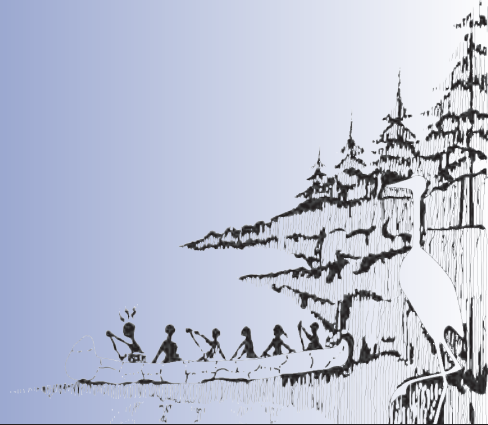




Win Awenen Nisitotung

November 16, 2018 • Vol. 39 No. 11
Frozen Moon
Mshka'odin Giizis



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

Indigenous Pink Day spreads breast cancer awareness

BY ASHLEY VOGEL,
COMMUNITY HEALTH

Sault Tribe Community Health was out in full force promoting Indigenous Pink Day on Oct. 18. With help from a grant from the American Indian Cancer Foundation, Community Health filled the atrium of the Sault Ste. Marie health center with a mission to inform Native women about breast cancer — the second leading type of cancer in indigenous women.

Staff “womanned” tables bursting with informative materials, hands on models and several giveaways to show support for those we have lost, those who are fighting and those who have survived breast cancer. The table was well received by those coming into the health center, many of whom chose to share personal stories about their histories with breast cancer — tales of battle and tales of survival — all very pleased Community Health staff was present for Indigenous Pink Day and bringing more awareness to breast cancer.



From left, Community Health staff Lisa Meyers, Jenni O'Dell, Norma Castro (pharmacy staff), Charlee Brissette, Heather Hemming, Mary- Ellen Hemming and Jennifer Eyler are “womanning” Breast Cancer awareness displays.

successfully treated in its early stages, and many survivors stressed the importance of doing regular self-breast exams and having an open conversation about breast cancer with their

doctors.

Community Health is happy to provide more information about breast cancer prevention as needed. Please call (906) 632-5210 to connect with a health educator.

Photos courtesy Community Health

Democratic Party takes over U.S. House; record number of women elected to Congress

As the Democratic Party takes over the U.S. House and a record number of women are elected, here are some election highlights.

Democrat Gretchen Whitmer will be the next governor of Michigan. One of her top priorities is to clean up the state's drinking water. In her October candidate's forum, Whitmer said that “each tribe is a sovereign nation with rights to be respected,” and she supports the Michigan Indian and Family Preservation Act of 2013.

U.S. Senator Deb Stabenow, Congressman Jack Bergman, State Senator Wayne Schmidt and State Rep. Lee Chatfield all kept their seats.

Rashida Tlaib, one of the first two female Muslims elected to Congress, took over the seat

vacated by John Conyers. Sault Tribe member Jeff Irwin was elected to Michigan's 18th State Senate District.

The Democratic Party took control of the U.S. House of Representatives.

Sharice Davids (Ho-Chunk Nation) and Deb Haaland (Laguna Pueblo tribe) became the first Native American

women elected to Congress. Davids won Kansas' 3rd Congressional District and Haaland won New Mexico's 1st Congressional District. They join 94 other women elected to Congress on Tuesday; the previous high is 85, according to the Congressional Research Service.



Tribe's USDA food program expands building, offerings

BY BRENDA AUSTIN

The Sault Tribe USDA food program is expanding its footprint by 6,400 square feet. The 80-by-80 foot metal building, which will be delivered in January and constructed in the spring, will be home to the program's new “storefront” food choice program.

Once the metal building is in place, the second phase of the project will begin — remodeling the current building and the new

food pick-up area.

The Department of Agriculture is funding the project to the tune of \$1.2 million. The multi-phase project will be completed this summer.

Those who have been clients of the program will see the most changes. The area where food was picked up in boxes and moved into their vehicles now houses shelving units and soon will have “storefront” glass coolers and freezers with offerings

such as fresh eggs, salmon fillets and catfish. Bonus items for the holidays include hams, wild rice, and new additions to frozen and fresh fruit and vegetable offerings.

Program Director Tony Nertoli said, “We have way over 100 items available for people on the program to choose from. The idea of a store is they come in

and choose. If they don't want something they don't take it. They will be able to look at labels and decide if it is something they want.”

Clients of the food program are given a shopping list and they then choose what they want from the list and bring their items to the scanning area.

“We have moved into the 21st

century and it has given people a choice. It has created a whole new dynamic for the program,” Nertoli said.

Nertoli said the storefront concept and expansion are making a huge change to the program, creating better customer service and more pride in the program from both employees and the people participating in the program.

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USDA Program Director Tony Nertoli stands on the floor of USDA's future 6,400 square foot storefront.

Photo by Brenda Austin

Employee longevity recognition plan instituted

By Rick Smith

More than half of the current 1,668 Sault Tribe governmental, enterprise and casino employees throughout the tribe's service area were recently recognized for their longevity with the tribe. A roster of 986 people received the personal gratitude of the tribe's board of directors along with certificates of appreciation and other presentations in three luncheon ceremonies on Oct. 16, 17 and 18 in the DreamMakers Theater of the Kewadin Casino and Convention Center in Sault Ste. Marie, Mich.

Employment milestones were recognized in five-year increments up to 40 years. Most of the employees were presented with checks of base pay percentage increases from 1 to 2.5 percent retroactive to last January. Those recognized for five years of longevity received handsome stainless steel men's or women's TFX wristwatches.

Further, for lunch all enjoyed a fine menu of salad, rolls, brisket, baked chicken, barbecue sauce, potatoes, green beans with sliced almonds, pasta and beverages.

Peggy Clement of the tribe's Human Resource Department and Tony Nertoli of the tribe's USDA Food Distribution Program were cited as having the most seniority with the tribe at 40 years each. Both have been with the tribe for 42 years. Four individuals were cited for 35 years: Tony Abramson, Russell McKerchie, Carol Pages and Carmen Wagner. Citations for 30 years went to 24 employees, 25-year certificates were handed to 79 team members, 20-year recognitions were passed to 79, 15 years recognized for 178, 10 years for 241 and the largest group, those cited for five years, 243.

The ceremonies mark the return of an earlier program discontinued after 2008 due to declining revenue. The resurrected program was put in motion when the tribe's board of directors passed a resolution last June 12 approving an employee longevity plan to compensate employees for their years of service and fill a need to recognize the longevity of individuals in the tribe's workforce "with a celebration and acknowledgment of service." The program also aims to help retain valuable individuals and help increase morale among the tribe's employees.

The program increases a person's base pay by 1 percent after reaching 10 years of service and half-percent again every five years afterwards. So, for example,

those reaching 10 years of service receive a 1 percent increase to their base pay, employees reaching 15 years receive a 1.5 percent increase, 20 years brings 2 percent and so on. Those reaching their initial 5 years of service receive a gift. All recognized for longevity receive certificates of appreciation.

While the initial luncheon took place late in the year, future recognition luncheons are planned to take place after the first quarter of each year. Longevity raises go into effect in the following payroll.

Rounded off in five-year increments, here is the official roster of those recognized from Oct. 16 to Oct. 18:

— 40 Years —

Clement, Peggy
Nertoli, Anthony

— 35 Years —

Abramson, Anthony
McKerchie, Russell
Pages, Carol
Wagner, Carmen

— 30 Years —

Ailing, Deborah
Anderson, Bruce
Boulley, Rita
Curran, Patricia
Duncan, Tami
Fox, Thelma
Fox, Tina
Gardner, Debra
Gardner, Samuel
Grondin, Daniel
Hammock, Harvey
Homminga, Chris
Keway, Gregory
Kucharczyk, David
LaPlaunt, Cheryl
Mansfield, Laurie
McPherson, Christine
Moore, Diane
Nolan, Molly
Sebastian, Marianne
Shelleby, Shelley
Smart, Richard
Sprecker, Steve
Suggitt, Anne

— 25 Years —

Adamo, Diane
Ailing, Lynn
Albert-Ruthruff, Victoria
Allard, Cynthia
Alstrom, Michael
Anderson, Renee
Beaumont, Veronica
Bickham, Michele
Cadreau, Brenda
Cairns, Timothy
Carr, Joanne
Causley, Dorothy
Drockton, David
Eggert, Julius
Enos, Patrick
Erickson, Catherine
Ermatinger, Kenneth
Figuli, Paul
Flowers, Robert
Fockler, Dorothy



Photos by Rick Smith
From left, Tony Nertoli and Peggy Clement were each recognized for 40 years of service to Sault Tribe. Actually, both have been with the tribe for 42 years.

Franklin, Randy
Gady, Scott
Glaesmann, Marlene
Goodman, Rebecca
Gravelle, Michael
Grondin, Phyllis
Grossett, Linda
Harmon, Earl
Hiatt, Kenneth
Hill, Joan
Irwin, Susan
Jurzenko, Patricia
Kangas, Corey
LaCoy, Karen
Lane, Margaret
Lane, Virginia
LeBlanc, Jennifer
Lee, Ronald
Lewton, Janice
Lipponen, Brenda
Marble, Manvil
Marble, Wanda
Martens, Robert
McDowell, Richard
McKechnie, Robert
McKerchie, James
McLaughlin, Deborah
Meehan, Thomas
Menard, Kimberly
Menominee, Mary
Messer, Mikala
Mongene, Mariea
Moran, Lisa
Nalett, Michelle
Neadow, Viola
Pavlat, Karol
Pine, Norman
Pins, Michael



A full house in the DreamMakers Theater of the Kewadin Casino and Convention Center in Sault Ste. Marie, Mich., on the first of three days of recognition ceremonies.

Povey, Michael
Rapson, Lorraine
Rapson, Richard
Reining, Richard
Reno, Edythe
Salo, Julie
Sauro, Michael
Sauro, Sandy
Sauro, Thomas
Sawruk, Lisa
Sherman, Vivica
Smart, Tracy
Smith, Frederick
Sprecker, Stephanie
Sylvester, Michael
Talentino, Joni
Teeples, Patricia
Thomas, Sharron
Wallace, Jamie
Weber, Heather
Windsor, Lisa

— 20 Years —

Allan, Terri
Armstrong, Andrew
Artley, Kent
Austin, Brenda
Barager, Judy
Barras, Kelly
Beauchaine, Susan
Behling, Carla
Belonga, Claris
Benson, Cynthia
Bernier, Cheryl
Blocher, Candace
Bosbous, Kevin

Bosley, Dale
Boucha, Richard
Brenner, Priscilla
Brock, Melanie
Brow, Geraldine
Brown, Elizabeth
Bruce, Clifford Jr
Bumstead, Lisa
Buriak, Michael
Burnside, Lisa
Bye, Juanita
Cadreau, Lois
Calkins, Rhonna
Captain, Frank
Captian, Jodie
Captain, Robert
Cardinal, Chris
Carr, Terry
Chimner, Margaret
Cleary, John
Conguy, Carlene
Cook, Kathaleen
Cook, Linda
Cook, Robert Jr
Cooper, Donald
Corbiere, Brenda
Corrie, Carolyn
Crook, Claudette
Davis, Frank
Decker, Esther
Drury, Sandra
Dumback, Jessica
Eby, Jeri
Elliott, Kay

See "Employees," page 10

NEW DATE

Date: December 4, 2018

Time: 6:00 pm

Located at the Holiday Inn Marquette.

Please RSVP at the Phone Numbers Below by November 30, 2018.

Boyd Snyder: (906) 249-3051 or (906) 360-9572
Kevin Tillison: (906) 235-0959
Cindy Crowley: (906) 458-0339

Unit V Marquette
Elders have changed
the date of their
Christmas Party.

Area Elder Holiday Parties

Unit I, II, and III Holiday Party
December 13, 12:00 pm doors open at 11:00 am located at the Sault Kewadin Casino please RSVP at (906) 635-4971

Unit IV Holiday Parties
Manisitque Area-December 06, 2018 at 6:00 pm located at Manisitque Tribal Center

Escanaba Area-December 13, 2018 at 6:00 pm located at the Island Casino please RSVP with Viola Neadow at (906) 341-6993

Unit V Holiday Parties
Munising Area-December 20, 2018 at 4:00 pm located at Roam Inn please RSVP by December 6, 2018 at (906) 387-2086 or (906) 451-4572

Marquette Area-December 4, 2018 at 6:00 pm located at Holiday Inn (Marquette) please RSVP by November 30, 2018 at (906) 235-0959 or (906) 235-0020 or (906) 458-0339 or (906) 249-3051

ACFS seeks family child care homes on trust lands

The Sault Ste. Marie Tribe of Chippewa Indians Anishnaabek Community Family Services (ACFS) Child Care Development Fund seeks families interested in becoming tribally licensed family child-care homes on trust land.

The ACFS fund provides start-up assistance, licensing, monitoring and mini-grant opportunities

to ensure licensed family child-care homes offer high quality, age-appropriate, safe and healthy environment for children.

Applicants must be at least 18 years of age, reside on trust land, obtain clear background checks, attend orientation training and be certified in CPR and first aid.

The ACFS fund assists every

step of the way and offers increased pay incentives to licensed homes that offer non-traditional hours of care, such as evenings and weekends to our eligible families.

If interested, please call Anishinaabek Community and Family Services at (906) 632-5250.

December USDA road schedule

Sault Tribe USDA Food Distribution Program staff certify eligibility of clients and distribute food at a central warehouse in Sault Ste. Marie and repeat the process at eight tailgate sites every month serving 15 counties in all. Those counties served are Alger, Chippewa, Delta, Luce, Mackinac, Marquette, Schoolcraft, Antrim, Benzie, Charlevoix, Cheboygan, Emmet, Grand Traverse, Leelenau and Manistee. Those wishing to apply must reside in one of the 15 counties served in order to apply.

Applicants need to verify membership in any federally recognized tribe for at least one member of their households. Applicants also must verify all that applies to them on the application, such as all income received, all expenses paid out such as child support, day care, utility bills, rent or mortgage receipts.

Applicants over 60 or disabled may qualify for a medical deduction as well.

Those who may have questions should call 635-6076 or toll free at (888) 448-8732 to inquire.

A nutrition educator is also available to help with any nutrition questions you may have.

The application process to receive these benefits takes up to seven business days from the date the office receives it, and you cannot receive SNAP (food stamps) and commodities in the same month.

Here is the December 2018 food distribution road schedule:

Tuesday, Oct. 2	Manistique 1 A-L
Thursday, Oct. 4	Marquette
Monday, Oct. 8	Newberry
Wednesday, Oct. 10	Rapid River
Friday, Oct. 12	Hessel/Kincheloe
Tuesday, Oct. 16	Manistique 2 M-Z
Thursday, Oct. 18	Munising
Tuesday, Oct. 23	Cheboygan
Thursday, Oct. 25	St. Ignace

Tribal service area membership liaisons contact information

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

Sault Tribe members are encouraged to contact the liaisons when help is needed with tribal issues. Liaisons can be reached by sending email to them at membersconcerns@saulttribe.net or contacting them individually by the following means:

Sheila Berger – Unit I, Monday-Friday, 8 a.m.-5 p.m.; Sault Tribe administration offices, 523 Ashmun St., Sault Ste. Marie, MI 49783; office phone (906) 635-6050 ext. 26359; cell phone (906)

259-2983

Clarence Hudak – Units II and III, Monday-Friday, 8 a.m.-5 p.m., Sault Tribe Lambert Center, 225 Wa Seh Drive, St. Ignace, MI 49781, office phone (906) 643-2124, cell phone (906) 430-2004

Mary Jenerou – Units IV and V, cell phone (906) 450-7011

Munising office: Nov. 13 and 29, (906) 387-4721
Manistique office: Nov. 15, 28 and 30, (906)

341-8469

Escanaba office: Nov. 19, (906) 786-2636

Marquette office: Nov. 26, (906) 225-1616

November is National Adoption Month

BY ASHLEY MORROW

Each year, November is recognized as National Adoption Awareness Month. While all adoption related issues are important, the particular focus is the adoption of children currently in foster care. The goal of National Adoption Month is to raise awareness for children and youth in foster care who are waiting for permanent families.

The Sault Ste. Marie Tribe of Chippewa Indians, through the services of the Sault Tribe Binogii Placement Agency, has provided adoption services since 1985. Sault Tribe actively participates in cases involving tribal children

“There are no unwanted children, just unbound families.”
— Author unknown

across the country. The priority of placement for the tribe is to maintain children within their families whenever possible. Situations may arise where children cannot remain with their families and in those cases the tribe works actively to match children with tribal families to preserve the child's tribal connections.

There are currently children

across the country in foster care who are not matched with families and need committed families to help them find their forever homes. The shortage of tribal placement resources is a problem across the state, country and in other tribes. Sault Tribe is no exception and needs dedicated foster parents and adoptive parents.

If interested in making a difference in a child's life and becoming a foster parent or an adoptive parent, please call Anishinaabek Community and Family Services at 632-5250 or (800) 726-0093.

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

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

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

Subscriptions: The regular rate is \$18 per year, \$11 for senior citizens and \$30 to Canada. Please

2018 Children's Christmas parties

UNIT I

Sault Ste. Marie — Chi Mukwa Community Recreation Center, aged newborn-12, Dec. 9, from 11 a.m. to 2 p.m. Call Jill Lawson at (906) 253-1321

Kinross — Kinross Recreation Center, Dec. 1, 1 p.m. Call DeeDee Frasure (906) 495-5350

UNIT II

DeTour — DeTour Township Hall, Dec. 8, 10 a.m.-12 p.m. Call Lisa Burnside, (906) 440-6666

Hessel — Hessel Tribal Center, Dec. 9, 10 a.m.-12 p.m., Call Lisa Burnside, (906) 440-6666

Newberry — Luce County Community Action Building., Nov. 30, 4-7 p.m. Call Lois Bryant, (906) 293-8181

Naubinway/Engadine — (VFW) Veteran's Hall-Engadine Dec. 1, 12-2 p.m., Call Annette Clark, (906) 450-5497

UNIT III

St. Ignace — Kewadin Shores Casino Event Center, Dec. 9, 1-4 p.m. Call Keith Massaway at (906) 643-6981 or Bridgette

Sorenson at (906) 430-0536

UNIT IV

Manistique — Manistique Tribal Center, Dec. 15, 12-3 p.m. Parents must register children. Call Viola Neadow at (906) 341-8469 or extension 29516, Denise Chase at (906) 322-3819, Darcy Morrow at (906) 298-1888.

All children must be accompanied by an adult.

Escanaba — Escanaba Civic Center, 225 N. 21st, Dec. 8, 12-3 p.m. Parents must register children. Call Viola Neadow at (906) 341-8469 or extension 29516, Denise Chase at (906) 322-3819 or Darcy Morrow at (906) 298-1888

All children must be accompanied by an adult.

UNIT IV and UNIT V

Marquette — NMU University Center, Dec. 22, 12-3 p.m., aged newborn to 12. Call Boyd Snyder at (906) 360-9572 or (866) 279-8323

Munising — Munising Tribal Center, Dec. 2, 1-3 p.m., Call Jen Myers at (906) 379-7825

ACFS LIHEAP now open

Anishinaabek Community and Family Services (ACFS) Low Income Home Energy Assistance Program (LIHEAP) opened on Nov. 1, 2018.

The program helps people with low incomes to pay heating costs. Applications can be picked up at any ACFS office, downloaded on the web at <https://www.saulttribe.com/membership-services/acfs/direct-services/low-income-home-energy-assistance>, or call (800) 726-0093 to have one sent by mail.

The following items are required in order to process applications: Sault Tribe membership cards for all enrolled

members, Social Security cards for all household members, photo identification cards for all household members over the age of 18, proof of income for the last 12 months for all members of the household (employment, child support, Workmen's Comp, Social Security, pension, etc.), proof of residency of all individuals over the age of 18 living in the household (excluding applicant) such as a driver's license, state identification card, utility bills, etc., disconnect notice if applicable and a copy of the current heat bill in the applicant's name.

No personal letters accepted.

Training opportunities available for eligible applicants

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

The program may be able to provide tuition assistance for skills training if it leads to an industry-recognized certification or under OJT, the program may reimburse an employer 50 per-

cent of your wage for a specified training period.

Candidates must meet certain eligibility requirements and be a resident of the seven-county service area.

Please apply at WIOA at the Chi Mukwa Community Recreation Center in Sault Ste. Marie, Mich, or call Brenda Cadreau at 635-4767 for more information.

Win Awenen Nisitotung

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

November 16, 2018
Msha'odin Giizis
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Vol. 39, No. 11

Jennifer Dale-Burton.....Editor
Brenda Austin.....Staff Writer
Rick Smith.....Staff Writer
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

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

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Resolutions passed in October board meetings

The Sault Ste. Marie Tribe of Chippewa Indians Board of Directors met for a regularly scheduled meeting on Oct. 2 in Sault Ste. Marie. All board members were present with the exception of Denny McKelvie. Sixteen resolutions were presented and passed, 13 by unanimous vote.

Resolution 2018-220 Public Safety and Juvenile Detention R&M 2018 Budget Modifications — Budget modifications to Public Safety and Juvenile Detention R&M were approved for a change in the personnel sheet and an increase in the use of Fund Balance Reserves monies of \$4,784.82.

Res. 221 Environmental – GLRI Capacity 2019 Budget Modification — Approved for an increase in federal EPA monies of \$7,801.61.

222 Education – Child Care Center FY2018 Budget Modification — Approved for a change to the personnel sheet and a reallocation of expenses.

223 FY2019 Budget Modifications — A budget modification to Title VI was approved for a change to the personnel sheet and an increase in federal HHS monies of \$3,101.08.

224 DeMawating Development 2018 Capital Expenditures Modification — A budget modification to DeMawating Development's Capital Expenditures budget was approved with fund balance monies of \$44,000.00.

225 MEDC Grant – American Café Renovations Establishment of 2019 Budget — The establishment of an FY 2019 budget for MEDC American Cafe Renovations with State of Michigan monies of \$250,000 was approved.

226 Acceptance of

Governmental Audit Proposal — Dennis, Gartland and Niergarth were hired to perform a governmental audit for the Sault Tribe for the years ending Dec. 31, 2018, 2019 and 2020, for an amount not to exceed \$186,000.

227 Authorization to transfer MBank common stock to the Land Claims Self Sufficiency Fund — The board authorized the CFO to transfer 12,923 shares of MBank common stock owned by the tribe to the principal of the Self-Sufficiency Fund.

228 Trust Land Status Huyck Parcel Chippewa County Michigan — The board has requested the Secretary of Interior to accept title to the Huyck parcel of land in trust for the benefit of the tribe to be used for school grounds expansion and to declare it as part of the tribe's reservation.

229 Trust Land Status Knowles Parcel, Chippewa County Michigan — The board has requested the Secretary of Interior to accept title to the Knowles parcel of land in trust for the benefit of the tribe to be used for school grounds expansion and to declare it as part of the tribe's reservation.

230 Trust Land Status, 916 Ashmun, Sault Ste. Marie, Chippewa County, Mich. — The board has requested the Secretary of Interior to accept title to the land located at: Section 6, Township 4 7 North, Range 1 East, Michigan Meridian. Land situated in the City of Sault Ste. Marie, County of Chippewa, State of Michigan. Lots 20, 21, 22, 23, and 24, Block 3, George Leroy Brown's Addition, according to the plat. Recorded in Liber 1 of Plats, page 15, Chippewa County Records. The land will be used for governmental services.

231 Trust Land Lease to the Lamar Companies (3 Mile Road) — The board has approved a business lease of trust land to the Lamar Companies.

232 Trust Land Lease to the Lamar Companies (M-129) - The board has approved a business lease of trust land to the Lamar Companies.

233 Judicial Services 2018 Budget Modification - The FY 2018 budget modification to Judicial Services for a change in the personnel sheet, the reallocation of expenses and a decrease in federal BIA monies of \$59,711.99 was approved.

234 Maintaining Team Member Expertise and Promoting Retention Grant Personnel — For any grant funded position that experiences a delay in grant funding, renewal, or disbursement, but for which the grant funding has been applied for and is reasonably expected to be approved within three months or less, all affected team members shall be held over as employees, and the positions shall remain filled until the funding source disburses funding.

235 Amending Resolution 2018-179, National Congress of American Indians 2018 Annual Convention Delegates and 2019

236 Child Advocacy Project Establishment of 2019 Budget — For U.S. Department of Justice (DOJ) funding of \$166,411.64 for the Child Advocacy Project. No effect on tribal support.

237 Victim Witness Coordinator Establishment of 2019 Budget — For DOJ funding of \$89,742.30 for victim wellness coordinator for next three years. No effect on tribal support.

238 Victim's Assistance Establishment of FY 2019 Budget — For State of Michigan funding of \$500,000. No effect on tribal support.

239 Alcohol and Substance Abuse Establishment of 2019 Budget — For DOJ funding of \$101,223.87. No effect on tribal support.

240 Sault Tribe News 2018 Budget Modification — For an increase of in tribal support of \$13,915.

241 Approving Lease For the Marquette Tribal Community Health Center — For property at 1229 W. Washington Street in Marquette, Mich., until Oct. 31, 2019.

242 Authorization To Permit Commercial Billboards — Sault Tribe EDC authorized to contract for construction of billboards on certain tribal properties and enter into agreements for their management, marketing and operation to obtain the greatest economic advantage for the tribe.

243 Authorize Construction Contract and Execute Associated

244 Authorization For Signature Bureau of Indian Affairs 2019 Self-Governance Annual Funding Agreements — Authorizes chairperson or designee to sign, negotiate, amend and execute any agreement for Tribal Transportation Program funding.

245 Amending Tribal Code Chapter 45: Worker's Compensation Code — Authorized minor changes to the code effective Oct. 17, 2018.

246 Authorizing 2020 Negotiating Team — Described the 2020 Consent Decree negotiating team to consist of the chairperson and one director from each unit or their alternates along with supporting individuals retained for that specific purpose, including but not limited to Mason Morisset and supporting tribal staff members Brad Silet, lead fisheries biologist; Robert Marchand, chief of police; Jennifer Dale-Burton, Communications Department director; Aaron C. Schlehuber, senior staff attorney; and any other staff deemed necessary in the future. The resolution further provided procedural guidance for the team.

Resolutions and voting grids can be viewed on the tribe's web site at www.saulttribe.com, then follow menu options *Government, Board of Directors, Downloads, Board Meeting Votes and Approved Resolutions, 2018* and select appropriate board meeting date.

Before Pata joined the NCAI, she worked for the U.S. Department of Housing and Urban Development as deputy assistant secretary for Native American Programs. She was executive director of a regional Tlingit-Haida housing authority as well as a vice-chair of an Alaskan housing finance corporation. Pata served a in a few other regional and national administrative positions and boards.

The National Congress of American Indians (NCAI) announced on Oct. 20 that the organization's executive director, Jacqueline Pata, has been placed on administrative leave. Pata joined the NCAI in 2001. Her leave remains in effect until completion of a review by an ad hoc committee formed from members of the organization's Executive Committee.

According to the announcement, the committee was established to review how allegations of staff misconduct were addressed previously by the organization. While the review is in progress, General Counsel Derrick Beetso and Policy Research Center Director Yvette Roubideaux have been appointed by the NCAI administrative officers to lead the organization.

The measures were taken to ensure a safe working environment at the organization, according to the resolution calling for the action. The resolution notes "recent reports indicate a culture of acceptance that has created a hostile work environment, especially by one member of the senior management team who has been reported to have received claims of sexually inappropriate behavior, along with exhibiting

unprofessional behavior towards other staff including disrespectful, intimidating, demeaning and threatening behavior."

The resolution claims Pata failed to satisfy the general membership that the organization is free from any harassment, inequality and hostility. It also cites a constitutional clause that the general and supreme power of NCAI is vested in members in general assemblies, where the authority to delegate specific duties and responsibilities of the organization's administration is determined. The resolution also cites the NCAI Constitution and Bylaws in illustrating the Executive Committee is the sole authority over the executive director.

An independent investigator is called for in the resolution to confer with current and former staff. It also directs the Executive Committee to use its authority to suspend the executive director pending the result of the investigation. Once the investigation is completed, the committee must make a determination on Pata's continued employment.

The final stipulation in the resolution directs the Executive Committee to "make any other personnel decisions necessary to ensure a safe, healthy and pro-

ductive work environment" at the NCAI.

The resolution was adopted by a quorum at the general assembly at the 2018 annual session of the organization in Denver, Colo., over Oct. 21-26.

According to biographical information on the NCAI web site, Pata is a member of the Raven/Sockeye Clan of the Tlinget (pronounced Kling-get) people of Alaska. She is a fourth vice president for the Central

Council of the Tlinget-Haida Indian Tribes of Alaska. She also serves on several national executive boards, such as the Leadership Conference on Civil and Human Rights, the George Gustave Heye Center of the National Museum of the American Indian, Native American Advisory Council for the Boys and Girls Clubs of America and on a couple of regional Native Alaskan corporation boards.

NCAI executive director placed on suspension

By Rick Smith

The National Congress of American Indians (NCAI) announced on Oct. 20 that the organization's executive director, Jacqueline Pata, has been placed on administrative leave. Pata joined the NCAI in 2001. Her leave remains in effect until completion of a review by an ad hoc committee formed from members of the organization's Executive Committee.

According to the announcement, the committee was established to review how allegations of staff misconduct were addressed previously by the organization. While the review is in progress, General Counsel Derrick Beetso and Policy Research Center Director Yvette Roubideaux have been appointed by the NCAI administrative officers to lead the organization.

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Tribally produced webinar *Your Money, Your Goals* now online

SAULT STE. MARIE — Now available online is Sault Ste. Marie Tribe of Chippewa Indians' *Your Money, Your Goals* training on financial literacy geared toward the Native community. Nine "train the trainer" modules deliver content to trainers to teach them the material needed to help tribal community members strengthen their already existing financial skills. The courses can help individuals build on their skills and become more self-sufficient, with subjects such as setting goals, saving money, budgeting, paying bills, dealing

with debt and more.

In 2015, Sault Tribe partnered with the Consumer Financial Protection Bureau (CFPB) to develop a training curriculum to help empower tribal communities with financial literacy. *Your Money, Your Goals* was a CFPB national initiative. Sault Tribe used this initiative to develop a full-day training session administered across the country to tribal communities. Based on feedback submitted by training session attendees, the training was continually enhanced to become more culturally appropriate to

Documents For American Café Renovation Project — Sault Tribe EDC authorized to negotiate and execute a contract with McGahey Construction for project and authorizes expenditures from Michigan Economic Development Commission grant funding not to exceed the full grant amount.

244 Authorization For Signature Bureau of Indian Affairs 2019 Self-Governance Annual Funding Agreements — Authorizes chairperson or designee to sign, negotiate, amend and execute any agreement for Tribal Transportation Program funding.

245 Amending Tribal Code Chapter 45: Worker's Compensation Code — Authorized minor changes to the code effective Oct. 17, 2018.

246 Authorizing 2020 Negotiating Team — Described the 2020 Consent Decree negotiating team to consist of the chairperson and one director from each unit or their alternates along with supporting individuals retained for that specific purpose, including but not limited to Mason Morisset and supporting tribal staff members Brad Silet, lead fisheries biologist; Robert Marchand, chief of police; Jennifer Dale-Burton, Communications Department director; Aaron C. Schlehuber, senior staff attorney; and any other staff deemed necessary in the future. The resolution further provided procedural guidance for the team.

Resolutions and voting grids can be viewed on the tribe's web site at www.saulttribe.com, then follow menu options *Government, Board of Directors, Downloads, Board Meeting Votes and Approved Resolutions, 2018* and select appropriate board meeting date.

Before Pata joined the NCAI, she worked for the U.S. Department of Housing and Urban Development as deputy assistant secretary for Native American Programs. She was executive director of a regional Tlingit-Haida housing authority as well as a vice-chair of an Alaskan housing finance corporation. Pata served a in a few other regional and national administrative positions and boards.

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Tribe receives federal grant to combat opioids

By **BRENDA AUSTIN**

The Substance Abuse and Mental Health Services Administration (SAMHSA) announced in September the recipients of a federal grant to help Native American communities implement addiction programs and continue treatment for those who are fighting addictions.

Seven federally recognized tribes in the U.P. and northern lower Michigan received individual grants from Department of Health and Human Services totaling nearly \$1.2 million. Those tribes are the Little River

Band of Ottawa Indians, Grand Traverse Bay Band, Sault Ste. Marie Tribe, Bay Mills Indian Community, Little Traverse Bay Bands of Odawa Indians, Hannahville Indian Community and the Keweenaw Bay Indian Community.

The Sault Tribe received a total of \$627,254 over a two-year period. Planning and Development Director Larry Jacques said the grant application was a collaborative process and included administration and health center staff: Chairperson Aaron Payment, Executive Director Christine McPherson,

Sault Tribe Health Director Leo Chugunov, Legislative Director Mike McCoy, Planning and Development Director Larry Jacques, Planning Specialist Amanda Frazier, Assistant Health Director Joel Lumsden, Clinic Manager Tony Abramson and Behavioral Health Supervisor Julie Barber, with others contributing along the way. "Behind the scenes were a lot of people working together to do something that aligned well with our Tribal Action Plan to reduce substance abuse in our community," Jacques said.

With the grant funds, three

recovery housing units in Kincheloe through the Sault Tribe Housing Authority are being funded. Four contracted recovery coaches will be hired and trained through the state of Michigan to work with clients living in the recovery housing.

"You want to pull people out of their communities as much as possible and have them in a place without external pressure where they can continue to comfortably recover," Jacques said. "Clients will have gone through outpatient rehab services the tribe offers and after completing rehab will be moving directly into the homes.

Recovery coaches will identify barriers to their client's recovery and work to mitigate those. We would expect they would be in the recovery housing for a year or more."

In addition to recovery, the grant provides for two full-time prevention specialists, one in Manistique and one at the Sault Tribe Health Center. The prevention specialists will teach the Botvin's Life Skills program to youth in grades 3 through 5 attending 14 local elementary schools and develop public service announcements to share within the tribe's service area.

Law enacted addressing national opioid troubles

By **RICK SMITH**

The bipartisan Substance Use Disorder Prevention that Supports Opioid Recovery and Treatment (SUPPORT) for Patients and Communities Act became federal public law on Oct. 24. The new law addresses availability of opioids and abuse deterrence along with treatment and recovery. It also has five provisions specifically to give Indian Country resources to develop solutions and save lives.

Some hail the measures in the law as a major step in curbing the proliferation of opioid addiction, others say it is not enough.

According to a 26-page Senate summary, among the wide array of provisions to address the opioid crisis are requirements for Medicaid programs to suspend,

rather than terminate, juvenile medical help due to incarceration; maintain coverage for foster youth until 26 years of age; development of a U.S. demonstration project to provide enhanced matching rate for state Medicaid expenditures; and reviews of drugs and uses in combating the crisis. The law also calls for many other measures such as expanding telehealth services for treatment of disorders, comprehensive screening for elders, secure conveyance of prescriptions.

In a prepared statement, Senator Tom Udall (D-N.M.), who serves as vice chairman of the U.S. Senate Committee on Indian Affairs, described five key tribal provisions:

- Creates a five percent set-aside in the 21st Century Cures

Act Opioid Response grants and allows more flexibility to use funding to address other substance use disorders specific to their communities;

- Creates a three percent set-aside in Plans for Safe Care programs to support efforts to address maternal and infant health issues resulting from substance abuse disorders;

- Expands access to grant resources to develop recovery centers, prescription drug monitoring systems, overdose surveillance, youth addiction prevention programs, and job training and treatment services for those affected by substance use disorders;

- Ensures the Office of National Drug Control Policy consults with tribes in developing

national drug control strategy; and

- Directs the Centers for Disease Control and Prevention to include tribes efforts to analyze substance abuse data and childhood trauma through grants, training and technical assistance.

After passing through the

Senate, Udall said the legislation "gives tribes the resources to build treatment and prevention solutions that reflect their unique needs – is an important step towards enabling all communities to work collaboratively to de-stigmatize addiction, deliver effective treatment, and save lives."

WIOA still has service area work experience openings

The Sault Tribe Workforce Innovation and Opportunity Act (WIOA) Department still has a few openings in the Work Experience Program. If you are Native American aged between 16 and 21, reside in the seven-county service area and inter-

ested in after-school employment, please call Brenda Cadreau at (906) 635-4767 for further information. Applications may also be picked up at the WIOA office at the Chi Mukwa Community Recreation Center on Ice Circle in Sault Ste. Marie, Mich.

Christmas in Christmas

3rd Annual Christmas Tree Lighting

Saturday, December 8

All Ages Welcome

Tree Lighting at 8 p.m.

CHILI COOKOFF -

Winner receives \$50 CASH

COOKIE EATING CONTEST -

Winner receives \$50 CASH



Happy Holidays from Kewadin Casinos



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CAN-A-THON - Through November 30

Donate 3 non-perishable canned goods and receive \$5 in Kewadin Credits. Participate once per day. Food donations go to local food banks in each community. **Kewadin will donate \$500 CASH to each local food bank**

FRIDAY FRENZY - Fridays in November

Excluding Manistique. Earn 50 points between 12 p.m.-3 p.m. and 7 p.m.-10 p.m. to receive a Scratch Ticket for CASH or Credits. **Scratch & Win up to \$2500 CASH!**

KEWADIN GIVES THANKS - Saturdays in November

Kewadin Credits Hot Seat Draws* 4 p.m.- 10:30 p.m. **Win up to \$200 Credits or \$500 CASH!**

BLACK FRIDAY - November 23

Earn Points and Get Great Gifts Noon-8 p.m. **See Northern Rewards Club for details.**

906 DAY DECEMBER - Saturday, December 1

Hot Seat Draws 12 p.m.-8 p.m. **Enter Cash Machine to WIN up to \$906 CASH**

TREAT YOURSELF! - Fridays in December

Hot Seat Draws 4 p.m.-10 p.m. Win up to \$100 Kewadin Credits **My Pillow Giveaways!**

SUPER STOCKING GIVEAWAY - December 8, 15, 22

12 p.m.-10 p.m. Receive a pair of Woolly Woolies Socks* **Receive entries into the December 22 Super Stocking Giveaway!**

KEWADIN CASINO MANISTIQUE

TAKE A SPIN - Fridays in November

Hot Seat Draws 4 p.m.-10 p.m. **Win up to \$200 Kewadin Credits or \$250 CASH**

Earn entries all month* to **Win a 2018 CAN-AM Side-by-Side**

KEWADIN CASINO SAULT STE. MARIE

\$185 Poker Tournament - December 8

* Point requirement for all promotions. See Northern Rewards Club for more details. Must register at Northern Rewards for promotions and tournaments. Club hours vary by site.

Anishinaabemowin 2018

Mishka'odin Giizis Frozen Moon

By Susan Askwith



“If the only prayer you ever say in your entire life is thank you, it will be enough.” — Meister Eckhart

Miigwech namewin Thank you prayer

I am thankful for **my body**.

N’miigwechendam **n’iiyaw**.

I am thankful I can see and hear.

N’miigwechendam waabiiyaanh miinwaa noondamaanh.

I am thankful I can **move** and *work*.

N’miigwechendam **maajii**’aanh miinwaa *nokiiyaanh*.

I am thankful for my **mind** and that I am a learner.

N’miigwechendam **wii naagado’endamaa** miinwaa kinomaago’ aanh.

I am thankful for *good people* in my life.

N’miigwechendam kina *mino* **bmaadzijig** gkendmaawaad.

I am thankful for clean **air** and *water*.

N’miigwechendam **noodin** miinwaa *nbiish* biinaagook.

I am thankful for **Mother Earth** and the four seasons.

N’miigwechendam **Shkaakimikwe** miinwaa niwin aandsewaad giiz’sook.

I am thankful for **enough food**.

N’miigwechendam **debse miijim**.

I am thankful to **be warm** on cold days.

N’miigwechendam **egiizhooziyaanh** gsinaak.

I am thankful for all the *beautiful things* **around me**.

N’miigwechendam kina *gnaajwang* gegoo **gaataayiing**.

I am thankful for *all the* **wild animals**.

N’miigwechendam kina **wesiinhik**.

I am thankful for **plants** that give food, medicine *and* beauty.

N’miigwechendam **zaakiichiganan**, emiigwewaad miijim, mishkiki *miinwaa* gegoo gnaajwan.

I am thankful for **our language** and our *culture*.

N’miigwechendam **anishinaabemowin** miinwaa anishinaabek *naadziin*.

I am thankful for technology that can make my life better.

N’miigwechendam technology wenjiishin n’bmaadziwin.

I am thankful I can **love** and be loved by others.

N’miigwechendam kino bmaadzijig **zaagiwaad**.

“Blessed are they who see beautiful things in humble places where others see nothing.”

— Camille Pissaro

“I’m thankful to be breathing, on this side of the grass. Whatever comes, comes.”

— Ron Perlman

Pronunciation guide; how to sound really good:

Let’s just stick with these basics: Letters sound like they do in reading English, except for these ones.

- a sounds like U in cup
- aa sounds like A in fall
- o sounds like OO in book
- oo sounds like O in grow
- i sounds like I in fit
- ii sounds like EE in feed
- e sounds like E in fed
- g sounds only like g in go

nh has no sound at all; it is only a SIGN that the vowel in front of it is said in a nasal way.

English has a lot of strange spellings. Our system of writing is easier. **We pronounce all the letters** shown, even if we say some of them pretty fast and some are pretty quiet.

Find the English way of saying each of these items we’re thankful for!

1. _____	9. _____
2. _____	10. _____
3. _____	11. _____
4. _____	12. _____
5. _____	13. _____
6. _____	14. _____
7. _____	15. _____
8. _____	16. _____

Number practice!

Count your blessings, name them one by one as you begin and end your day!

Here’s the counting pattern again —

To count to 100, you need to remember how to count to 10 (**bezhik, niizh, nswe, niiwin, naanan, ngodwaaswi, niizhwaaswi, shwaaswi, zhaangswi, mdaaswi**).

For each later group of 10, say the *word below*, then say “**shi**” (= and), then finally add the needed number from 1-9.

- 11-19 -> midaaswi
- 20-29 -> niizhdana
- 30-39 -> nsimidana
- 40-49 -> niimidana
- 50-59 -> naanmidana
- 60-69 -> ngodwaasmidana
- 70-79 -> niizhwaasmidana
- 80-89 -> nshwaasmidana
- 90-99 -> zhaangsmidana
- 100 -> ngod-waak (waak = hundred)

+ 100: use the numbers 2-10 to say how many hundreds you want to talk about.

- Examples: 62: ngodwaasmidana shi niizh
- 185: ngod-waak shi nshwaasmidana shi naanan
- 350: nswe-waak shi naanmidana



Fletcher, McKechnie, get promotions at Chi Mukwa

By **BRENDA AUSTIN**

Destiny McKechnie recently accepted the events coordinator position at Chi Mukwa Community Recreation Center, while her co-worker Logan Fletcher accepted the events manager position.

McKechnie graduated from Sault Area High School in 2014, and other than working at MacDonald's for a week, her first "real job" has been at Chi Mukwa, where she has been for the past six years. She was hired as an events worker in skate rentals, but began filling in where an extra hand was needed and quickly became proficient in all areas, including concessions, the fitness center, skate rentals and reception.



Logan Fletcher

She accepted her current position as events coordinator in October, after filling in as the



Destiny McKechnie

temporary events coordinator for a few weeks over the summer. In addition to making sure each

department within Chi Mukwa has what they need to function efficiently, she provides building supervision during the evening hours, generates reports and sets up for events – including having signage made when needed.

Fletcher started working at Chi Mukwa in January 2018 as an events coordinator, before accepting a position as the Youth Program administrator during the summer months. He was then named the temporary events manager for a few weeks before accepting his current position as events manager. "It was a fast transition through different areas at Chi Mukwa, but it has been fun and I have learned a lot," he said.

Fletcher is from Upstate New

York, where he earned his undergraduate degree, then his master's degree in sports administration. He moved to the Sault just over three years ago to accept a position coaching basketball at Lake Superior State University, before making the transition to Chi Mukwa almost a year ago.

Fletcher takes direction from Facility Manager Tammy Graham, and oversees the different departments within Chi Mukwa including the Pro Shop, events, concession, skate rental and reception. Fletcher creates facility programming and scheduling, does billing, and oversees the summer youth program. "There are good people here," he said, "and Destiny has been a great asset for us."

U.P.-wide talent show has potential for national exposure

SAULT STE. MARIE – Barb Hampton, who brought the successful Betsy's Game Show Extravaganza to the Sault Ste. Marie Rotary Club, is launching another project — U.P.'s Got Talent.

This Upper Peninsula-wide talent show includes screening dates on Feb. 22-23 and on May 3-4 at Bay Mills Casino and a main event on Aug. 10, 2019, at Kewadin Casino's DreamMakers Theater in Sault Ste. Marie. U.P.'s Got Talent is partnering with Eagle Radio and Sovereign Communications, and proceeds will benefit the Chippewa County Family Project, which is working

to build a foster home for area teenagers.

"The majority of talent will come from the eastern U.P. as we kick it off for the first time," Hampton said. "The long-term goal is to hold auditions in Marquette, then alternate the final event back and forth to give the show room to branch out."

During the first and second rounds, the Bay Mills Casino audience picks one finalist and judges choose five more to advance to the main event on Aug. 10. Judges during the main event are talent scouts from Chicago, Nashville and Detroit. The winner receives \$1,500

plus an opportunity to host a DreamMakers Theater production and keep 50 percent of the revenue. The runner-up, third and fourth-place finishers receive sponsored prizes.

Entry fee to audition is \$50 and each act has 90 seconds to perform. The 12 finalists are required to have a \$1,000 sponsor and have 120 seconds to wow the judges. The four final acts, including one chosen by the audience, perform for 5 minutes each. To receive an entry form, email Hampton, barb@smith-company.com.

Tickets are \$20 for auditions and \$35 for the main event.

Sponsors receive four free tickets to the main event, radio, print and social media exposure, and a 3x8 banner at the main event. A sponsor whose act wins the grand prize is automatically listed as the main sponsor for the winner's concert/show.

Hampton wants U.P.'s Got Talent to be family-friendly while showcasing talent of all ages.

"We're bringing in people with credentials to watch these acts," she said. "We hope to give them the opportunity to advance their career. But we hope the big winners are the Chippewa

County Family Project and the kids in our community with the greatest need."

The Sault Rotary Club's game show named in honor of Betsy Demaray has raised \$85,000 for local charities and organizations during the past five years. Hampton's new venture will benefit, the CCFP, which seeks to break ground within a year and build a 5,400-square foot home for teens in the foster care system.

The CCFP home will sleep up to six males and six females, house parents and one displaced family of siblings.

Riverside Village update: 120 Tenant capacity when site preparations done

FROM SAULT TRIBE EDC

In early June 2018, the Sault Tribe Board of Directors authorized DeMawating Development (a property management enterprise owned by Sault Tribe) to purchase Riverside Village in Sault Ste. Marie. Riverside Village is now doing business as DeMawating Development Riverside Village and remains a manufactured home-site community serving the Sault Ste. Marie population. Riverside has felt the pain of neglect for several years and the decision to acquire included the knowledge that it would be a slow and steady reinvestment into the infrastructure securing a long future for the park.

The 20-plus acres are in an excellent location with a great view and quick access to the city marina just across the street. Although currently operating with 27 tenants, the park has the capacity to house 120 tenants and we expect to steadily add tenants as we are able to make improvements to the park. Many of the sites require electrical, cement, or other work before they are ready for new tenants, but we have sites ready now, and will continue to add additional sites each month.

EDC Executive Director Joel Schultz said, "Riverside complements a new start-up for the Sault Tribe — Gitchi Home, Auto and RV. In the very near future (delivery expected the last week of September), Gitchi will have Fairmont single wide homes in inventory, on display

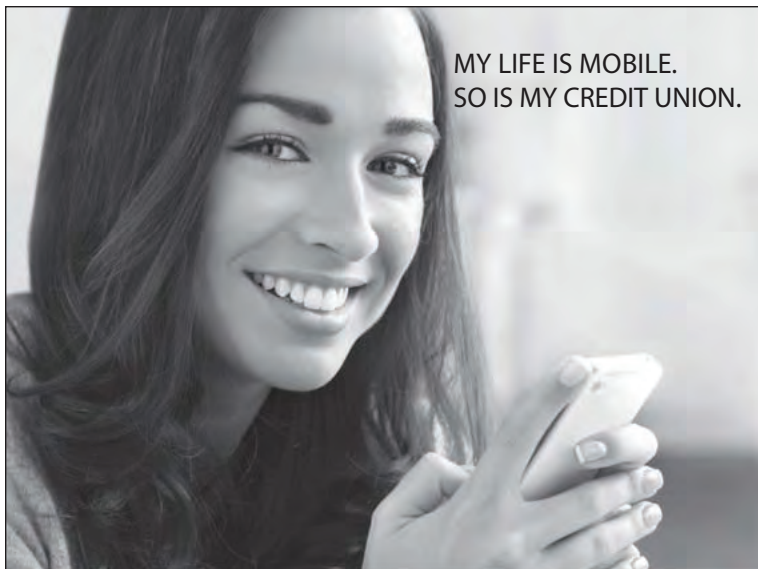


and available for purchase in Riverside Village." Although the Sault Tribe will not be financing

the homes themselves, the dealership will have several financing options available to buyers, allowing up to 30-year paybacks.

Riverside Village is undoubtedly looking better than it has in years, and will continue to spruce up going forward. There will be plenty of challenges but we are committed to making Riverside a great place to live in Sault Ste. Marie, Mich.

For further information, please contact (906) 495-2800.



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NCUA Insured

Food distribution Nov. 21 at Lake Superior State University

All are invited to the EUP annual Giving Thanks Food Distribution on Nov. 21 from 10 a.m. to 12 p.m., at the LSSU Norris Center-Bud Cooper Gymnasium, 1000 Meridian St. in Sault Ste. Marie. This no cost food distribution was developed to help local families in need.

Please bring your own boxes or bags to carry out food.



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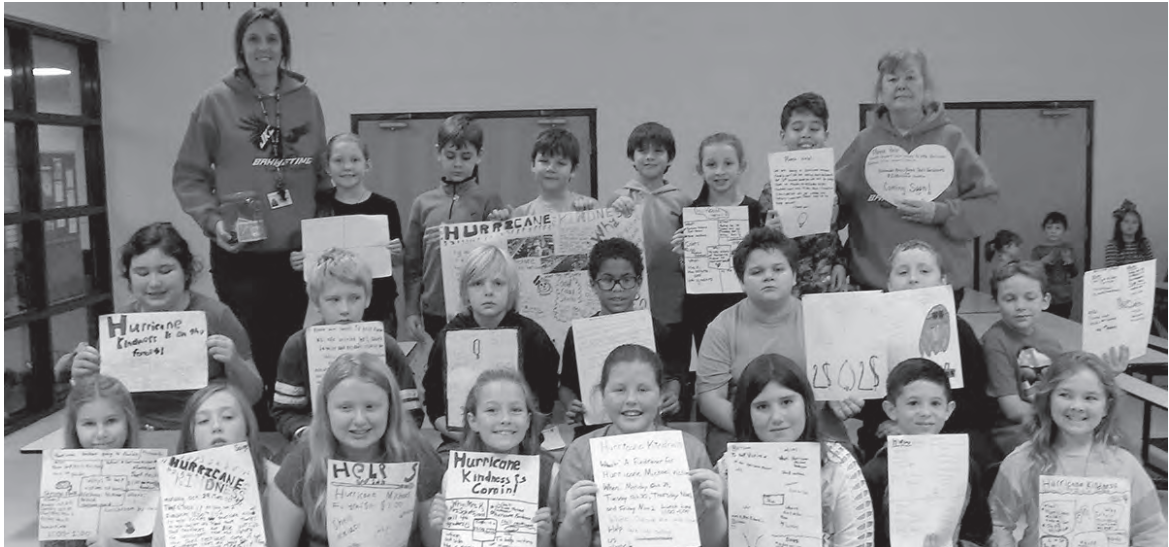
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Bay Mills Community College is accredited by The Higher Learning Commission
hlcommission.org

JKL students raise funds for hurricane victims

Below, Mrs. Kwiatkowski's and Mrs. Schutz's fourth grade class at JKL School is raising funds for the those living in and near Mexico City, Fla., which was recently devastated by Hurricane Michael. They are making and selling necklaces made from shells Mrs. Schutz brought back from her Mexico Beach vacation. The students were involved in the planning, advertising, production and sales of these necklaces. They sold the necklaces for a minimum of a \$2 donation during their lunch hour and raised \$557.51. The funds raised from these necklaces combined with staff and family donations will be sent to help with relief efforts. Right, teachers Mrs. Kwiatkowski (back left) and Mrs. Schutz (back right) with their fourth grade classes. Below, Students making necklaces with shells Mrs. Schutz brought back from her Mexico Beach vacation.



JKL Bahweting Anishnabe School September Students of the Month



Back row from left, Aazhaniise Keller, Rayce Rizzo, Darian Zambron, Brighton Hibbard, Serenity Yonkers, Keigan Brandt, R.J. Mettner, Dani Osborn, Walter Anderson, Lillian Clark, Ava Donmyer, Keira Mettner, Bradley Frye, Andy Osborn, Angel Moniglen and Alice Bennett-McMyne. Front row from left, Charlie Stevenson, Thomas Horrigan, Finnley Shreve, Jackson Ball, Liam Roe, Lilly Ann Thibert, Alanna Smith, Zachary Kibble, Mason McKechnie and Dillan Baylis.

Sault Tribe member wins International Bridge race



On Sept. 29, Sault Tribe member Nathan Wright competed in the Sault International Festival of Races. He came in fourth overall and first in his division covering 7.1 miles in 50:19. One of his aims was to raise awareness of the water walkers wearing his Water is Life! shirt. The ninth annual Sault International Festival of Races provided runners with the unique opportunity of crossing the Sault Ste. Marie International Bridge and running alongside the St. Marys River, set against the backdrop of beautiful fall foliage and cool E.U.P. temperatures. The race concluded in downtown Sault Ste Marie, Mich., where the 16th annual Oktoberfest was taking place.

BMCC Alumni Spotlight: Andy LeBlanc, Class of 2002

FROM BMCC
Bay Mills Indian Community member Andy LeBlanc is a 2002 alumnus of Bay Mills Community College's Business Administration/Management program.

LeBlanc, a new agent trainer with Century 21 Advantage Plus, said, "My degree has given me confidence to step into my new role." His degree has helped him in many other areas in life. He said, "It has helped me understand the principles of accounting, management of others and allowed me to understand the importance of expanding on one's education."

LeBlanc said he "enjoyed the small class sizes and student-teacher ratio" at BMCC. "It

helped to ensure that students don't get lost in the shuffle like at a large university and as it did happen to me before attending BMCC."



After graduating, LeBlanc went on to earn his associate broker's license in real estate. LeBlanc recommends BMCC to others "looking to brighten their futures."

To find out more about BMCC's Business Administration program, visit the BMCC website at www.bmcc.edu/business-administration-program.

TRIBAL MEMBER REGISTRATION IN THE TAX AGREEMENT AREA

TRIBAL MEMBERS' RESPONSIBILITIES

(Including the Issuance of Certificates of Exemptions)

INITIAL REGISTRATION AND OR CHANGE OF ADDRESS

Under the Tax Agreement between the Tribe and the State, tribal members who live within the "Agreement Area" are able to claim exemption from certain state taxes. In order to take advantage of these benefits, the member must be registered with the Tribal Tax Office and must prove that they do live in the "Agreement Area."

The registration process begins with the member filling out an "Address Verification Card" and providing their name, address, and other personal information. The member must also provide a copy of their MI driver's license, MI State ID card, or voter's registration card. All of these forms of State identification MUST have the member's current address and that address must be located in the Tax Agreement Area. Members must also include a utility bill in their name and their current address as an additional proof of residency in the Tax Agreement Area.

The Tribal Tax Office cannot register a member with the MI Department of Treasury unless these documents are included with the "Address Verification Card."

CERTIFICATE OF EXEMPTIONS

Tribal Code 43.1103 states that Resident Tribal Members shall notify the Tribal Tax Office in writing prior to moving their principal place of residence.

If the Tribal Tax Office receives a request for a Certificate of Exemption and the address for the member on the request is not the same as the address that the Tribal Tax Office and MI Department of Treasury have on record, then no Certificate of Exemption can be issued.

We will usually attempt to contact the member to ask them to update their address by filling out the "Address Verification Card" and providing the required documents, but it is the member's responsibility to provide this information. A Certificate of Exemption cannot be issued unless the member has filed the correct information proving that they live within the Agreement Area.

Community Health champions Great American Smokeout®

BY DAVID WESOLOSKI AND MARY-ELLEN HEMMING

Quitting is hard. It takes commitment, requires a lot of support and starts with a plan. Though challenging, quitting smoking can be one of the most important steps one can take to improve their overall health and wellbeing.

This process doesn't happen overnight, but it does start with one day. The day a smoker commits to living a smoke-free life. This year, let that day be Nov. 15 and be part of a larger movement – part of the American Cancer Society's Great American Smokeout event. Sault Tribe Community

Health is encouraging tribal and community members who smoke to join in and commit or recommit to kicking commercial tobacco addictions for good. Look for educational tables displayed at all health center sites or call Community Health to enroll in the Nicotine Dependence Program (NDP).

The NDP is designed to help members quit by working collaboratively with a trained tobacco treatment specialist to create an individualized quit plan. Participants are often able to manage withdrawal symptoms with more ease thanks to access to evidence-based medications, and

treatment specialists help patients overcome obstacles, cope with triggers and provide follow-up support to ensure patients are on track for success.

Upon quitting, participants may notice:

- Food tastes better.
- There is more money in your pocket.
- Your sense of smell returns to normal.
- Your breath, hair, and clothes smell better.
- Your teeth and fingernails stop yellowing.
- Ordinary activities leave you less out of breath (for example, climbing stairs or light housework).

• You have more energy to do things you used to do.

According to the Centers of Disease Control and Prevention, commercial tobacco use is the leading cause of preventable disease, disability and death in the United States. Commercial tobacco smoke contains 7,000 chemicals, hundreds are toxic and about 70 can cause cancer. It damages nearly every organ in the body, including the lungs, heart, blood vessels, reproductive organs, mouth, skin, eyes, and bones. Smoke that clings to walls, ceilings, carpets, curtains, furniture and clothing can harm other adults, children, infants and even pets. Smoking can

cause problems for a woman trying to become pregnant or who is already pregnant and for her baby before and after birth. (CDC – Health Effects of Smoking and Tobacco Use, 2017)

If you or someone you know wants to quit, contact your local Sault Tribe Health Center to talk with your healthcare provider to get started on your journey.

- Escanaba 786-2636
- Hessel 484-2727
- Manistique 341-8469
- Marquette 225-1616
- Munising 387-4614
- Newberry 293-8181
- Sault Ste. Marie 632-5210
- St. Ignace 643-8689

Tribal Veterans Service Officer working to serve local veterans

Stacy King is native to the upper peninsula, born and raised in Manistique, Mich. She is a member of the Sault Ste. Marie Tribe of Chippewa Indians and served honorably in the United States Air Force after her graduation from Manistique High

School. After her discharge from the Air Force Stacy returned to the Manistique area and worked for Hiawatha Behavioral Health as a utilization management administrative assistant for eight years before moving to Duluth, Minn., to pursue work

as a claims adjuster for United Healthcare.

Stacy returned to the Manistique area in 2010, and worked for Schoolcraft Memorial Hospital and Goodwill Industries before beginning work for Sault Tribe

in 2012. Stacy continued working for the tribe in ACFS and ARC until accepting her current position as TVSO for the American Legion, Department of Michigan, in partnership with Sault Tribe.

Stacey holds office hours at

all Sault Tribe health facilities. Stacey can be reached at her email, s.king@michiganlegion.org, or her primary work cell phone, (906) 202-4238 or her office number is (313) 964 6640.

TVSO SCHEDULE - Dec 2018						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	Sault 8:30-3:30	3	4	5	6	7
		Newberry 8:30-3:30	Hessel 8:30-3:30	St. Ignace 8:30-3:30	Manistique 8:30-3:30	8
9	Sault 8:30-3:30	10	11	12	13	14
		Escanaba 8:30-3:30	Marquette 8:30-3:30	Munising 8:30-3:30	Manistique 8:30-3:30	15
16	Sault 8:30-3:30	17	18	19	20	21
		Newberry 8:30-3:30	Hessel 8:30-3:30	St. Ignace 8:30-3:30	Manistique 8:30-3:30	22
23	Holiday	24	25	26	27	28
		Holiday	Off	Off	Off	29
30	Holiday	31				
		Holiday	Off	Off	Off	

Sault Tribe committees that have vacant seats

Committed tribal members are needed to fill volunteer positions on the important committees listed below

The following committees have vacant seats.

Sault Tribe members interested in filling these vacancies should submit one letter of intent and three letters of recommendation from other members to Joanne Carr or Linda Grossett, 523 Ashmun St., Sault Ste. Marie MI 49783. For any questions, call (906) 635-6050.

- Anishinaabe Cultural Committee** - five vacancies - three males (four-year term), two female (four-year term)
- Child Welfare Committee** - four vacancies (four-year term)
- Election Committee** - six vacancies (four-year term)
- Higher Education Committee** - two vacancies (four-year term)

- Health Board** - six vacancies (four-year term)
- Special Needs/Enrollment Committee** - six vacancies (two-year term)
- Elder Advisory Committee**
- Unit I - Sault** (four-year term), one regular vacancy
- Unit II - Hessel** (four-year term), one alternate vacancy

- Unit III - St. Ignace** (four-year term), one regular vacancy, one alternate vacancy
- Unit V - Munising** (four-year term), one regular vacancy, one alternate vacancy
- Unit V - Marquette** (four-year term), on alternate vacancy
- Elder Subcommittee**
- Unit I - Sault** (four-year

- term), two regular vacancies
- Unit II - Hessel** (four-year term), two regular seat vacancies, two alternate seat vacancies
- Unit II - Newberry** (four-year term), three regular vacancies
- Unit III - St. Ignace** (four-year term), one regular seat

- vacancy, one alternate vacancy
- Unit IV - Manistique** (four-year term), one regular seat vacancy
- Unit V - Munising** (four-year term), two regular vacancies, one alternate vacancy
- Unit V - Marquette** (four-year term), one alternate vacancy, one alternate vacancy

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Continued listing of recognized employees

From “Employees,” page 2

Enos, Mary
Fegan, Dawn
Fields, Kim
Fisher, Lisa
Flowers, Tammy
Gardner, Daniel
Gaus, Kenneth
Gere, Josephine
Gervais, Pamela
Gervais, Shondra
Gordon, Timothy
Gould, Tammy
Graham, Tammy
Green, Kristin
Greene, Steven
Gregg, Eugene
Groulx, Norbert
Guthrie, Sheila
Hagan, Julie
Hammonds, Robert
Hancock, James
Hansen, Brenda
Harmon, Cheryl
Hartley, Douglas
Hershman, Wilma
Hill, Julie
Hill, Leslie Jr
Hobbs, John
Holappa, Katherine
Holappa, Peggy
Hutte, Rodney
Hyslop, Otto
Izzard, Divina
Johnston, Toni
Kallio, Mary
Kasky, Pauline
Kemp, Gloria
Kibble, Sheila
Killips, Melissa
Kimball, Jodie
King, John
Kittell, Karen
Krackowski, Haupevon
Kubont, Karl
LaCrosse, David
LaDuke, Doris
LaFaver, Clinton
LaFaver, Linda
LaJoice, Mary
Lambert, Beverly
Lane, Anthony
LaVake, David
Lawson, Amie
Lazor, Dawn
Leask, Stephanie
Lewis, Rita
Lewton, David
Libby, Keith
Lindsey, Jean
Lockhart, James Jr
Loehne, Kevin
Lowe, Richard
Lozen, Jeffrey
Lumsden, Joel
Lumsden, Mallinda
MacArthur, Charles
Mackey, Jamie
Mahoney, Joseph
Maleport, Daniel
Maleport, Margaret
Manitowabi, Virginia
Mastaw, Daniel
Matson, Jennifer
McCluskey, Tracey
McCoy, Michael
McCoy, Susan
McDonald, Francis
McKechnie, Rachel
McKerchie, Joseph
McKerchie, Russell
McKerchie, Wayne
McLean, Bryan
McLean, Jacquelyn
McPherson, Kelvin
McRorie, Julia
McRorie, Norma
Menard, Debra
Menard, Joan
Menard, Miranda
Menominee, Nancy
Merlo, John
Meyer, Jennifer

Miller, Joseph
Miller, Tina
Mills, Carey
Minton, Jeffrey
Mongene, Danny
Moore, Melinda
Moran, Larry
Morrison, Marsha
Nash, Catherine
Nault, Wendy
Neadow, Betty
Nolan, Cheryl
Nolan, Martin
O’Brien, James
Olmstead, Delores
Ostroske, Craig
Page, Joy
Patten, Teresa
Peer, Angelique
Perry, Chris
Perry, Lisa
Peters, Dennis
Pine, Caroline
Pine, Debra
Pinkoski, Melody
Pinkoski, Tammy
Pitawanikwat, Ronald
Pollard, Amy
Porcaro, Mark
Powers, Christopher
Radle, Tia
Randazzo, Lorraine
Reid, Judith
Roberts, David
Roche, Tamara
Rodgers, Wanda
Rogers, Anthony
Romano, Teri
Rose, Joan
Rose, Mary
Ross, Raymond
Ryerse, Timothy
Sams, Kerri
Sams, William
San Angelo, Matthew
Schoepfner, Kimberly
Schopp, Edward
Shannon, Janice
Shields, Brandy
Sillers, William
Simi, Patricia
Smith, John
Smith, Marcie
Smith, Richard Jr
Smith, Robert
Smolinski, Barbara
Snyder, Wendy
St. James, Michelle
Staggs, Aaron
Stahl, Connie
Stephenson, Cynthi
Stewart, Lona
Stimac, Ronal Jr
Sulander, Gail
Suriano, Karla
Swanson, Audrey
Synett, John
TenEyck, Dusty
Thompson, Bryan
Tobias, Susan
Topash, Todd
Trestail, Julie
VanLuvén, Melissa
Vieau, Shelly
Vigneaux, Michael
Villemeure, John
Visnaw, Amber
Wait, Gary
Weber, Dezria
Wiertalla, Paula
Wiertalla, Robert
Wurster, Tina
Young, Clarence
Zimba-Cassibo, Roberta
— **15 Years** —
Ailing, Leslie
Alkire, Mark
Allard, Matthew
Allie, Kevin
Allor, Cindy
Andrews, Dana
Archambeau, Catherine
Atherton, David

Barton, Tammy
Beamish, Dawn
Black, Rhonda
Bonno, Clyde
Bonno, Dale
Bosley, Pamela
Boucher, Laura
Bouschor, Derek
Brady, James
Bricker, Rita
Brown, Michaela
Brown, Susan
Bumstead, Floyd
Burby, Ralph
Butkovich, Judith
Calder, David
Carr, Courtenay
Cassibo, Kenneth
Cassibo, Kenneth Jr
Causley, Jeffery
Clerc, Jennifer
Clow, Ruth
Converse, Sabrina
Corbiere, Ricky
Cournaya, Michelle
Dill, Richard
Eggert, Toyo
Farley, Keith
Farnsworth, Rose
Feneley, Leslie
Frye, William
Galer, Barbara
Garlinghouse, Kenneth
Germain, Theresa
Gorsuch, Julie
Graham, Sandra
Gravelle, Kimberly
Gravelle, Marvin
Graves, Sally
Hammonds, Linda
Hank-O’Dell, Jenni
Harten, David
Harten, Wendie
Haskill, Robert
Hewitt, Joanne
Hill, Kristy
Hovie, Sharon
Humphrey, Bernard Jr
Hungerford, Roger
Johnson, Debra
Jones, Cecil
Kangas, Anthony
Kerr, Elaine
Klein, Christopher
Kuusinen, Bridget
LaCoy, Frank
LaFaver, Kenneth Jr
Lakosky, Kellie
LaPlaunt, Corey
Leask, Angela
Lehn, Dwayne
Lehn, Mark
Lehre, Mary
Lester, Heather
LeVeque, Mari
Libby, Kristyn
Lietzke, Brandon
Lipowitz, Robert
Louricas, Nicholas
Lowrimore, Lee
Lucas, Sherrie
MacDonald, Jaime
MacInnis, Debbie
Marchand, Robert Jr
McCoy, Brandy
McDermott, Daniel
McGrath, Crystal
McKechnie, Laura
McKechnie, Michelle
McKelvie, Patrick
McKerchie, Christina
McKerchie, Jennifer
McMillan, Georgette
McRorie, Jennifer
Menard, David II
Miller, Kennan
Miller, Megan
Miller, Robert
Milligan, Terrie
Milloy, Lynn
Money, Thomas
Montie, Kevin
Moran, Albertinia

Moran, Jami
Morehouse, Melissa
Nichols, Jolene
Nolan, Brian
Nolan, Michael
Nolan, Ryan
Nord, Heather
Odell, Erin
O’Gorman, Kari
Osterhout, Richard
Owl, Calvin
Owl, Reginald
Pavlat, Cecil
Perrollaz, Billie
Petitpas, Claude
Phillips, James
Piippo, Dana
Pollard, Christine
Reimer, Michael
Reno, Kara
Rhodes, Jan
Riddle, Chrystal
Riley, Colleen
Rochefort, Beau
Rochefort, Nicole
Rogers, Lynette
Romano, Jill
Romano, Michael
Rounds, Margaret
Rozario, Nirmal
Rutledge, Adam
Salter, DeAnn
Sayles, Lisa
Scheitler, Martha
Schell, Katherine
Schlehuber, Aaron
Schwake, Gerald
Sheber, Annette
Shields, Beth-Ann
Silkworth, Kelly
Smith, Dustin
Smith, Jessica
Smith, Megan
Smith, Michael
Smith, Richard
Soltys, Susan
St. Andrew, Cara
St. Andrew, Donna
St. Andrew, Theresa
St. John, Stephanie
Steiner, Karen
Steinhoff, Cassandra
Stoneman, Amanda
Strong, Nichol
Styer, Lowell
Suggitt, Eric
Swanson, Ann
Syers, Laurence
Syminow, Carol
Syrette, Roberta
TenEyck, Alan
Thompson, Jill
Thompson, Linda
Thorne, Edward
Tremblay, Mark
Trepczyk, Chad
Trombly, Frank II
Umbrasas, Joanne
Vallier, LuAnn
VanValkenburgh, Sandra
Vowels, Karen
Weber, Sally
Welch, David
Weston, Tammy
Wilson, Gail
Woodford, Theresa
Woodruff, Misti
Yoder, Lynn
Zimmerman, Sarah
— **10 Years** —
Aikens, Brenda
Aikens, Danielle
Aikens, Jeffrey
Aikens, Lawrence
Aikens, Randy
Aikens, Russell
Alstergren, Melvin
Ansell, Linda
Baker, Shelly
Barbeau, Wanda
Barber, William
Barr, Cynthia
Belonga, Kenneth Jr

Benoit, Adam
Bentgen, Linda
Berger, Sheila
Boda, Kenneth
Bosanic, Angie
Bosley, Christopher
Brand, Rae
Bray, Margaret
Brigman, Brenda
Brochu, Kristen
Brooks, Holly
Bruce, Joy
Bryant, Edward
Bryant, Lois
Burlew, Kathryn
Cadotte, Connie
Cadotte, John
Cadreau, Cheyenne
Captain, Brent
Captain, Tara
Captain, Tonya
Carley, Alice
Carlson, Marie
Carr-Walden, Vicki
Chingwa, Mary
Clement, Danyelle
Clerc-Swan, Traci
Cole, Linda
Collins-Downwind, Laura
Constantino, Kelly
Cota, Lisa
Cotey, Heidi
Couturier, Christopher
Crozier, Kyle
Dale-Burton, Jennifer
Davis, George Jr
Dennis, Adam
Dietz, Barbara
Dotson, Michael
Doyle, Daniel Jr
Doyle, George
Duchene, Tara
Duffiney, Christie
Dumas, Daniel
Dunn, Maurice
Eitrem, Nicholas
Erickson, Daniel
Esson, Samantha
Fabry, Jocelyn
Flowers, Marc
Frechette, Jacquelyn
Frosland, Wendy
Frye, Janice
Gillam, Carri-Lynn
Gillmore, Angie
Gillotte, Jessica
Goetz, Christopher
Goetz, Patrick
Goetz-MacLaren, Beverly
Goldacker, Michael
Gorman, Barbara
Gould, April
Gould, Shelli
Edward Gravelle
Gugin, Cora
Gurnoe, Christopher
Hagen, Melissa
Hammock, Laura
Henning, Tammy
Hoath, Jamie
Hoath, Rodney
Hoffman, Roberta
Hoffman, Wendy
Horn, Denise
Houle, Albert
Huskey, Troy
Huyck, Michelle
Jackman, Travis
Kachur, Courtney
Kay, Leona
Kaye, Andrew
King, Chris
Knutsen, Gary Jr
Kohler, Korena
Komejan, Carolyn
Kovack, Larry
Kozal, Nicole
Krause, Devin
Kroupa-Kulik, Michelle
Krueger, Tonya
Krull, Michael
Krummich, Charlene
See “Employees,” page 15

Sault Tribe looks toward manoomin restoration

FROM SAULT TRIBE NATURAL RESOURCES

Manoomin, also known as wild rice, is an aquatic grass that grows along the shorelines of rivers and lakes of the Great Lakes region. Manoomin is an important resource for the Anishinaabeg and is used for food and medicine. Manoomin beds, or stands of the aquatic plant, also provide important habitat and food resources for wildlife, such as marsh birds and waterfowl.

In early November, Sault Tribe worked with community partners to host two workshops focused on manoomin processing. Partners included Michigan State University Extension's Federally Recognized Tribes Extension Program as well as Sault Tribe's Community Health, Culture and Natural Resources departments. The workshops were free for participants and made possible with funding through the extension program and the Good Health and Wellness in Indian Country Grant, provided in part by the Centers for Disease Control and Prevention.

The two-day workshop series highlights an increasing interest in manoomin restoration by

Sault Tribe. The tribe's Natural Resources Department is interested in working with the community and other departments to restore manoomin to wetlands in the 1836 Ceded Territory. In addition to the importance of manoomin as a food and cultural resource, the Natural Resources Department is interested in restoring manoomin to regional wetlands for the value it provides as habitat and food for migratory birds and waterfowl. Work is beginning this fall, with staff from the department conducting pilot seeding within Munoscong Bay.

Natural Resources and tribe's Environmental Department are also engaged with the Michigan Wild Rice Initiative, a collaboration that seeks to protect, preserve and restore manoomin in Michigan through collaboration, research, education and policy, and stewardship for the benefit of present and future generations. Danielle Fegan, an assessment biologist with Natural Resources, is currently the Sault Tribe representative on the Michigan Wild Rice Team, comprised of representatives from each of the federally recognized tribes in

Michigan as well as representatives from inter-tribal, state and federal organizations. Fegan is also co-chair of the restoration and monitoring subcommittee, a group focused on developing standardized monitoring protocols for existing and future manoomin restoration sites; compiling past, current and future research related to manoomin in the region; and making standardized restoration guidelines for restoring manoomin beds. Ultimately, the Natural Resources Department hopes to restore manoomin beds to benefit wildlife and provide opportunities for the community to harvest their own manoomin.

Following the community workshop, Sault Tribe environmental specialist Tony Rinna commented, "Manoomin harvesting could become a seasonal practice that many people in the area look forward to, just like tapping maple trees every year."

Roger LaBine, water resource technician for the Lac Vieux Desert Band of Lake Superior Chippewa, was the primary instructor for the workshops. LaBine has extensive knowledge and experience with restoration,

monitoring, harvesting and processing of manoomin. The first day of the workshop was open to community members, while the second day was for JKL Bahweting School eighth-grade students.

The community workshop began with a pipe ceremony, followed by preparation of two wild rice dishes: a baked manoomin granola dish and a manoomin salad with fresh fruit and maple sugar. Following time spent in the kitchen, participants gathered outside around the fire to learn about the various tools and equipment that are part of manoomin harvesting and processing. This began with an on-land canoe demonstration, followed by hands-on demonstrations focused on drying the manoomin, parching over a fire, jiggling the parched manoomin in a jiggling pit, separating the chaff using a winnowing basket and finally sorting and cleaning the rice.

Reflecting on the workshop, Crystal Falk, an employee with Sault Tribe's Environmental Department, said, "I was very grateful I got to enjoy the teachings of manoomin. Of course one of the best parts was getting to

eat all the food we made."

Falk added, "Experiencing the work that goes into [processing the manoomin] really makes you grateful. I am looking forward to seeing more manoomin growing in our area."

The JKL Bahweting School workshop took place on Friday, Nov. 2, with more than 30 eighth grade students crowding around the fire to learn about manoomin from LaBine. Students were able to prepare a popped manoomin trail mix, made by popping the wild rice much like popcorn. After learning about the tools associated with harvest and processing, students split into groups to get hands-on experience parching, jiggling, winnowing and cleaning manoomin. The students are currently brainstorming what they would like to do with the manoomin that they processed during the day.

The Sault Tribe Natural Resources Department is interested in working with the community to discuss manoomin restoration. Community members interested in being involved with manoomin work moving forward can contact Fegan at dfegan1@saulttribe.net.



Participants learn a couple of wild rice dishes in the Community Health Kitchen of the Chi Mukwa Community Recreation Center.



Wild rice brought by Roger LaBine.

Photos by Matt Lamphere



LaBine demonstrates traditional wild rice gathering tools as workshop participants look on.



LaBine shows participants a prong used to collect the grain, made from two different types of wood.



Roger LaBine demonstrates traditional wild rice gathering tools.



Federally Recognized Tribes Extension Program instructor Kathryn Jacques makes popped wild rice with JKL School eighth graders.



JKL eighth graders cleaning the wild rice.



Students are recruited to dance on the wild rice to encourage the grain to separate from the hull.

YEA, ACFS and JKL school kids and teachers all proudly displayed their monsters and ghouls

Sault YEA Halloween party scares up big hit

By Rick Smith

Young and old enjoyed the sights and festivities of the second annual Halloween party in Sault Ste. Marie. Sault Tribe Youth Education and Activities (YEA) hosted the function with students in grades six to 12 on the Bahweting Anishinaabek Tribal Youth Council. The party took place at the Chi Mukwa Community Recreation Center on Oct. 29.

YEA coordinator Jill Lawson said the turnout this year appeared to be similar to last year. "Not including parents and other adults, we had about 220," said Lawson.

The party featured games where youngsters could win candy treats. The games reflected the holiday spirit of the party: candy corn bowling, witch pitch, pin the spider on the web, creepy blind-folded scavenger hunt and others.

Volunteers at Halloween-themed crafting tables helped children make cotton swab skeletons, paper masks of classic Halloween figures such as Frankenstein, ghosts, mummies and others. Toward the end of the evening, Lawson said a costume contest was conducted awarding small prizes to winners.

Another feature of the party put smiles on many faces when the Sault Ste. Marie coven of the Wolfshager Hexenbrut Dancing Witches took time out from an evening broom ride to land at Chi Mukwa to voluntarily make their mesmerizing appearances and perform for the duration of the occasion.

Volunteers came from the youth council along with folks from the general community, including one parent who volunteered on behalf of the Girl Scouts, Sault Tribe member Dani King.



Part of the crowd with bounce houses in the background.



Photo courtesy Tabitha Newell

Mrs. Butzin's and Mrs. Newell's fourth grade class along with Mrs. Sipes' and Mrs. Ross' third grade class celebrated Monster Monday with JKL School Board member Steve Habusta as Frankenstein and technology teacher Mrs. Knight as monsters. They enjoyed visiting the classes and even read the story, *Creepy Carrots*.

Gh'oul times at JKL School Halloween parties



Miss Allison and Mrs. Clement's second grade classes rockin their Halloween costumes.



Mrs. Peller-Smith's kindergarten class in their Halloween finery.



Jameson McClellan



Language instructor Amy McCoy and second-grader Raymond Borque



Grade four teachers



Muppet Debbie Gabinski came to Halloween as a wacky witch and Carolyn Dale as a cat.



Children getting help from volunteers in making Halloween-themed crafts.



YEA coordinator Jill Lawson watches as a lad throws for a prize at one of the game stations.



Volunteer Dani King observes a player at a Halloween version of pin the tail on the donkey. Here, the objective is to place a spider on the web.



A beautiful angel went bravely amid the spooks, ghouls and demons.



Really tired and yawning? Sadly disappointed? Or maybe just psychopathic.



Seems farmer John is comparing notes with a scarecrow.



Lion tamer



Taco Jame Shields



Lucas McKerchie



Anishinaabek Community and Family Services provided Halloween goody bags to promote foster recruitment at Downtown Trick-or-Treat in Sault Ste. Marie, Mich., on Oct. 26. A promotional cup, a foster parent recipe card and candy were included in the bags. If you would like information on becoming a foster parent, contact ACFS at (906) 632-5250.



A cute, wee fairy princess.



The Sault Ste. Marie coven of the Wolfshager Hexenbrut Dancing Witches performs for the crowd.



Hello! Oh, yes! So good to SEIZE you!



That's one jolly jester! Huh, m-m-maybe a bit too j-j-jolly?

Manistique's 12th annual fall health gathering

By DAVID WESOLOSKI, COMMUNITY HEALTH EDUCATOR

On Sept. 26, tribal and community members attended the 12th annual Health Enrichment Gathering at the Manistique Tribal Community Center. Over 50 event participants had the opportunity to share and learn about traditional Ojibwe ways for a healthier life.

Escanaba and Manistique branches of the Youth Education and Activities Program took center stage on presentations this year – highlighting culturally

relevant physical activity and healthful eating themes. Kelly Constantino, Tess Brazeau and their youth facilitated yoga in Anishinaabemowin, which combines a practice of strengthening body, mind and spirit with Native culture and language. The participation from the community was terrific! Over a dozen different yoga poses were demonstrated and some even adapted to meet specific fitness levels. Patty Teeples and her youth provided a traditional Anishinaabe and Great Lakes local foods demon-

stration on two different recipes while youth shared their experience with what they had learned from a traditional foods youth activity that was completed earlier this year.

Gail Sulander, RD, CDE, from Manistique shared on indigenous foods from the Great Lakes region and had an information table available. If you would like to learn more about traditional nutrition, Gail has put together a program for integrating more Anishinaabe and Great Lakes local foods into your day-

to-day living. For an appointment, contact the Manistique Tribal Health Center at (906) 341-8469.

After a local elder, Betty Majestic, graciously provided the meal blessing, everyone enjoyed a hearty feast of Great Lakes local and traditional Anishinaabe foods prepared by tribal and community members. Nine lucky attendees received copies of yoga in Anishinaabemowin flash cards developed by Health Education and Amy McCoy, *Mino Wiisinidaa! (Let's Eat Good!)*

Traditional Foods for Healthy Living cookbook or *Plants Used by the Great Lakes Ojibwa*, both by the Great Lakes Indian Fish and Wildlife Commission.

This event was supported in part by the Sault Tribe Good Health and Wellness in Indian Country Grant project, which is made possible with funding from the Centers for Disease Control and Prevention.

Chi-Miigwech to all those who attended, participated and helped coordinate this year's gathering and celebration!



Gail Sulander welcomes everyone.



Kelly Constantino, Rayanna Jarvey, Deeanika DeGrand, and Emma Roman facilitate mitig (tree) yoga position while Tess Brazeau reads aloud the English and Ojibwe word.

Photos By David Wesoloski



Two community members do the Mikinaak (turtle) yoga position.



Kelly Constantino, Rayanna Jarvey, Deeanika DeGrand, and Emma Roman facilitate ginebig (snake) yoga position while Tess Brazeau reads aloud the English and Ojibwe word.



Abby and Lorelei Vallier provide traditional food demonstration with assistance from Gail Sulander.



Attendees line-up for the feast.

Continued listing of recognized employees

From "Employees," page 10

Kuemin, Cassandra
LaFaver, Kenneth
LaForte, Rachel
LaLonde, Jason
Landreville, David
LaPlaunt, Kevin
LaPoint, Edward
LaPonsie, Michelle
LaPonsie, Niceta
LaPonsie, Rainella
LaPonsie, Ricci
LaPonsie, Tracie
LaPrairie, Kathy
LaVake, Darren
Lawless, Justin
Lawson, Jill
Leavitt, Frances
Lehigh, Janet
Lindberg, Danielle
Lockhart, Jamie
Lockwood, Robert
Lounsberry, Traci
Louzon, Roberta
Lovin, Shannon
Lyons, Melanie
MacDonald, Marissa
MacDougall, Tammy
Madigan, Ryan
Mannisto, Tina
Marinoff, Christie
Martin, Jeffrey
Mason, Charles Jr
Mastaw, Sheryl
Mattson, Lindsey
Maxson, Denise
McAdam, Jessica
McDonald, Joseph
McKechnie, Nicole
McKechnie, Robin
McKelvie, Barbara
McKelvie, John
McKenna, Margaret
McKerchie, Anthony
McLeod, James III
McNeely, Michael
McRorie, Brian
Menard, Jennifer
Menominee, Daniel
Minton, Jacqueline
Montreuil, Monica
Moses, Erica
Munro, Patrice
Muscoe, Justin
Neal, Ronald Allan
Nichols, Brad
Nikunen, Bryan
Nolan, Marlene
Nolan, Tristan
Nygren, Julie
Nystrom, William
O'Neill, Kevin
Overland, Christie
Paquin, Ashley
Paradise, Jaime
Payment, Stephanie
Pellerito, Alicia

Perry, Faith
Peters, Daniel
Peters, Jeremy
Piippo, Angela
Pine, David
Porterfield, Laura
Potoczak, Krista
Potvin, Roberta
Putnam, Betsy
Raser, Jessica
Redmond, Mildred
Reffruschinni, Ashley
Richard, Jill
Rickleby, Danielle
Roe, James
Roe, Samuel
Roote, Susan
Rosebohm, Krystal
Russo, Jacqueline
Russo, Tammy
Rutledge, Jo
Ryerse, Linda
Sayles, Carrie
Sayles, Jeannine
Schlehuber, Dana
Schmalz, Sarah
Schuetter, Gary
Shannon, Donald
Shannon, Tadd
Shields, Jeremiah
Siewert, Jennifer
Sitkoski, Jennifer
Smart, Karen
Smith, Heather
Smith, Jason
Smith, Ozro
Smolinski, Michelle
Snider, Christopher
Snyder, James Jr
Snyder, Mandy
Spence, William
St. Onge, August
St. Onge, Sue
Starnes, Joseph
Stevens-Calder, Tara
Stoken, Kristina
Storey, Stacy
Swan, Traci
Sweeney-Belonga, Brenda
Tadgerson, Shana
Theisen, Andrew
Thibert, Annette
Thompson, Phyllis
Trumbley, Darin
Tschirhart, Roberta
Van Alstine, Tina
Vanderschaegen, Anthony
Vassar, Brent
Vert, Mandy
Vesper, Jeremy
Vowels, Charles Jr.
Wallace, Joseph
Ward, Tonya
Waybrant, Marsha
Wendt, Donna
Wilkerson, Catherine
Willette, Latisha

Willis, Jodie
Willis, Willard
— 5 Years —
Alexander, Karen
Allard, Shane
Allison, Michael
Amacher, Beth
Anderson, Lance
Andrakowicz, Christopher
Andrews, Michelle
Archambeau, Todd
Aube, Jami
Bailey, Clarinda
Barber, Jeri
Barber, Julie
Barr, Kyle
Barras, Steven
Barras, Theresa
Becker, Michelle
Bell, Tammy
Belonga, Roxanne
Bishop, Lindsay
Bosanic, Linda
Bourne, John
Bourque, Joseph
Bowerman, David
Boyd, Mervin
Breslin, Jacqueline
Brosemer, Kathleen
Brown, Alicia
Brown, Joseph
Browning, John
Bunker, Mary
Bures, Patricia
Cairns, Cecil
Carlson, Shawn
Carroll, William
Castro, Norma
Causley, James
Causley, Theresa
Chippewa, Carmen
Clark, Eric
Clements, Micah
Clerc, Wanda
Comfort, Margaret
Condon, Myrth
Cook, Amanda
Cook, Robert Jr
Cooper, Steve
Cornwell, Nicole
Cory, Clarence
Davis, Caroline
Davis, Delores
Davis, Jessie
DeMolen, Bette
Dolly, Michelle
Dunning, Gregory
Eames, Philip
Eggert, Angel
Ely, Belinda
Erickson, Dwight
Erickson, Mary
Falk, Crystal
Fisher, Brian
Froberg, Eric
Froberg, Shirley

Garrett, Joan
Gaus, Margaret
Gauthier, Nicole
Gil, Amanda
Goetz, Pamela
Goodell, Keith
Goodrich, Lavina
Goudreau, Edward
Gould, Jason
Gray, Michele
Green, Scott Allen
Griffin, Dawn M
Guilmette, Monica
Harper, Joseph
Harvey, Jamie
Hemming, Heather
Hemming, Mary-Ellen
Heyrman, Karen
Hill, Lindsey
Hinman, Krysta
Hissong, Brendann
Hoffmann, Timothy
Hoglund, Jodi
Homminga, Raechel
Horn, Gerald
Horner, Amber
Houghton, Christopher
Hudak, Clarence
Huffman, Robert Jr
Jarvis, Heather
Jenerou, Mary
Jodoin, Cody
Johnson, Martha
Joseph, Dale
Keenan, Kevin
Kempf, Diane
Kerr, Anthony
King, Wayne
Kinney, Phillip
Kosiewicz, Brandi
LaCombe, Re'ne
LaHaie, Nicholas
LaHaie, Penny
LaHaie, Warren
LaLonde, Brett II
LaLonde, Dawna
Landreville, Alicia
LaPlante, Anthony
LaPoint, Lawrence
LaPonsie, Melinda
Latvala, Robert
Lawless, Anna
Leach, Katie
Lehn, Krista
Lewis, Carly
Libby, Joel
Liedel, Stephanie
Livermore, Dustin
Lockhart, Daryl Jr
Lounsberry, Frederick
Lubben, Ryan
Lyons, Denise
Madigan, Derek
Maloney, Genevieve
Mannisto, Roxanne
Marble, Danielle
Mason, Lorraine

Massaway, Robert Sr
Mastaw, Daniel
Mastaw, Paul
Mayer, Joshua
Mayer, Katie
McAllister, Felyssia
McCoy, Darrel
McGlinch, Lisa
McKechnie, Destiny
McKelvie, Alexander
McKelvie, Emery Jr
McKerchie, Jessica
McKerchie, Michael
McLean, Mary
McLeod, Frederick Jr
McLeod, Karla
Medicine, Colleen
Menard, Daniel
Menard, Dennis
Menard, Randy
Merchberger, Adam
Miller, Loretta
Minta, Melanie
Mitchell, Calvin
Mitchell, Deanna
Monck, Chelsie
Mongene, Judy
Morgan, Nicholas
Myers, Lisa
Nertoli, Brandon
Nichols, Gary
Nikunen, Patricia
Nolan, Matthew
Obreiter, Steven
O'Neill, Lindsey
Orr, Joshua
Ostlund, James
Owaski, Jessica
Paquin, Kelly
Paquin, Roberta
Paquin, Rose
Payment, Adam
Payment, Shawn
Pelon, Joseph
Perala, Kenneth
Perault, Deward
Perry, James
Peters, Robert
Peterson, Sheree
Petitpas, Yolanda
Pierson, Derek
Pincombe, Laura
Pomeroy, Earl
Porcaro, Christopher
Reed, Dana
Reid, Patricia
Rogan, Joseph
Rogers, Austin
Roy, Alicia
Roy, Matthew
Rye, Eric
Sambrano, Nicole
San Angelo, Krista
Sawyers, Mary
Sayles, Sierra

See "Employees," page 16



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NASA leads remote sensing training in the Sault

BY DANI FEGAN,
NATURAL RESOURCES

The Sault Tribe Natural Resources Department worked with the National Aeronautics and Space Administration's (NASA) applied remote sensing training staff and the Bureau of Indian Affairs Branch of Geospatial Support to organize an introduction to remote sensing training course from Oct. 15 through 18 in Sault Ste. Marie, Mich. Because the training was part of NASA's Indigenous Capacity Building Initiative, it was free and available to tribal staff.

NASA scientists Cindy Schmidt and Amber McCullum led the course focused on remote sensing for natural resources and environmental applications. Throughout the course, staff learned how to access and use remote sensing tools such as satellite imagery and data collected by small, unmanned aircraft systems (drones) to analyze and classify land cover. Participants also had the opportunity to spend a day on independent projects directly relevant to their individual work.

Jason Tallant, from the University of Michigan, was the

lead instructor for a day focused on using drone imagery. Topics included the usefulness of drones for collecting data, what it takes to become a safe and certified drone pilot, and image acquisition, processing and analysis. This portion of the training was especially relevant for the tribe's Natural Resources staff, who currently use drones in their work and want to better understand how to analyze the data collected with them.

"The training provided by NASA helped me to understand the wide range of remote sensing tools that are available to integrate into our research program in the Natural Resources Department," said tribal assessment biologist Julia Greenberg.

Greenberg added, "It also exposed me to methods I was not familiar with that we can utilize to work with these types of data."

Participants included staff from Sault Tribe's Natural Resources and Environmental departments, as well as staff from the Bureau of Indian Affairs Forestry and Realty departments, Inter-Tribal Council of Michigan, Bay Mills Indian Community and Little Traverse Bay Bands of Odawa.



WORKSHOP PARTICIPANTS — The Sault Tribe Natural Resources Department worked with the National Aeronautics and Space Administration's (NASA) applied remote sensing training staff and the Bureau of Indian Affairs Branch of Geospatial Support to organize an introduction to remote sensing training course from Oct. 15 through 18 in Sault Ste. Marie, Mich. Because the training was part of NASA's Indigenous Capacity Building Initiative, it was free to tribal staff. Below, drone sensing tools and drones.



LSSU students net salmon



Photo by John Shibley, LSSU

CLASS OF 2020 STARTS HERE — Lake Superior State University student Cassidy Fritts sizes up a female Atlantic salmon netted for science and future anglers on the upper Great Lakes. Students, staff and volunteers with LSSU's Center for Freshwater Research and Education were netting female and male Atlantics from the St. Marys River on Oct. 31 for eggs and milt. This particular fish will provide eggs for fertilization in LSSU's riverfront hatchery for a generation of Atlantics released during the summer of 2020. Eggs are fertilized during the second week of November. Each year, the Sault Ste. Marie, Mich., hatchery raises about 25,000 Atlantic salmon for a regional fishery that's known the world over. Fritts is a fisheries and wildlife management sophomore from Ludington, Mich.

Employees longevity recognition list

From "Employees,"
page 15

Scheibe, Alicia
Schmalz, Karl
Schuetter, Michael
Segerstrom, Erica
Senkus, Mark
Seymour, Kristie
Shadnaw, Sarah
Sharp, Peter
Shelleau, Maureen
Shreve, Rachel
Simons, Lisa
Sirk, Debbie
Smith, Catherine
Smith, John
Smith, Keith
Snider, Keith
Snyder, Michael

Snyder, Susan
Sterling, Patricia
Strong, John
Suggitt, Patrick
Synett, Caitlyn
Tamlyn, Jeffrey
Taylor, James
Thibert, Wade
Thompson, Margaret
Thompson, Tony
Tobias, Timothy
Trumbley, Leslie
Valencic, Eileen
Vanklombenberg, Gloria
Vieau, Andrew
Visnaw, Melvin Jr.
Vogel, Ashley
Waldie, Katie
Wallis, Katie

Wernet, Robert Jr.
Whitgreave, Rose
Willette, Matthew
Willis, Mark
Willis, Richard III
Wilson, Catherine

Woodhall, Daniel
Anthony
Wyers, Frances
Yiirs, Clifford
Yiirs, Frances
Young, Justin

November Conservation Committee postponed

The Sault Tribe Conservation Committee Nov. 19 meeting has been rescheduled for Dec. 6 at 5 p.m., in Kewadin Casino, Sault Ste. Marie, Mich.

The last meeting of the year is scheduled for Dec. 17.

For more information, contact Linda Grossett (906) 635-6050 or email lgrossett@saulttribe.net.

2019 Black Lake Sturgeon Lottery Application

Sault Tribe has an allocation of sturgeon from Black Lake in Cheboygan County in 2019. Please fill out the following application and return to Sault Tribe Natural Resource Department at: **2428 Shunk Road, Sault Ste. Marie, MI 49783. Application must be received by 5:00 pm on January 4, 2019.** Applications received after 5:00pm on January 4, 2019 **WILL NOT** be accepted.

First Name Middle Name Last Name

Address City State Zipcode

File Number (Red # on Tribal ID) Phone Number

STS # Date of Birth Sex email address

Gillotte-King exchanged vows September 15

Jessica Lyn Gillotte and Steve William King, both of Sault Ste. Marie, Mich., were married on Sept. 15, 2018, at the E-Free Church in Sault Ste. Marie by Pastor Steve Habusta.

Parents of the bride are Mr. and Mrs. Joe and Jenny Gillotte of Sault Ste. Marie. Parents of the groom are Mr. and Mrs. Frank and Jackie King, also of Sault Ste. Marie.

The bride wore a strapless, white ball gown with alençon lace appliqués and sweetheart neckline by Madeline Gardner and carried a large bouquet of white roses in honor of her grandmother, Jeanne Gillotte. She was given in marriage by her father, Joe Gillotte.



Maid of honor was Jennifer Gillotte, sister of the bride, who wore a black satin floor-length gown by Madeline Gardner. Bridesmaids were Stacey O'Neill, Janelle Stevens, Colleen Waucaush, and junior bridesmaid Hazel King. They wore steel gray chiffon gowns in various lengths and styles to accentuate their personalities and carried gorgeous arrangements of black and white roses.

Best man was Charles (Charlie) Waucaush of Sault Ste. Marie accompanied by groomsmen Shaun O'Neill, Cole Gillotte and Jack King.

Usher was Greg Young of Fort Wayne, Ind.

Music for the ceremony was provided by Jennifer Compo of Sault Ste. Marie.

A reception took place at the Cisler Center at Lake Superior State University.

A wedding trip was taken to Clearwater Beach, Fla., the couple now reside in Sault Ste. Marie.



Gillotte-King wedding party, Sept. 15 at the E-Free Church in the Sault.

Collins joins Native Epidemiology Center

On Oct. 15, Tim Collins, formerly of Lapeer, Mich., joined the Alaska Native Epidemiology Center in Anchorage, Alaska, as a full-time epidemiologist. He will focus on substance use related initiatives. Collins holds a Master of Science in psychology and is currently completing his Master of Public Health in epidemiology

and biostatistics with the Keck School of Medicine, University of Southern California. He is a member of the Sault Ste. Marie Tribe of Chippewa Indians. The Alaska Native Epidemiology Center provides public health and epidemiologic services to tribal health organizations in Alaska and the tribal communities they serve.



Alaska Native Epidemiology Center staff — Front row, left to right, Rochelle Greenley, Tim Collins, Nanette Star, Diana Redwood and Carla Britton. Back row, left to right, Ellen Provost, Annie Okpealuk, Ian Blake, Matthew Bailey, Bourke Betz and Christine Tait.

Tribal attorney Elizabeth Eggert accepts job with Pokagon Band



Photo by Brenda Austin

Former Sault Tribe Child Welfare Attorney Elizabeth Eggert (above), recently accepted the assistant prosecutor position with the Pokagon Band of Potawatomi Indians in Dowagiac, Mich. She was presented with flowers and a framed letter of appreciation by Sault Tribe Board Representative Mike McKerchie (above right), during a luncheon in her honor. Eggert will be handling state court ICWA cases and tribal court cases on behalf of Potawatomi tribe. She worked for Sault Tribe from 2002 through 2007, then again from 2013 through 2018. In between those two time periods she also had a contract with the tribe as an associate judge and an indigent defense attorney. "I am going to keep working hard to help tribal kids in Michigan," Eggert said. "I live a bit closer to family now, so I am hoping to see them more often."

Battle at the Bridge champs



Photos courtesy of Lisa Moran

Soo Lakers PeeWee AA emerged as champions of the Battle at the Bridge hockey tournament in St. Ignace over Oct. 12-14. The team defeated Petoskey 3-1, McDougall Energy 5-4, Grand Rapids Blades 8-1 and Floreani O'Toole 5-1. In the championship game, they beat McDougall Energy 6-1. Seen here, standing, Head Coach Chuck Fabry, Nick Wood, Korsen Pace, Ethan Chambers, Cale Bell, Coach Eric Moran, Gavin Nutkins, Evan Kennedy, Cayd Esherich, Coach Andre Jaques, Ryan TenEyck, Drew Fabry, Coach Rodney Wilcox and Treyce Moran. Front row, Jacob Goodrich, Evan Hogleund, Jarret Crimin, Terek Sawyer, Michael Bontrager, Avery Wilson and Randen Blair.

Boo in the Soo tournament champs



The Soo Lakers PeeWee AA hockey team ended as the Boo in the Soo tournament champions in action over Oct. 19-21. The team went undefeated all weekend beating Rockford Rams, Macomb Mavericks, Lansing Spartans and, in the championship game, Escanaba 3-1. Back row from left, Head Coach Chuck Fabry; assistant coaches, Terry Metro, Eric Moran, Andre Jaques and Rodney Wilcox. Middle row, Cale Bell, Ethan Chambers, Drew Fabry, Evan Kennedy, Gavin Nutkins, Korsen Pace, Nick Wood, Cayd Esherich, Treyce Moran and Randen Blair. Front row, Jacob Goodrich, Jarret Crimin, Evan Hogleund, Ryan TenEyck and Avery Wilson; and goalies, Terek Sawyer and Michael Bontrager.

Ask the employee specialist: On moonlighting

Dear team members, this is another in a series of articles to provide information about company policies and practices and address questions from team members.

Team members who have questions they would like to see addressed in future articles are invited to send them to employee specialist Gloria Kemp.

Question: Does Sault Tribe have a moonlighting policy?

Answer: Yes. Sault Tribe does have an outside employment/moonlighting policy. It is part of the conflict of interest policy. According to the Sault Tribe policy, a conflict of interest occurs when you use your position in the company or knowledge of its affairs for outside personal gain.

The outside employment/moonlighting policy states "you shall not accept simultaneous employment with another company when that employment would present a conflict of interest. Such a conflict would



Employee specialist, Gloria Kemp

most likely be if the other company is a competitor or supplier of our company. A conflict might also arise if the hours or conditions of the other job interfere with your job performance or availability to work for our company." The outside

employment/moonlighting policy applies to both full-time and part-time team members.

Sault Tribe asks that you refrain from working elsewhere if at all possible. However, there is any number of reasons why you might want to work a second job. You may need extra money to meet regular household expenses, pay off debt or save for the future. Maybe you enjoy the work involved with the second job or you want to gain experience or build up a business. Maybe you just want to buy something special. Another possibility is that you don't feel your position with the tribe is secure and the second job gives you a sense of security so that you will have something to fall back on.

Any job outside of your regular job with Sault Tribe is considered moonlighting.

For example, you play with a band on weekends, build websites or repair computers, pizza delivery or work in a downtown

restaurant during your off hours. For whatever reason you decide to take on a second job, be sure to talk with your supervisor before you do it. A few departments have a specific form but most don't. Write a letter to your supervisor that gives the conditions and hours of your second job. Your supervisor and management have to approve the second job with concurrence from Human Resources.

Sault Tribe expects your employment with them to be your primary responsibility. Having a second job may cause you to be tired when you come to work and not be able to give 100 percent. The second job is no excuse of poor performance. Sault Tribe also does not see it as an excuse for absenteeism, tardiness or refusal to work overtime. If you find yourself in a situation where this happens, you will be expected to discontinue your second job. If you do not, and the poor performance continues, you are going to be

looking at multiple warnings that may lead to termination.

If you are considering taking on a second job, be sure to think about the pros and cons before you commit to it.

This article was prepared for general information purposes to help you to better understand Sault Tribe's policies and the workplace. The information presented is not intended as legal advice. While it was accurate at the time it was written, the controlling laws and tribal employment policies can change. You should always check the tribe's intranet for current copies of any applicable employment policies. If there are any inconsistencies between this article and applicable laws and/or policies, the applicable laws and/or policies shall apply.

Please send your questions to Gloria Kemp, employee specialist, at gkemp1@saulttribe.net or call 635-6050, ext. 26230, or mail to 523 Ashmun St., Sault Ste. Marie, MI 49783.

Walking on . . .

DAVID O. DEMMON

David Orrin Demmon died on Oct. 25, 2018, at home unexpectedly in Elk, Ark., he was 47. He was born on May 25, 1971, in St. Ignace, Mich., to Leonard Demmon and Nancy Taylor Hoult.



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

He is survived by his wife, Stacy at their home; children, Philip, Andrew and Aidan, all of St. Ignace; stepchildren, Spencer, Parker, Dylan and Carter; mother, Nancy (Jay) Hoult of Phoenix, Ariz.; father, Len (Kathy) Demmon of Minneapolis, Minn.; brother, Dean (Kelly) Demmon of Dawsonville, Ga.; and sister, DeeAnn (Patrick) Forster of Pittsburgh, Penn.

His grandparents, Maxine and Orrin Taylor and Theresa Downey/Leonard Demmon preceded him in death.

David was loved by all who knew him. He was an avid fisherman and hunter and loved all things outdoors. He will be greatly missed.

A memorial service took place on Nov. 3. Family and friends gathered on the beach on Shore Drive in St. Ignace for the spreading of Dave's ashes. In lieu of flowers, donations to the family would be appreciated.

LEANNA E. GRONDIN

Leanna E. Grondin, 68, of Cheboygan passed away on Oct. 29, 2018, at Hiland Cottage in Petoskey.

A lifelong resident of the area, Leanna was born on Dec. 11, 1949, in Cheboygan, the daughter of Bernard and Anna (nee Ranville) Grondin.

She was a graduate of Mackinaw City Public Schools, and later the Petoskey Beauty

Academy.

She married Randall Forrieder in 1969, who preceded her in death. She later married her former husband, Philip Bellrose. Leanna worked at Spare Time Lanes in Cheboygan for many years, and also owned and operated the Personal Touch Beauty Salon. Leanna was an avid bowler and was proud of her many achievements. She enjoyed crafts and making jewelry, and was a member of the Sault Ste. Marie Tribe of Chippewa Indians, the roundabouts and the Grandmother Moon Drummers, known by her spirit name, North Wind Woman. She was also a member of the Sacred Heart Catholic Church in Riggsville, and the Red Hat Society.

Surviving are her children, Christopher D. (Sarah) Bellrose of Boyne Falls and Nichole (Ted) Williams of Frederic; five grandchildren, Josh, Paige, Jeffery, Priya, and Madelynn; two sisters, Mary Lou Neumann of Arizona and Genevieve (Vance) Morgan of Cheboygan; six nieces and nephews, Sally and Gene of Arizona, Karrie and Jon of Cheboygan, and Sam and Lauren of Colorado; as well as many close friends.

She was preceded in death by her parents and two brothers, Butch and David Grondin.

A funeral mass was celebrated on Nov. 5, 2018, at the Sacred Heart Catholic Church in Riggsville with Rev. James Gardiner as officiate, interment is at Lakeview Cemetery in Mackinaw City.

Memorials may be made to Hiland Cottage in Petoskey.

Online condolences may be made online at the web site www.stonefuneralhomeinc.com.

The Nordman-Christian Funeral Home of Cheboygan is caring for the family.

RICHARD L. MCKERCHIE

Richard Leo "Dick" McKerchie of Sault Ste. Marie, Mich., passed away on Oct. 15,

2018, at War Memorial Hospital with family around him.

Dick was born on April 5, 1949, in Sault Ste. Marie, the son of David and Ruth McKerchie.

He was a member of the Sault Ste. Marie Tribe of Chippewa Indians, the American Legion and was a union member. Dick enjoyed going to the Legion for a beer and pull-tabs. He enjoyed old time music and his Detroit Tigers and Red Wing Hockey. He had a good sense of humor and was a hard worker. He was also known as Dickey Do, and if you needed a \$20 bill you got it, and if he borrowed a \$20 dollar bill he never forgot to pay it back.

Dick is survived by two sons, Eric (Nichole) McKerchie of Mississippi, and Angus (Barbie) McKerchie of Sault Ste. Marie; a daughter, Rae Ann, of Newark, Ohio; sisters, Myrl (Ed) Payment of Hessel, Mich., Bonita Hoops of Sault Ste. Marie, Lynnette (Bill) Marsh of Sault Ste. Marie, Brenda (Tom) Cook of Sault Ste. Marie, Susie (Dan) Henry of Howard City, Mich.; a brother, John "Jack" (Gayle) McKerchie of Newaygo, Mich.; grandchildren, Gavin, Paityn, Cassidy, Natalie, Chance and Cooper; many nieces and nephews; Hey now/How now, a lot of cousins; and a very good friend, Cheri G.

He was preceded in death by his parents, David and Ruth (nee McCoy) McKerchie; Tam McKerchie, Jeanene (Tom) Budnick, David (Jerry) McKerchie, Donald "Duck" McKerchie and Joan.

Visitation and services were conducted on Oct. 20 at the Niigaanaagizhik Ceremonial Building with Brother John Hascall officiating.

The family of Dick McKerchie sends a special thank you to the



War Memorial Hospital staff for his care. Clark Bailey Newhouse Funeral Home is assisting the family with arrangements. Online condolences may be left online at www.clarkbaileynewhouse.com.

PAUL C. GERRISH, DDS

After a long and courageous struggle, Dr. Paul C. Gerrish, DDS, 76, was surrounded by his family as he went to be with his Lord on Oct. 20, 2018. He passed away at St. Vincent Hospital in Green Bay, Wis.

Carrying on his memory with honor are his wife Jo (Aune) Gerrish, married June 24, 1967, and celebrated 51 years of love, family, and experiences; his children, twins Mikki and Marla, Melanie and his joy, Michael.

Paul was born Dec. 20, 1941, in Sault Ste. Marie, Mich., to parents Rose and Andy Gerrish. Rose—still full of love and energy—recently celebrated her 98th birthday. Paul was the second of four siblings, Brenda (Gerrish) Stratton, Ann Marie (Gerrish) Bour and Bob Gerrish. He was the proud and loving grandfather to seven grandchildren and many nieces and nephews.

Paul was an avid sportsman and fisherman from age 5, excelling in hockey, baseball and football. He played hockey on the esteemed All-Star teams at all levels. He and his dad made sure there was always a well-groomed ice rink in their yard so he could spend as much time as possible on the ice. He attended The University of Michigan and played for their hockey team. He completed his advanced degree from the University of Detroit School of Dentistry.

Dr. Gerrish established his dental practice in Harvey in 1974. He and his father, Andy, a carpenter, converted a small



home and boat shop into what became an honest and caring dental practice. He treasured his patients and the friendships that ensued. He sat on the Board for Lords Dental Lab, and he was a member of the Crown and Bridge Francis B. Vedder Society, the Superior District Dental Society and finally the ADA.

Paul was a very proud member of the Sault Ste. Marie Tribe of Chippewa Indians. He was on the Elder Board and was honored to be chairman of the Health Board.

He was a member of the Chocoy Twp. Lions Club, St. Louis the King Catholic Church and the Woodturners group of Marquette.

In retirement, Paul became an avid woodworker. He taught himself how to build an ocean kayak exclusively from cedar. He also created ergonomically correct wooden spoons from exotic woods, for both right and left-handed chefs. Woodworking became his passion in his retirement years.

Paul bravely and willingly endured any pains just to be able to have as much time as he could with his family. Above all else, his family meant the world to him and his happiest times were those surrounded by the people he loved so dearly.

Visitation was at the Swanson-Lundquist Funeral Home. On Oct. 27, at St. Louis the King Catholic Church in Harvey. A Mass of Christian Burial was celebrated with a reception following the ceremonies at Fr. Gauthier Hall. Burial will be made in the Park Cemetery.

In lieu of flowers, memorials may be directed to Green Lake Hospice, 745 South St., Suite 4, Green Lake, WI 54941 or St. Louis the King Catholic Church, 264 Silver Creek Rd., Marquette, MI 49855. Condolences may be expressed online at www.swansonlundquistfuneralhome.com.

DOING WHAT YOU ELECTED ME TO DO...REPRESENT YOU:



Presiding over the second day General Assembly at the NCAI 75th Anniversary meeting. Above, Founders of NCAI in 1944. Below, today's NCAI Executive Committee.

Representing All Members Everywhere

Ahneen, Boozho, Negee,

When I first ran for the Tribal Board, I set a record at 30% more votes than anyone ever earned. In my first re-election to the Board, I received 122% more votes or about 75% of the votes in Unit 1. In 2004, I defeated a 17 year incumbent by the thinnest of margins and was not re-elected in my first re-election attempt as Chair. In 2012, I was re-elected with nearly a 1,000 vote margin and was re-elected in 2016 by a margin of 6%. Losing an election, makes me all the more grateful to be given the opportunity to serve you. While I had the full authority of the Chair's office in 2016 when re-elected, I no longer have any administrative authority and do not even have a secretary. Nonetheless, I choose to positively apply my skills and strengths to those things I can in Sault Tribe Members from all units and across the Nation, and to the benefit of all Native people.

IN PROUD SERVICE TO OUR PEOPLE

In order to accomplish the most with the least amount of resources, I have reached out to secure appointments to regional and National level Native American Advocacy groups. What follows is a description of each and how they benefit not only all Natives, but also our Sault Tribe Members back home.

NCAI

I first became aware of the work on the National Congress of American Indians in

1990 while I wrote my first Master's thesis in 1991 on U.S. Indian Policy. Much of the documentation I needed on tribal sovereignty and the broad range of issues affecting Indian country came from the NCAI archives. In 2006, while I served as Tribal Chair the first time, I had the honor of hosting the NCAI Midyear conference on our reservation. In 2012, when Tribal voters returned me to office as Chair, Cathy Abramson pushed me to get involved at the National level including health care, in creating the Bemidji Area Health Board, budget appropriations, education, and in protecting our sovereignty. As a Tribe who does not make any appreciable contributions to Members of Congress, we have to leverage our impact. This is accomplished though our participation in NCAI.

NCAI is governed by 12 Regional Representatives and four Offices (President, 1st VP, Secretary and Treasurer). I started my service as the Midwest Regional Rep (2013), then was elected as Secretary (2015) then as 1st VP (2017) with nearly 70% of the vote. Despite attacks on NCAI which are unfair and unfounded, I am honored to follow in the footsteps of our founders from 1944 (see picture at the top of the page) who wanted to create a better life for all American Indians. I am grateful for the support our tribal voters first for electing me and other tribes for granting me this leadership role to benefit all American Indians.

NCAI leads the way in budget formulation prep work. In fact, as an officer of NCAI (1st VP), I have presented the proposed budget for all of Indian Country twice in the Senate Indian Affairs Committee, and once in the House and once in the Senate on our Infrastructure needs. In total, I have testified in Congress well over a dozen times. These opportunities arise out of work I do with NCAI. While NCAI is facing some personnel challenges, I am not going to dignify the ignorant comments made by some of our Board members in the last edition of our paper. Instead, I will go



about representing you and all of Indian Country through my service with NCAI.

HHS STAC

Again, I need to give credit where it is due. Cathy Abramson was serving on the Health and Human Services Secretarial Tribal Advisory Committee and urge me to attend my first budget formulation hearing to testify. This group exists to advise the HHS Secretary on issues affecting health, head start, Medicaid and Medicare, the Affordable Care Act and Medicaid Expansion and 3rd Party Revenues which brought an additional \$10 million to our Tribe's Health Care system, and more. This group meets four times a year with our meetings culminating with a session with the HHS Secretary.

While I took a brief hiatus to finish my doctorate degree, I have served under four HHS Secretaries. While we currently have some threats to Medicaid Expansion with State work requirements and undue adverse pressure from the Centers for Medicaid Services, it is all that more important that we be at the table. While serving on the HHS STAC, I have been a Bemidji Area Representative, Vice-Chair, and have chaired annual budget consultation sessions. Though the HHS STAC, I have made connections with the Office of Minority Health ~ Health Research Advisory Council (HRAC) NIHTCAC (National Institutes of Health Tribal Consultation Advisory Council), and SAMHSA (Substance Abuse and Mental Health Services Administration).

HRAC

While previously serving on HHS STAC, I emphasized the importance of data driven decision making. Two things were occurring at that time ~ our Tribe was undertaking creating our Tribal Action Plan to

deal with the rapid rise in overdose deaths suicides and epidemic level addiction to Opiates and related drugs. Much of the work and interventions focus on dealing with the symptoms and acute nature of the addiction with little attention to systemic reasons that explain why Natives have the worst stats on most dimensions.

As a researcher, I understand Historical and Intergenerational Trauma, Cultural Discontinuity, and Tribal Critical Race Theory to be the social ecological underpinnings that explain why we have such high rates of suicides, low educational attainment, and drug and alcohol addiction. I got involved in HRAC to share this perspective, promote data collection for data informed decision making, building tribal capacity to do their own research, and create tribal institutional review boards. In the past and currently I serve as the Chair of HRAC.

NIH TCAC

While promoting data collection and data driven decision making on both HHS STAC and HRAC, I was recruited to be part of the inaugural National Institutes of Health Tribal Consultation Advisory Council. This is an exciting group as we get to work directly with Dr. Fred Collins and his research in unpacking the Human Genome project for which he mapped. We advise NIH in all aspects of their work as it deals with American Indians including the culturally appropriate use, handling, and disposal of human samples related to cellular and DNA research. Of particular interest to me given I recently lost a brother to Cancer and to understand why some become addicts while others do not, I wish to better understand the balancing act between the age old nature v. nurture argument. From what we know of the Human Genome, it is likely we

will be able to understand the respective role of environmental factors in one's life, and their respective and relative role as antecedent variables.

Given genetic precursors, longitudinal research here, may help us to understand how to manipulate factors to live our best life. For instance, rather than starvation diets to ward off diabetes and obesity, knowing the exact nutrition suited to our individual genome, may simple mean selecting a full diet that is suited to us to ward off chronic disease. During my service in the NIH TCAC, I have served as a general member, acting Chair, Chair and was recently unanimously voted in by my colleagues as Chairperson. Though my work here, I have conducted two National Consultation sessions for the NIH TCAC ~ including a specific one dealing with the Opiate Crisis.

SAMHSA

Recently, I joined the Substance Abuse and Mental Health Services Administration Tribal Technical Advisory Committee. Growing up in an alcohol and substance abuse addictive home, I made choices in my life to protect myself from a similar fate. One of these choices was to spend my first three years in college studying to become a counselor including the requisite CAC (Certified Addictions Counselor) course work. I changed majors, however, after my counseling practicum which was heart-breaking. As someone who lives an authentic traditional Anishinabe Biimaadziwin, I am drug and alcohol free and have been since 1993 to support my sister's sobriety. Director Masaway serves as an Alternate on this committee and has done a good job. I was recently appointed as a principle member as a representative of the National Congress of American Indians. Once again, you can see the far reach of NCAI in helping to formulate American Indian Policy.

In the work leading up to my appointment to SAMHSA, I have:

- Facilitated several sessions at NCAI on the Opiate Crisis;

who are struggling with Opiate addiction. While some find it easy to blame the victims of this epidemic, these are our people and deserve our love and support and not judgment.

TIBC

TIBC stands for the Tribal Interior Budget Committee. This is a group of tribal leaders from across the country to work directly with tribes to understand our program and services needs and advocate for full funding in fulfillment of the treaty and trust responsibility for which tribes pre-paid through treaties. I was recruited to serve on TIBC by former Regional BIA Director Diane Rosen (RIP). The principal appointees are Chairman Darrell Seki from the Red Lake Tribal Nation and Chairman Chris McGeshick from the Skoagon Chippewa. As an alternate, I do not attend all sessions but keep abreast of our needs regionally and have testified in Congress on the culmination of our efforts from all regions in formulating the national tribal interior budget.

A specific success has been to advocate and see increases during tight fiscal times such that increases in Indian budgets are keeping pace or exceeding other Interior budgets. With the current administration, our work is critical in providing justification to Congress to override proposed 30% cuts, and instead see at least modest increases if not level funding. I am most proud of having helped to facilitate and ensure 100% participation from our region.

NACIE

This assignment is a Presidential Appointment made by President Obama and transcends presidential terms. Shortly after the 2016 election, the continuation of the National Advisory Council on Indian Education was in question for nearly nine months. After six months of no activity, I wrote a letter to the Secretary of Education ~ Betsy DeVos to urge her to allow us to continue. I emphasized that our issues are not partisan, that American Indians negotiated and pre-paid for the right to an education, and that as a former Charter School President for the JKL Bahweting Anishinabe School, that I and other tribal leaders are very open to the idea of "choice". While 7% of Indian pupils are educated under the Bureau of Indian Education system, 93% of our youth are educated in the public school with the graduation rate hovering just above 50% which is the lowest of any group. Fortunately, Secretary DeVos agreed and allowed our NACIE group to continue.

NACIE was created by Congress following the 1969 Kennedy report which acknowledged both the federal

Living Our Best Lives ~ A Tribal Youth from the NCAI 75th Anniversary Celebration. Just five years old, this young man is building his resiliency through embracing his culture. If stripping away our culture was the problem, returning it is the solution.



NCAI EDUCATION SUBCOMMITTEE

When I returned to office in 2012, I chose to re-dedicate myself to Indian Education. This is after all my expertise with my doctorate. My first step was to attend all Human Resources and Education Subcommittee sessions during NCAI convenings. My concern was that education was not sufficiently elevated as a priority so I got personally involved. As my role evolved at NCAI from voting member to Regional Vice President to Secretary to First Vice President, I used my changing role to increase attention and awareness of the high drop out rate for education and poorest education experience in our communities whether it was through the Bureau of Indian Education or Public School system.

I am happy to report that NCAI has developed an Education Tool Kit for Tribal Communities to use to assess their needs through the use of data tools, to share best practices of what successful tribal and charter schools are doing, and to adopt a truly self-determined approach to ensuring tribal youth, young adults and returning students take advantage of our pre-paid treaty right to an education.

ESSA NEGOTIATED RULE MAKING

Through my work with NCAI, I was nominated in 2015, to serve on the National Negotiated Rule Making Team for implementation of the Every Student Succeeds Act. I was one of 20 individuals appointed from among hundreds of nominees from across the country. I was nominated by NCAI and the National Indian Education Association due to my commitment to Indian Education. Both NCAI and NIEA served as my technical advisors in this process. ESSA replaced NCLB for creating a National expectations for the continuation of education equity for all students. While the general population does not have a Constitutional right to an education, Americans do have an equal opportunity per the 13th Amendment and an expectation of equity for those who have built-in disadvantages like underserved ethnic minorities, women (Title IX) and students with disabilities (ADA).

ESSA ensures a continuation of our American value for an equal and equitable educational opportunity. Native Americans, however, have a unique and pre-eminent right per the treaties which are pursuant to the Constitution. My knowledge of this and advocacy was facilitative in convinc-



Community College Board of Regents. Today, I serve as the Vice Chair and get to use my doctoral education and extensive educational administrative background in fulfilling our purpose as a Tribal college. I absolutely love this work as easily the largest segment of their student population are Sault Tribe members. My background as a former Charter school president and higher education administrator make this a meaningful and rewarding experience. Graduation time is one of the most inspiring times as it gives me hope that our future generations are preparing for their turn to lead.


ITC, UTM & MAST

These three entities exist in large part in fulfillment of our Anishinabe Three Fires prophecies. I live our Anishinabe Biimaadziwin. As such, I am committed to our inter-tribal unity as we are the same people. The **Inter-Tribal Council** is the oldest of the three and just celebrated 50 years of service to Michigan Indian people. ITC acts as a conduit to bring services from private foundations and grants from the State to implement child and head start services, sanitation and environmental services, capacity building for tribes, and more recently data collection and analytics for combatting social challenges like addiction and the Opiate epidemic. I was recently unanimously elected by my fellow tribal chairs as Chair of ITC.

United Tribes of Michigan takes our unified approach to another level by advocating for tribes as a non-profit. While we cannot lobby, we push issues of benefit to tribes like full funding for the Indian Tuition Waiver, addressing the issue of Indian Mascots, environmental threats, and promoting tribal culture and tourism. We successfully pushed for enactment of amendments to the Michigan Indian Family Preservation Act. Twice now, I have been unanimously elected by my fellow tribal chairs as the UTM President.

The Midwest Alliance of Sovereign Tribes is much like NCAI but with a focus on regional, as well as, National advocacy. I have served as Vice Chair for four years now. We meet at least twice a year with one convening being in Washington DC to share issues then to hit the hill to educate Members of Congress of our issues but also to remind them of their trust responsibility toward tribes. I am confident that our work as well as, that of NCAI has build a level fidelity by Congress to safeguard our funding while the President has proposed up to 30% cuts to

Chi McGwitch, Negee!

Indian pro- 

BMCC

Two years ago, I was appointed to the Bay Mills

First CWD positive deer found in Upper Peninsula



KIMBERLE GRAVELLE
DIRECTOR, UNIT I

Hello, I reported back in April of this year about the chronic

wasting disease (CWD), which is affecting the white-tailed deer in the 1836 Ceded Territory. In October, the first CWD positive deer was detected in the Upper Peninsula of Michigan.

Because white-tailed deer are among the most important subsistence species to our tribal members, we need to take this issue seriously. CWD is transmitted from deer to deer. Studies show that CWD occurs fast enough for it to persist despite the rapid deaths of the diseased deer.

In September 2018, the board of directors instituted the following regulations for the CWD Management Area (Kent, Ionia, Montcalm, Mecosta, Newaygo,

and Ottawa counties):

— Transportation of deer carcasses from the Chronic Wasting Disease Core Area is prohibited unless it is deboned meat, quarters or other parts of a cervid that do not have any part of the spinal column or head attached, antlers, antlers attached to a skull cap cleaned of all brain and muscle tissue, hides, upper canine teeth, or a finished taxidermist mount.

— Baiting and feeding of deer in the CWD Management Area are prohibited.

— The possession and use of natural cervid urine-based lures and attractants while hunting or trapping game species is prohibited with the exception of

synthetic cervid urine-based lures and attractants or natural cervid urine-based lures or attractants that are labeled with the official Archery Trade Association Seal of Participation is legal.

Even though a deer has tested positive for CWD in the Upper Peninsula, no regulation changes have been made at this point. CWD is a very serious disease and it is an unfortunate reality that we have to manage this disease. Our hunters can help by having their deer checked.

Hunters please note that new regulations are in place for baiting, lures and transport for deer in parts of the lower peninsula. For more information about

CWD management, you can contact the Wildlife Program at (906) 632-6132.

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

I want to take the time to thank all the team members for the hard work they do every day for our tribe. It is appreciated and it was good to see those who attended the Employee Recognition Luncheon.

Please feel free to call me at (906) 203-6083 or email me at KKGavelle@saulttribe.net

Thank you,
Kim Gravelle

Sacred water ceremony held at Mackinac Bridge



LANA CAUSLEY-SMITH,
DIRECTOR, UNIT II

Line 5 has been a long-standing concern for our people and our water. By the time you read this report our second (the first was September 2016) “Nokomis Ogichidaa” rally and sacred water ceremony at the Mackinac Bridge will be in the books. I was honored to work with our admin and casino staff, team members, fisherman, pipe-carriers, community members, other tribal board members and other leaders on this. You can be proud that the women (women speak for the water) in our community, workforce and entire board stood together to make this happen. I would like to personally say chi miigwech to all who helped and will bring awareness and protection to the ceremony and rally. Our connections and sacred ceremony will be done in the right traditional way and for that all members of our tribe should be proud and filled with relief, that we can take the lead, are involved and speak what needs to be spoken. All tribes in the state have been invited which included those of the Chippewa Ottawa Resource Authority.

People ask, “Well, what can be done now?” This is my always-instant response, “All we can do is educate and bring awareness and not go away. The governor did meet with tribes for our input at annual state/tribal summit times but it seems our input and concerns have not been considered. The discussions and deal making with Enbridge was without our consultation and this will take the next governor out of mix by then bypassing any of our input and concerns and letting others have authority over this tunnel project, the state will put it in someone’s else’s hand and end any consultation with us as tribes. We need to be vocal like we have always have had to do and

will continue to have to do every single day.”

I truly believe that going to back to our people and our ceremony is the only way we can survive the threats we have against us. We can lobby and educate at the state and nation levels (and that’s done well within our tribe, too), but back to the traditional ways and coming together as the people of the Great Lakes is what will make us strong, remind folks we will not be forgotten or dismissed and educate our own with the real threats that face our children and grandchildren.

We are known as the people of the three fires, originally one people, or a collection of related bands, the ethnic identities of Ojibwa, Ottawa and Potawatomi. Ojibwa are known as the “keepers of the faith,” Ottawa are known as the “keepers of the trade” and the Potawatomi are known as the “keepers (maintain) of the fire.” An old teaching that we all need to hear again and again.

I know in our present day there are many different views on the pipeline and the business that comes with it but one thing is for certain, Indian people have a responsibility to help in any way to protect clean water for every single animal, plant and human being here, that’s what we value and what we need to survive. That should be enough for everyone to agree on protecting our Great Lakes and our clean water source and please remember, it’s our oldest and most longstanding treaty right, protected our way of life

through fishing and simply needing it for all of us to survive. There is so much more that I could say and will in my next report (this is

due by 5 p.m. today) and give you a complete update on the event scheduled for Nov. 8.

Baamaapii

Lana Causley-Smith
Sault Ste. Marie Tribe of Chippewa Indians
Board of Directors

Sault Tribe Nokomis Ogichidaa

LINE 5 RALLY, NOV. 8

JUST SAY ‘NO’ TO LINE 5 TUNNEL

WHO: Sault Ste. Marie Tribe of Chippewa Indians Nokomis Ogichidaa is sponsoring this rally. Great Lakes tribal leadership, water protectors communities have been invited, and it is open to the public! We encourage all those who care about the waters to join us in support!

WHAT: Rally to Protect the Great Lakes from Enbridge Line 5. Gov. Rick Snyder has decided to hand over the Enbridge Line 5 Tunnel to the Mackinac Bridge Authority. The arrangement would keep the next governor from undoing the agreement.

The mid-term election will **NOT** stop Snyder from saddling the tribes, the state of Michigan along with its citizens and the MBA with a dangerous project with dangerous consequences. It will take 10 years to build the tunnel — and Line 5 will be running as usual through the Straits during that decade, unless it explodes.

WHERE: Bridgeview Park, next to the Mackinac Bridge north side.

WHEN: Rally is at 10 a.m. Water Ceremony is at 12 p.m.

The Bridge Authority is holding a public meeting on Nov. 8 at 9 a.m. at Little Bear Arena in St. Ignace, just before the rally! The Bridge Authority meeting will provide an opportunity for citizens to weigh in on the tunnel plan. Tell the MBA what you think!

“The current administration, through agreements with Enbridge, is handing this private, foreign corporation access to our powers and authority through a “shotgun wedding” between the Mackinac Bridge Authority and Enbridge.”
— Barbara J. Brown, Vice-Chair, Mackinac Bridge Authority

“We as Anishinaabe Kive are protectors of our sacred water. We as grandmothers and mothers have a responsibility to our children to do everything we can for the future of our resource and lifeblood. This is a grassroots effort led by women to protect and educate of the dangers we face when our water is threatened. We will gather humbly, yet assertively, and commit ourselves to that protection that is needed today and always.”

Relationship with U.S. is rooted in treaties



JENNIFER MCLEOD,
DIRECTOR, UNIT I

Aaniin, Anishnaabek, as I sit to write this month’s article, I

contemplate our future. We are two days out from elections and knowing who will be chosen to help lead this country. Tribes everywhere are preparing to deal with whomever and whatever we are faced with. It is easy to become overwhelmed with worry and the uncertainty of the unknown, but one thing we can all be assured of is that there will continue to be change, and much of it will not be good for Indian Country.

Now, more than ever, it is important that we remember who WE are and where WE come from. We are Anishnaabe, and this is our home. We have ALWAYS been Anishnaabe and this has ALWAYS been our home. Our relationship with the federal government is

firmly rooted in the treaties that were made between our Ojibwe/Chippewa tribe, and the nation of the United States; a nation-to-nation, government-to-government relationship. That has not changed and will not change.

By the time this article reaches you, we will know who the new elected officials are. I want to assure you that no matter who is elected, they will learn that “Treaties are not Discretionary.” I will be there, along with many tribal nations throughout the United States who will also be there, educating, advocating and defending (if need be) to ensure that those “prepaid” treaty rights are not forgotten. Tribal leadership from all nations will make sure of that. But, regardless of what the US elections bring, it is

how we care for each other that determines the strength of our tribe — it is that caring that has gotten us through the very worst of times. I know many, many caring tribal members and, from what I see, our tribe is great and our future is solid.

In this month of Thanksgiving, I have so much to be grateful for. As always, if I can be of any help or service to you, please do not hesitate to contact me.

Anishnaabe gagige (Anishnaabe for always),
Jen
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Morrow gives update to Unit IV membership



**DARCY MORROW,
DIRECTOR, UNIT IV**

It has been a busy month traveling for our fishing treaty rights. With the 2020 Consent Decree expiring, we need to do our due diligence and be ready. We attended a meeting in Bay Mills for two days this past month to discuss the 2020 Consent Decree with the CORA tribes. We also attended our own Conservation Committee meeting and the CORA meeting in Petoskey. Our legal counsel for 2020, Mr. Mason Morisset of Morisset, Schlosser, Jozwiak and Somerville, has been on site and meeting with fishermen gathering more of their input. If there are fishermen out there who haven't had a chance to talk with Mr. Morisset, please contact Director Chase or myself and we will help facilitate a meeting.

Director Chase and I have been busy working on classes for our Unit IV area. We have started out with hosting three dream catcher workshops that will be held in Manistique, Escanaba and the Sands Township Hall. We have had a huge success in participation; our first two classes in Manistique and Escanaba are full and we have waiting lists for both! Director Chase and I are very excited to start hosting classes in Unit IV. After the New Year, we will have a list for 2019 of workshops that will be held around our Unit IV communities.

I had the opportunity to attend the drum making workshop host-

ed by Community Health this past Saturday with Bud Biron in Manistique. It was such a nice relaxing day for everyone who attended. Bud is a great teacher who made the drum teaching a fun learning process.

Unit IV Sault Tribe children's Christmas parties — must call and register your child in advance:

Escanaba children's party will be held Dec. 8 from 12 to 3 p.m. at the Escanaba Civic Center, 204 21st Escanaba, Mich. For the Escanaba party you must call in your child's name and age by Dec. 5 at 5 p.m. to Darcy Morrow (298-1888), Denise Chase (203-2471) or Viola Neadow (341-6993).

Manistique children's party is on Dec. 15 at noon to 3 p.m. at the Manistique Tribal Center on US-2 Manistique, Mich. For the Manistique party, you must call in your child's name and age by Dec. 12 at 5 p.m. to Darcy Morrow (298-1888), Denise Chase (203-2471) or Viola Neadow (341-6993).

For the children in Unit IV Ishpeming, Gwinn, Negaunee, Little Lake, Republic, Skandia, Champion and Trenary, we will be combining with Unit V Marquette elders again this year. In a few weeks, look for the information we will be mailing to each of your homes for the children's Christmas party sign up.

Unit IV recreation opportunities

Great news for Unit IV when it comes to fitness — tribal members and their families can now use the YMCA of Marquette County at no cost to them. Tribal members who wish to use the services of the Marquette County YMCA must bring their tribal cards with them on their first visit and fill out a day pass registration form that includes the names of all the members of their household. Once that is on file, members and their dependents can check in with their tribal cards, or by letting staff know they are a registered user of the facility.



Called Together by Faith: Justice for Creation was an interfaith event on Oct. 6 at the Presque Isle Pavilion in Marquette, Mich., to explore out connection and kinship to creation and the environment, organizing around issues of climate, justice and poverty, water and jobs. Above, Anthony Rinna, right, explains Sault Tribe's spill response plan. Below, Eric Clark (left) and Brad Silet of Natural Resources man an information booth.



For parents with young kids aged six weeks to 7 years, there is an on-site Tot Watch program. Parents must be in the building attending a class, using the sauna or exercising to use the program. And the YMCA is extending their member rates of \$3.75 an hour per child for this service. The Tot Watch program is staffed Monday through Friday 9 a.m. to 12:30 p.m., and from 9 a.m. to 11 a.m. on Saturdays.

In addition to the facility's



A drum making workshop was hosted by Community Health in Manistique recently and taught by Bud Biron.

cardio and strength training equipment, they offer free drop-in fitness classes such as yoga, Pilates, a barbell-based class called Strong Bodies and an older adult fitness class specific to healthy aging. These classes are located on the lower level of the building and last from 30 to 60 minutes. Also, on the lower level are the sauna, locker rooms with showers and a group fitness space for aerobics or yoga.

Youth and adults alike find the rock wall in the bouldering room a fun activity and if you are in the mood for coffee and conversation there is an area for that. There is also a free book exchange available, so bring in your old books and pick out a "new one" while you are there.

The Marquette County YMCA is at 350 Iron Street in downtown Negaunee and open from 5 a.m. to 8 p.m. Monday through Friday, Saturdays from 7 a.m. to 3 p.m. and Sundays from 10 a.m. to 3 p.m.

Tribal members, their spouses and children can now access Sullivan's Health and Fitness at 1401 N. 26th St., Suite 118, Escanaba, Mich., inside the Penstar Building.

Tribal members residing in the Escanaba area can call or email Sullivan's for an appointment to fill out membership paperwork, tour the facility and have a membership swipe card programmed. You will need your tribal card and a photo ID at this appointment.

Tribal members who register with Sullivan's can access the gym Monday through Friday from 6 p.m. to 6 a.m. and have 24-hour access on weekends. Because Sullivan's is typically not staffed after 6 p.m., the membership swipe cards provides access and allows you use of all equipment. An adult must accompany youth under the age of 17 and guests who have not filled out proper paperwork are not permitted in the gym. Gym membership also includes the use of shower facilities and a small locker area.

Training equipment includes a large open group exercise area, flat screen smart TV and digital workouts, treadmill, exercise bike, battle ropes, medicine balls, wall balls and targets, push/pull/drag sleds, free weights, bench stations, assistance and resistance bands, etc.

We would like to thank Health Director Leo Chugunov for making both health initiatives a reality for tribal members and their families. Director Chase and I have brought these service ideas to the health director and we will continue to work with him to provide more services.

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

Thank you,
Darcy Morrow
Unit IV Representative
dmorrow@saulttribe.net

Over 900 employees recognized at luncheons



**MICHAEL MCKERCHIE,
DIRECTOR, UNIT I**

Recently, our organization got to celebrate team members' longevity with special employee recognition lunches. Over 900 employees were recognized, with many celebrating decades of service to our tribe! It was a pleasure to be part of the celebration and honor those who help our tribe succeed. Thank you to the Employee Recognition Committee

for putting on this great event. Recognizing employee longevity is a much-needed benefit and a step in the right direction to honoring our employees. Hopefully, we continue this trend and prioritize and show the employees how much we value them working for our organization and improving our community. Chi miigwech.

I also had the opportunity to attend the National Congress of American Indians (NCAI) 75th annual conference. While there, I attended various breakout sessions and obtained valuable updates on several threats facing Indian Country, including attacks to our sovereignty by a federal court case that deemed that the Indian Child Welfare Act (ICWA) was unconstitutional. ICWA is a 40-year-old federal law enacted to protect Native children and is often considered the gold standard to be used for any child welfare concerns. Many states have expressed that they will continue to recognize ICWA because it works, but the threat is there and

unfortunately, it's only one of many. The Mashpee Wampanoag Tribe recently had land taken out of trust—an unprecedented move that hasn't occurred in recent times. Taking land out of trust not only violated a tribe's sovereignty but it also violates the federal government's role as our trustee. This demonstrates a serious lack of knowledge on how our sovereignty works and how it's protected in the United States Constitution. In the same section that gives powers to Congress to tax, coin money, have a post office, declare war, to raise an army and maintain a Navy, etc., is also where it allows Congress to "regulate commerce with foreign Nations, and among the several States, and with the Indian Tribes."

If it can happen to one tribe, it can happen to any tribe. Through national coalitions like the NCAI, information is given out on these threats and how to combat them. We are in the process of identifying what else can be done and what other threats are occurring.

On a more positive note, many of the sessions provided much needed information on combating the opioid epidemic, improving our schools, protecting our environment, among other areas of concerns.

Our board continues to move forward in our 2020 Great Lakes negotiations. We recently met with the other tribes out in Bay Mills in an attempt to identify what processes might work moving forward and start identifying areas of agreement among the tribes. It's been a slow process but I'm glad we're taking the time to address all the issues that we will face and are trying to come up with possible resolutions. The process also has identified the many areas that we need to come together and agree on how to proceed. I'm confident that our board will work diligently together and have a unified voice on these important topics of our treaty rights.

I wanted to also thank all those involved bringing the manoomin processing workshop to the Sault.

It was a well attended, fun and educational demonstration of the gathering of wild rice and its traditional preparation. Roger Labine from Lac Vieux Desert is an excellent source of knowledge on the traditional indigenous food and it was great to see so many people from the community involved.

We also had an excellent strategic planning session hosted by our own Planning and Development Department. The board has had several sessions identifying and prioritizing our goals and objectives and is nearing the plan's completion. Updating the old and antedated plan and helping our tribe focus back to what matters most has been a positive experience. I look forward to the final product and wanted to thank our team members involved.

As always, I encourage you to be an active part of your community. Get out there and attend meetings, join committees, provide input to shape our nation. Please contact me to further discuss issues at (906) 440-7768.

Hopeful tribe moves in good direction for all



**BRIDGETT SORENSON,
DIRECTOR, UNIT III**

I am hoping but not very confident that the ways of the tribe will move with the best interests of the whole tribe and not just a select few. It is very frustrating when hard working people come to work every day and do their job. Many of our team members love their job but not the politics of it. I think it is a darn shame when you are not treated on what you do but who you are.

My parents as well as many of my extended family taught my brother and I about life. Life is what you make it and you are responsible for your own actions. My parents for several years worked for the same businesses seasonally and put in many hours sometimes working six to seven days a week. My grandmother worked in the same restaurant for 49 years, retiring due to health at 72. My great-grandmother raised eight kids alone

after her husband died at a very young age and still worked as a schoolteacher. For these reasons I am the person I have become. Personally, I would want to earn my own way, be promoted and keep my job because of my work ethic and what I bring to the table.

I am not going to deny that sometimes team members don't get a fair shake but more often than not, there are ones who get all the breaks. They are able to make people miserable because they are "untouchable." These kinds of situations are why there is so much dysfunction in our organization and low morale.

This is allowed to happen if you are a supporter of the chair or you come from an influential family. Some board members are allowed to bring anything to the table and others are condemned. What happened to that Oath of Office and being in the best interest of the whole tribe?

We are currently working on budgets for the government, EDC and casino for the next several weeks. It is nice when we can add days to our schedule so we can just concentrate on budgets and work through them.

I had a great time dragging a couple of my co-workers out to distribute items to the Sault Tribe Head Start kids during their Halloween parade. The children are not allowed to have candy, with so many allergies, so they received much cooler items such as rings, pencils, glasses, balls, Playdoh, bubbles and snacks.

Their bags were very much overflowing and the faces priceless.

The team member recognition luncheons were very nice. There were some incorrect years of service calculations that took place and are hopefully being corrected by Human Resources. I heard nothing but compliments from people. It was great to see some of the people you always talk to on the phone or in email and match a face to it. The committee did an excellent job of putting this event together as well as all the team members that setup, cooked, served and cleaned up. I am happy we could do this for our most valuable assets of our tribe. Beginning in 2019 these luncheons will take place in the spring.

I have been working with some of our very talented people to bring some workshops and teachings to St. Ignace in 2019. I am hoping to have a schedule of these events in the next month. All five units have hotel tax dollars to be able to use towards cultural and educational activities. I will also be working with Sue St. Onge and YEA to hopefully help their program needs.

The Sault Tribe Unit III Christmas party will be on Sunday, Dec. 9 from 1 to 4 p.m. at the Kewadin Shores Event Center. The Shores team has been preparing for this event. We can't wait for Santa to arrive.

The annual Sault Tribe Elder Dinner for units I, II and III will take place in the Sault on Thursday, Dec. 13 at noon. Please

call the Elder Division, 635-4971, to reserve your seat.

I believe we have about 600 more elders this year so that means the elder checks will be about \$30 less than last year. Remember that this is only paid out of the interest of the Lands Claim Fund divided by the number of members 60 and older.

Selection has been made on all the elder apartments; I believe that many of the applicants were

accepted with little to no waiting list. The vacant houses on the reservation will now be renovated for new families to move in.

There have been so many tragic deaths lately in our communities. My thoughts go out to those families who have been affected.

Please contact me with your concerns at bsorenson@saulttribe.net, bridgett91@yahoo.com or (906) 430-0536.Sa

Health Division's September Employee of the Month



Photo courtesy Sault Tribe Health Division

Employee of the Month for September is Nicole Krzyzanski. Nicole, pictured below with Health Director Leo Chugunov, is an administrative assistant at the Sault Tribe Health Center in Manistique. Thank you, Nicole, for all you do.

More tribal announcements

Sault Tribe Board meeting date changed

SAULT STE. MARIE, Mich. — The Sault Ste. Marie Tribe of Chippewa Indians Board of Directors meeting scheduled for Dec. 4, 2018, has been changed to Dec. 11, 2018.

Sault intramural kickball for teen fun and fitness

The Bahweting Anishinabek Tribal Youth Council teamed with Sault Tribe Community Health in an effort to make staying fit a team goal for all teens.

Intramural kickball for middle and high school students is available through Dec. 13 on Tuesdays and Thursdays from 5 to 6 p.m. in the basketball court of the Chi Mukwa Community Recreation Center in Sault Ste. Marie. Co-ed teams. Players will be divided equally. Games played will depend on how many youth attend per session.

No games are scheduled on Nov. 20 and Nov. 22 during Thanksgiving break.

On Tuesdays, Nov. 27, Dec. 4 and Dec. 11 games run from 5:30 to 6:30 p.m.

Call Jill Lawson at 253-1321 for any questions.

Native American Heritage Month at Sault Tribe

Saturday, Nov. 17 — Fall Anishinaabemowin Day, Mary Murray Culture Camp, 266 Homestead Rd., Sugar Island, 10 a.m.-4 p.m. Enjoy learning seasonal Anishinaabemowin words, working on crafts, play-

ing games, visiting and enjoying some snacks! Transportation is on your own. Open to all ages!

Monday, Nov. 19 — Tea and teachings: Join us for tea and medicine wheel lessons. 11 a.m.-2 p.m., Niigaanagizhik Ceremonial Building, 11 Ice Circle Dr.

All events are free and open to the community. For more information, call Colleen Medicine at 632-1347 or Laura Collins-Downwind at 632-5200.

LSSU Native American Heritage Month activities

November is Native American Heritage Month, join us at the LSSU Native American Center, on the LSSU Campus just east of Chippewa Hall.

All sessions at noon, lunch provided.

Nov. 19 — Wellness to Healing discussion, Judge Jocelyn Fabry, Sault Ste. Marie Tribe of Chippewa Indians

Nov. 28 — Cultural connection to those who walked on, Cecil Pavlat, Sault Ste. Marie Tribe of Chippewa Indians

Nov. 30 — Closing ceremony, Cecil Pavlat, Sault Ste. Marie Tribe of Chippewa Indians

Traditional healer clinics with Keith Smith

Nov. 19, 20, 26 and 27 in Sault Ste. Marie.

Call Lori Gambardella at 632-0236, Laura Collins-Downwind at 632-5268 or reception at 632-5210.

For Nov. 28 in Hessel, call (906) 484-2727.

Sault Tribe 2019 CPR Schedule

Please call Sault Community Health Program (632-5210 or ext. 45210) to reserve your spot in the class or for more information. Classes are open to any Sault Tribe Employee or Tribal Member.

Date	Type	Start Time	Location
Monday, January 7 th	Pro	1:00 pm	STHC Aud.
Friday, January 11 th	Basic	8:00 am	STHC Aud.
Wednesday, January 23 rd	Pro	1:00 pm	STHC Aud.
Friday, January 25 th	Basic	8:00 am	STHC Aud.
Wednesday, February 6 th	Pro	1:00 pm	STHC Aud.
Friday, February 8 th	Basic	8:00 am	STHC Aud.
Monday, February 18 th	Pro	8:00 am	STHC Aud.
Friday, February 22 nd	Basic	8:00 am	STHC Aud.
Wednesday, March 13 th	Basic	8:00 am	STHC Aud.
Friday, March 15 th	Pro	8:00 am	STHC Aud.
Monday, April 8 th	Basic	8:00 am	STHC Aud.
Friday, April 12 th	Pro	8:00 am	STHC Aud.
Wednesday, May 8 th	Pro	1:00 pm	STHC Aud.
Monday, June 10 th	Basic	8:00 am	STHC Aud.
Monday, September 9 th	Pro	1:00 pm	STHC Aud.
Monday, October 7 th	Pro	1:00 pm	STHC Aud.
Wednesday, October 9 th	Basic	8:00 am	STHC Aud.

Pro CPR/AED for Professional Rescuers and Health Care Providers Target Audience:

EMS personnel, firefighters, police, lifeguards, allied health personnel including athletic trainers, pharmacist, physical and occupational therapists, nurses and other medical and health care professionals; public and private safety personnel including security guards and border patrol agents and anyone else who is required to be trained in professional-level CPR and AED.

Basic First Aid/CPR/AED for Lay Responders Target Audience: Individuals who need the training for job requirements or parents and other individuals who want to be prepared to respond to emergencies.

UPCOMING ENTERTAINMENT



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Collin Raye
MARCH 9
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