it is hurting our team members, tribal members and the tribe in general.

The chairman has spent much time on the protecting the wolf campaign. I told him last week that I wished he would spend that kind of time convincing the federal government to combat invasive species, since it affects our tribal fisherman's livelihood and our people's subsistence fishing. His next campaign is against the Washington Redskin name. What is the most important topic for you? Do we change the name of the redskin potato too? All of this campaigning is giving him the national attention he desires for his committee appointments to pad his resume since he has told us for the past year he was looking to go to work for the BIA or another federal agency. He has also threatened to destroy our Lansing casino project if we didn't pass the constitution.

A reminder that the LIHEAP (heating assistance program) usually accepts application on Oct. 1 but has not been awarded the grant yet, so the date was pushed back to Nov. 1. The grant has still not been awarded, but they are going to still accept applications. There have also been some changes to the USDA food program that may not find you eligible, so please contact them at 635-6076 for more information. The Unit III Christmas party will be on Dec. 14 at the Little Bear from 1 to 3 p.m. Happy Thanksgiving and spend lots of time with your family! Any concerns please contact me by phone at 430-0536, 643-2123, or email bsorenson@saulttribe.net or bridgett91@yahoo.com.

I am responsible. However, as we have all been told, the board has a wide berth of authority and the ability to do whatever they want. We will see what happens on Tuesday with this resolution.

At any rate, I know I have stood for the members and have upheld my oath and the commitment I made to the people. I disclosed my intention to keep my employment when I ran. I was elected with the membership knowing this. I have donated one check per month to members in need ever since being elected and rolled back my pay by 10 percent. I am active in treaty rights, provide a voice for the members and stand on my record. I'm ready to face whatever they have in store for me and am grateful for having been selected to serve you.

Respectfully submitted,  
DJ Malloy





# NEW YEAR'S EVE AROUND THE WORLD 2014



**DECEMBER 31, 2013 All Sites!**

*2x Points & \$25 Credit Draws ~ Noon-5pm*

*Cash Draws ~ 6-11 pm*

*Music, Appetizers, Party Favors  
& Free Champagne!*

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