

Sault Ste. Marie Tribe of Chippewa Indians 2018 Annual Report



Mukwa

The Bear Clan patrols the woods around the community to watch for danger and knows how to use the plants for medicine – our Police and our Healers.

Win Awenen Nisitotung Special Section



*Debwewin-Truth-Be faithful to reality
 Gwekwaadziwin-Honesty-Tell the truth
 Aakdewin-Bravery-Choose with courage
 Nbwaakaawin-Wisdom-Use good sense
 Minadendmowin-Respect-Act without harm
 Zaagidwin-Love-Practice absolute kindness
 Dbaadendizwin-Humility-Treat all life equally*

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Tribe's significant and historical events of 2018

FROM WIN AWENEN NISITOTUNG STAFF

In 2018, two big projects were completed, the St. Ignace Elders Complex and the JKL School Middle School Addition.

Sault Tribe EDC activities led to new revenue sources and business opportunities for the tribe and tribal members.

Natural Resources stepped up to lead a number of initiatives in the area, from Manoomin restoration to an infectious disease workshop to a whitefish recruitment study.

A new Conservation Committee was formed to advise on Inland hunting and fishing, and Great Lakes fishing. As the Consent Decree of 2000 expires in 2020, tribal leaders decide what will replace the 2000 Decree, signed by seven signatories to agree how to regulate and allocate fishing in the treaty ceded territory.

All facets of the tribe were involved in TAP, the Tribal Action Plan to combat substance abuse, coming at the challenge from various angles.

Sault Tribe emerged as leaders in another area, VAWA — the Violence Against Women's Act — and domestic violence.

The City of Sault Ste. Marie celebrated its 350th anniversary, having been officially founded as Sault Ste. Marie in 1668, in which the Sault Tribe and Bay Mills participated.

JKL Middle School Addition

JKL School middle school classroom addition was completed in spring 2018. The \$3.5 million classroom addition at the Joseph K. Lumsden Bahweting Anishnabe School on Marquette Ave. in Sault Ste. Marie is over 17,000 square feet and includes nine classrooms, a multipurpose classroom, a culture and language room, bathrooms, along with office and storage areas that support the gym. It is attached to the middle school gymnasium, and there is a connecting hallway to the school's main K-8 facility.

The opening was marked with a special ceremony with guest speakers BIA Director Tony Dearman and Olympic champion Billy Mills.

VAWA Leadership

The Violence Against Women Reauthorization Act of 2013 was enacted in response to the epidemic of violence against women, with specific provision for tribes. Under VAWA, tribes can exercise their sovereign power to investigate, prosecute, convict and sentence both Natives and non-Natives who assault Indian partners or violate a protection order in Indian Country. *Tribal Code Chapter 70: Criminal Procedure* came into tribal law in 2017, adding four new sections to the Tribal Code to enable Sault Tribe Law Enforcement and Tribal Court to investigate and prosecute domestic violence committed by non-Indians on tribal lands.

In 2018, Tribal Court and Uniting Three Fires Against Violence held a VAWA conference in Sault Ste. Marie, "VAWA: Where Are We At? Where Are We Going?," geared for tribal leaders, court staff, law enforcement



Dancing Manoomin photo by Matt Lamphere

personnel, prosecutors, victims' advocates, behavioral health staff and social services staff invited from around the state. Speakers were from the Tribal Court, Uniting Three Fires, Sault Tribe Advocacy Resource Center, US attorneys and domestic violence survivors.

Tribal Action Plan

Moving forward on the tribe's Tribal Action Plan to combat substance abuse, the tribe's TAP Coordinator and Health staff began work to plan a recovery facility, sober living homes, and with the hire of two prevention specialists, got to work on a prevention plan for the tribal community.

Tribal Health Division made the move to partner with Hazelden Betty Ford, a proven leader in recovery that has opened 17 hospitals, to help with the recovery facility project. The tribal board authorized set aside of 160 acres of land in Dafer, Mich., to construct the recovery hospital. Three homes in the Kinross area were devoted to use as sober living homes for those in recovery.

Subcommittees are working on resources, data, communications, and prevention activities to fill out the TAP with an advisory board meeting quarterly.

EDC Continues Business

Expansion

The EDC opened newly constructed storage facility in the Odenaang Housing site. It also opened a new business, Gitchi Auto, RV and Home Sales on Shunk Rd., next to the Sault Kewadin Casino. The business sells used cars, RVs, manufactured homes and scooters.

The tribe acquired Riverside Manufactured Home Park to add to the tribe's real estate and rental business concerns, and EDC expanded its range of billboard rentals.

Under EDC leadership, tribal members owning businesses formed the Sault Tribe Business Alliance and held its first annual conference. The tribe renovated retail property on Ashmun St. next to the tribe's administration offices in Sault Ste. Marie for several Sault Tribe members to operate their businesses, bringing in rent revenue and job opportunities.

Sault 350th

The City of Sault Ste. Marie was founded in 1668, making 2018 its 350th anniversary.

The city organized events throughout the year and Sault Tribe and Bay Mills participated.

Brady Park, a Native American cemetery on the St. Mary's River, was re-dedicated in a special ceremony.

Sault Tribe contributed to a 16-month calendar and a historical display at LSSU. The tribe's Culture staff held Tribal talks once a month at the local Bayliss Library, participated in Music in the Park series at the Soo Locks and other activities.

Names and Faces

In 2018, Sault Tribe hired Leo Chugunov as Health Director, Robert Schulte as Tribal CFO, Mark Dumbeck as Human Resources Director and Nichole Causley as TAP Coordinator. In conjunction with the American Legion, Stacey King came on board as Tribal Veterans Service Officer.

Dental Director Bruce Anderson retired after over 30 years of service and Payroll Clerk Marcia Nolan-Ailing retired after 25 years of service.

Team Member Longevity Recognition Plan

At a special luncheon, Human Resources Receptionist Peggy Clement was recognized for 40 years of service as was USDA Director Anthony Nertoli along with 984 others recognized for at least 10 years of service, in increments of 5 years. This was part of a plan to retain valuable employees by celebrating and acknowledging their service to the tribe, authorized by board resolution.

Team members with 10 years of service or more received an increase to their base wages will continue to receive increases every 5 years. The plan, which includes all team members in the tribe's government, casinos and enterprises, is effective immediately.

The first recognition lunch under the plan was held last fall. Employees receiving increases for their length of service received a lump sum from January forward in a separate check following the luncheon.

Five-year team members received a certificate and a gift at the luncheon. Team members with 10 years of service received a 1 percent increase to their base salary. Team members with 15 years in receive a 1.5 percent increase, with 20 years a 2 percent increase and so forth.

The luncheon will be held annually.

Natural Resources

Sault Tribe Natural Resources has been working to reestablished Manoomin, or wild rice, in waterways where it traditionally grew, and restore manoomin to wetlands in the 1836 Ceded Territory. Partners include Sault Tribe's Community Health, Culture and Natural Resources departments, Michigan State University Extension's Federally Recognized Tribes Extension Program.

Natural Resources and the 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. The tribe held a two-day workshop for those interested in learning about manoomin and bringing it back to the Anishinaabeg.

The department is interested in restoring manoomin to regional wetlands for its value as habitat and food for migratory birds and waterfowl. Work began last fall with the seeding of Munoscong Bay.

Natural Resources also led the way in other concerns in the 1836 Treaty Ceded Territory, such as whitefish recruitment and infectious diseases. The Sault Tribe Natural Resource Wildlife Management Program hosted a Great Lakes Tribal Wildlife Disease Workshop for tribal agencies from throughout the Great Lakes region last August. Intended for tribal biological staff, it presented a broad overview of numerous disease issues, field sampling and safety precautions. They reviewed diseases in birds, ungulates (like deer) and furbearers. They discussed diseases that are transmissible from animals to humans.

The Wildlife Dept. also called for a ban on deer baiting in lower Michigan areas due to Chronic Wasting Disease in deer.

Fisheries Management began an experiment to rear whitefish to learn the best process to raise them in case research shows that large scale stocking could help the whitefish population. In November 2018, whitefish brood stock was collected from Lake Huron.

Sault Tribe Member Newspaper Subscription Form

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

Name: _____

Address: _____

City: _____

State and Zip Code: _____

Phone: _____ (optional)

Email: _____ (optional)

Form 2014 - 2015

Sault Tribe members under 60 can receive a FREE tribal newspaper subscription by filling out the form above and sending it in. (Or, download it from saulttribe.com and email it to us.) Sault Tribe Elders (60 and over) automatically receive a free issue. Issuing free subscriptions by request is a cost saving measure to ensure the newspaper has the correct mailing address for the tribal members requesting a paper, and has saved thousands of dollars every year that can be better used elsewhere. Many tribal members also prefer reading the newspaper on their tablets. The paper can be viewed or downloaded from saulttribe.com. Miigwech.

Tribe's Governing Body: Board of Directors



AARON PAYMENT,
CHAIRPERSON



BRIDGETT SORENSON,
DIRECTOR, UNIT III



CATHERINE HOLLOWELL,
DIRECTOR, UNIT II



DARCY MORROW
DIRECTOR, UNIT IV



DENISE CHASE,
DIRECTOR, UNIT IV



JENNIFER MCLEOD,
DIRECTOR, UNIT I



KIMBERLE GRAVELLE
DIRECTOR, UNIT I



KEITH MASSAWAY,
DIRECTOR, UNIT III



LANA CAUSLEY-SMITH,
DIRECTOR, UNIT II



MICHAEL MCKERCHIE,
DIRECTOR, UNIT I



DJ HOFFMAN
DIRECTOR, UNIT I



CHARLES MATSON
DIRECTOR, UNIT V

VACANCY,
DIRECTOR, UNIT I

(UNIT I DIRECTOR
DENNIS MCKELVIE DIED
IN OFFICE ON
JUNE 28, 2019)

Board Information

The Sault Tribe Board of Directors is the governing body of the tribe. There are 12 board members and one chairperson, elected to four-year terms. The board members represent the five units of the tribe's service area in the eastern Upper Peninsula of Michigan. Five board members represent Unit I, two board members represent Unit II, two board members represent Unit III, two board members represent Unit IV, and one board member represents Unit V. The chairperson is elected at large. Regular meetings are held twice a month, usually on Tuesdays. See www.saulttribe.com/government/board-of-directors for meeting schedule, live meeting link, board votes and minutes, reports and more.

Tribal Board Contacts

- | | |
|-----------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|
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Sault Ste. Marie Tribe of Chippewa Indians Seven-County Service Area

The tribe's seven-county service area consists of the seven easternmost counties in Michigan's Upper Peninsula: Marquette, Delta, Alger, Schoolcraft, Luce, Mackinac and Chippewa.



Main offices are in Sault Ste. Marie and satellite offices with administration and health services are in Hessel, St. Ignace, Manistique, Escanaba, Newberry, Marquette and Munising.

Sault Tribe Executive Office 2018 Highlights



**Executive Director
Christine McPherson**

Hello from the Executive Office. The intent of this annual report is to inform you of the programming, financial status and new initiatives the tribe is implementing.

Executive Office functions are administration, strategic planning and fiscal responsibility. The executive director leads and directs division directors to administer governmental and internal services for the benefit of tribal members, tribal employees and tribal interests. The executive director facilitates the overall strategic plan and ensures division level plans are developed and carried out in alignment with the overall plan. The executive director is responsible for overall fiscal management of governmental and internal services.

The Executive Office is available to respond to any questions that may arise from the membership. Any questions can be forwarded to Executive Director Christine McPherson at either cmcpherson@saulttribe.net or (906) 635-6050.

The following is a brief summary highlighting 2018 Executive Office activities

Employee recognition implementation

One of 2018's highlights was the implementation of a board resolution approving a Team Member Longevity Recognition Plan. This resolution lays out the formal eligibility criteria and incentive awards for an employee recognition program across the tribal organization, awarding compensation-based wages to employees after 10 years of service and at five-year increments thereafter.

Recognition luncheons re-instituted, and initial luncheons were scheduled for mid-October. In four short months, staff planned and executed luncheons and ensured the Payroll Dept. had the necessary information to cut incentive checks and implement pay increases to the eligible employees.

Legislative work

SB 616 is a good example of the tribe's work to influence state and federal legislation important to the tribe. State senate bill, SB 616, came forward to amend Child Protection Law to allow representatives of federally recognized tribes in Michigan to obtain confidential Child Protection Service records from the Dept. of Health and Human Services (DHHS) regarding young tribal members. Formerly, DHHS could not share these records.

Tribal staff from several tribal departments, including the Executive Office, Government Relations, Legal, and, most notably, Anishinaabek Community and

Family Services, worked many hours providing testimony and feedback on the content of Senate Bill 616 to former Governor Rick Snyder's office and deputy legal counsel.

On March 6, 2018, this bill was presented to the state Senate, sponsored by State Senator Judy Emmons, and was passed. It was signed by the governor and went into effect on the same day.

By law, DHHS is required to share information on American Indian children protective services cases with tribes, marking an important validation of our tribal sovereignty to continue to protect our tribal children.

Sault Tribe staff's hard work played a substantial role in the bill's passage.

Epoufette Harbor and Grand Marais improvement projects

Great Lakes access is crucial to our fishers' ability to conduct commercial fishing.

After two years of work with the board of directors, U.S. Army Corps of Engineers, Michigan Department of Environmental Quality, Michigan Department of Economic Development and the Great Lakes Fishery Trust, Sault Tribe acquired permits and funding for major harbor infrastructure improvements at Epoufette and Grand Marais. The tribe was issued a bottomland agreement and a long-term mitigation plan from the MEDQ.

Sault Tribe Golf Scholarship additions

Each year, Sault Tribe awards a number of scholarships from the Sault Tribe Golf Scholarship fund in the honor of individuals who have made significant contributions toward improving the lives of tribal members. In 2018, the board of directors approved adding two scholarships in honor of former board members Cathy Abramson and Dennis McKelvie.

This resolution also added two additional technical or vocational scholarships. These four scholarships can be awarded to full-time or part-time, technical or vocational, to traditional or non-traditional students, for those who wish to pursue a trade profession.

Strategic Planning

Master Strategic Plan

One of the executive director's main responsibilities is ensuring implementation of the tribe's Master Strategic Plan, critical in the strategic planning process, because division-level goals must align with the board-approved master plan. The tribe's Planning & Development Dept., Executive Director drafted the master plan with the board of directors.

The Executive Office Strategic Plan was finalized in February. In March, it was reviewed with division directors in a full-day strategic planning session. Drafting division-level plans was also facilitated at the planning session.

These steps are crucial to ensure the tribal government and organization move forward in accordance.

St. Ignace Elder Housing Complex

In 2018, a beautiful state-of-the-art housing complex was constructed in St. Ignace. The 20-unit elder complex includes a community space, commercial kitchen and dining area. All units



The Tribal Employee Recognition lunch celebrated employees at the 5- through 40-year mark with the tribe.



Hazelden Betty Ford Foundation made a site visit to Sault Tribe to confer on its new partnership to combat substance abuse.

have two bedrooms. This facility was dedicated and named in honor of former tribal board member and Housing commissioner Shirley Goudreau. A dedication ceremony took place on July 18 at the Kewadin Shores Casino in St. Ignace.

Human Resources

In 2018, the tribe developed consistent standards guide managers and supervisors in drafting job descriptions to ensure consistency, fairness and excellence. The directives require Human Resources and all governmental, casino and enterprise managers and supervisors adhere to and be guided by these standards when creating or revising position descriptions in their areas of responsibility.

OTHER HIGHLIGHTS

Enbridge Line 5 Opposition and Line 5 Tunnel Rally

With several hundred gallons of mineral oil leaking into the Great Lakes in March from electrical transmission cables, the risks associated with Enbridge's Line 5 tunnel construction increased significantly in 2018. The leak solidified our tribe's support to decommission Line 5. This effort began several years ago, with a board Resolution urging termination of the Enbridge Easement and shut down Line 5 under the Straits of Mackinac.

Last November, Sault Tribe's Nokomis Ogichidaa sponsored a rally to protect the Great Lakes. This rally was open to the public and all tribal members and employees were encouraged to attend, and well attended it was.

Falling in line with this support of protecting our sacred water was our tribe's pronounced and adamant opposition to the state of Michigan's SB 1197 (the Line 5 Replacement Project). This bill was a stall tactic proposed to ensure that the Enbridge pipeline

remained in the Great Lakes for another decade. After approval of this bill at the Senate Government Operations Committee in November, the board urged tribal members to contact their Senators and Representatives with their concerns, using provided talking points.

The Senate approved the bill on Dec. 5 and former Governor Rick Snyder signed the bills and approved the project before leaving office. New Attorney General Dana Nessel and Governor Gretchen Whitmer both voiced their opposition for this replacement project during their campaigns. Shortly after taking office, Governor Whitmer directed a halt to the project and Nessel gave her opinion that the legislation to allow for tunnel construction violates the state constitution.

Without the support and action from our tribal board, team members and tribal community to educate and inform our state politicians on the tunnel's impact tunnel on our tribal community, the pending decommission might not have even been a possibility.

Tribal opioid prevention and recovery services

Tribal staff have been working urgently through several initiatives to help tribal members avoid or recover from opioids and other addictions. Many divisions are involved in the tribe's TAP — Tribal Action Plan to combat substance abuse — and their efforts are beginning to yield significant support services.

Health Recovery Hospital and Hazelden Betty Ford Foundation Partnership

In 2017, the board directed the Health Division to start researching options to bring additional recovery services to our members. Health began researching and conferring with the Executive Office.

The board approved a resolution to set aside land for a recovery hospital on May 1. This resolution set aside a portion of our tribe's unimproved 160 acres of land in Dafter, Mich., to construct the recovery hospital. This hospital will be a part of the Health Division and be located just 4 miles west of the I-75 inter-change on M-28. It will include living space and a tranquil environment for long-term clients.

This is the beginning of defining the need for the best addiction treatment services to be delivered to tribal members. To ensure the tribe provides the best addiction treatment services, the board approved a Patient Care Network Agreement Hazelden Betty Ford Foundation. The foundation has a world-renowned reputation for excellence in the area of addiction counseling and rehabilitation.

The Sault Tribe Health Division became the first tribal health system in the nation to partner with HBF and only the second member from Michigan. The tribe will be able to respond to the needs of its members and community more effectively by expanding treatment and recovery services.

Other efforts to counter opioid addiction

Working with various federal and tribal agencies on acquiring grant funding to prevent and treat opioid addiction, the tribe secured four grants for those purposes. The grants cover a variety of activities and functions toward countering opioid addiction in the tribe's service area. Sault Tribe hosted a listening session with Congressman Jack Bergman on the topic of opioids and the impact they have on the tribal community. Many tribal staff attended opioid prevention and recovery training conferences throughout the year for education and networking purposes.

Assistant Executive Office 2018 Highlights



**Assistant Executive Director
Jessica Dumback**

Under the direction of the Executive Office, the Assistant Executive Director oversees five membership service divisions: Anishnaabek Community and Family Services (ACFS), Language and Culture, Education, Elder Care Services and Recreation. The office also oversees three membership liaisons who are available to assist tribal members with questions or concerns related to tribal programs and services. The following is a brief summary of the each area.

Anishnaabek Community and Family Services (ACFS) includes Direct Services (General Assistance, Native Employment Works, Tribal Emergency Assistance, Employee Emergency Assistance, Community Services Block Grant, Elder Heating Assistance, Low Income Home Energy Assistance, Self-Sufficiency Funeral Assistance, Child Care Development Fund, Child Care Licensing and USDA Food Distribution Program), Child Placement which includes Family Support Services and the Binogii Placement Agency and the Advocacy Resource Center which includes advocacy services, prevention, outreach, education services, emergency shelter and sexual assault/abuse outpatient therapy services.

Language and Culture includes repatriation, language, Mary Murray Culture Camp,

Niigaanagizhik Ceremonial Building and the Ojibwe Learning Center and Library.

Education includes Head Start, Early Head Start, Youth Education and Activities, Higher Education, Adult Education, WIOA and Youth Development Fund.

Elder Care Services includes the Elder Care Services Health Sufficiency Fund, Meals, Transportation and In-Home Services.

Recreation includes in-house programs and events, tribal and community events and activities, outlying recreational agreements, Pro Shop, Concessions and the Summer Recreation Program.

Membership liaisons

Three membership liaisons work daily with tribal members to answer questions and provide follow-up on concerns related to tribal programs and services, working closely with the division directors throughout the tribe. Sault Tribe members are encouraged to contact the liaisons by calling or emailing Sheila Berger, (906) 635-6050, sberger@saulttribe.net; Clarence Hudak, (906) 643-2124, chudak@saulttribe.net; or Mary Jenerou, (906) 341-8469

or (906) 450-7011, mjenerou@saulttribe.net.

Significant Accomplishments for 2018

The Assistant Executive Office worked closely with the ACFS Division to present recommendations to the board of directors regarding changes to job titles and functions of Child Placement caseworker staff. Upon approval from the board of directors, ACFS implemented two new caseworkers' titles in the division that more accurately reflected the duties and roles each were performing. The Binogii Placement Agency specialist and Family Services specialist positions were implemented in October 2018.

With direction from the board of directors, the assistant executive director developed a plan to reinstate the Culture Division as a division separate from the Education Division. This plan began formulating in the fall of 2018, with the development of the director of Language and Culture position, along with the addition of needed support staff and the revision of other positions in the division.

In addition to the areas listed above the Assistant Executive

Director works on a variety of projects including the following:

Employee Recognition Program

Following the implementation of the Team Member Longevity Recognition Plan on June 12, 2018, the Assistant Executive Director worked closely with the Executive Director and Kewadin Casino staff to plan the Employee Recognition Luncheon, which had not occurred since 2007. In 2018, 986 team members were recognized for years of service in the following increments:

- 5 years of service - 241
- 10 years of service - 237
- 15 years of service - 178
- 20 years of service - 221
- 25 years of service - 79
- 30 years of service - 24
- 35 years of service - 4
- 40 years of service - 2

Sault Tribe Golf Scholarship Classic

The 18th annual Sault Tribe Golf Scholarship Classic took place on July 28, 2018, at the Wild Bluff Golf Course in Brimley, Mich., raising \$78,018. In 2018, the Golf Scholarship Classic awarded 20 \$1,000 scholarships in honor of those who previously held the position of

Sault Tribe chairman, Sault Tribe board member, or in honor of those who made significant contributions to the tribal community. In 2018, the following Sault Tribe Golf Classic Scholarships were awarded:

- Bernard Bouschor Honorary Scholarship
- John P. Carr Scholarship
- Don Corp Scholarship
- June Curran Porcaro Scholarship
- Fred L. Hatch Memorial Teacher Education Scholarship
- Lori Jump Survivor Honorary Scholarship
- Victor Matson Sr. Tributary Scholarship
- Ken McCoy G.E.D. College Scholarship
- Mary and Harold "Cub" McKerchie Tributary Scholarship
- Martha Miller Tributary Scholarship
- Barb and Ed "Pie" Pine Tributary Scholarship
- Wright-Hatch Journalism Scholarship
- The Nokomis Scholarship: Mary Sabina Osagwin and Christine Muscoe Anderson
- Donald "Duck" Andress Honoree Tributary Scholarship
- Abraham L. Bouley Honoree Tributary Scholarship
- Barton Robert Campbell Honoree Tributary Scholarship
- Special Needs Scholarship

On Aug. 7, 2018, the board of directors approved Resolution 2018-191, amending Resolution 2013-161: Renaming Scholarships to add four additional scholarships to be funded from the Golf Classic. Two scholarships will be for technical or vocational studies with the remaining two recognizing former board members Cathy Abramson and Dennis (Denny) McKelvie. These four additional scholarships will be implemented and awarded in 2019.

The Assistant Executive Director's office is available to respond to questions related to the above programs by calling (906) 635-6050.

Membership Liaisons



Sheila Berger, Unit I



Clarence Hudak, Units II and III



Mary Jenerou, Units IV and V

Chief Financial Officer's Overview for 2018

The tribe's total governmental assets increased to \$126.7 million or 10.2 percent over the course of this year's operations and total assets from business-type activities decreased to \$116.9 million or 0.4 percent. Total primary governmental assets were \$243 million at 2018 year-end.

Total liabilities in governmental activities decreased to \$54.5 million or 7.9 percent and total liabilities in business-type activities increased to \$22.1 million or 0.2 percent. Total primary governmental liabilities were \$76.6 million at 2018 year-end.

During the year, the tribe's expenses and transfers were \$16.9 million less than the revenues generated by grants, taxes and other sources for governmental activities.

In the tribe's business-type activities, total revenues were \$96 million while total expenses, taxes, gain on disposal of capital assets and transfers were \$96.5 million.

Dollars spent on member services increased \$532,000 or 7.2 percent and grant revenues

increased \$3.4 million or 7.3 percent.

The General Fund reported an increase in expenditures of \$228,482 or 2.1 percent for the year due to increases in general government costs.

The tribe implemented a MERS Defined Benefit Pension Plan on Jan. 1, 2017. A net pension liability has been recorded for \$10,443 in the government-wide financial statements for the plan.

Tribal external debt reduction payments amounted to \$3,446,000.

Major capital projects included:

- Playground and Athletic Facilities upgraded at JKL Bahweting School, \$1,556,796.
- Judicial Building addition completed, \$311,127.
- Addition to the USDA Building, \$855,787.
- Completed dock upgrades at Grand Marais Harbor, \$4,233, and Epoufette, \$42,964.
- Completed fish barrier project, \$16,867.

See "2018 Financials," Page 6

TOTAL INTERNAL SERVICES FUNDS

	2018	2017	2016	2015	2014
OPERATING REVENUES:					
Charges for services	22,958,207	22,618,699	20,360,399	19,984,152	20,416,108
Sales	1,403,746	1,229,359	1,108,145	1,339,063	1,200,174
Rentals	-	-	-	-	4,099,506
Other	5,060,291	4,641,408	5,469,664	4,721,520	982,317
Total revenues	29,422,244	28,489,466	26,938,208	26,044,735	26,698,105
EXPENDITURES:					
Cost of sales	14,165,315	16,914,937	14,382,272	14,092,494	17,222,891
Operating expenses	16,457,499	16,221,274	15,358,101	15,036,588	15,189,990
Total operating expenses	30,622,814	33,136,211	29,740,373	29,129,082	32,412,881
Operating income (loss)	(1,200,570)	(4,646,745)	(2,802,165)	(3,084,347)	(5,714,776)
NON OPERATING REVENUES (EXPENSES)					
Gains (losses)	2,193	(30,425)	(63,367)	(119,829)	8,228
Interest income	82,060	36,888	13,657	4,204	3,916
Interest expense	(357,709)	(278,947)	(272,146)	(290,081)	(254,003)
Other	399	1,147	(4,741)	-	-
Project development	-	-	-	-	-
Tribal taxes	-	-	-	-	-
Transfers in	4,365,919	4,736,842	4,493,720	4,437,495	5,276,558
Transfers out	(1,095,022)	-	(13,766)	(177,182)	-
Total non-operating revenues (expenses)	2,997,840	4,465,505	4,153,357	3,854,607	5,034,699
Change in net position	1,797,270	(181,240)	1,351,192	770,260	(680,077)
Net position, beginning of the year	24,672,209	24,853,449	23,502,257	23,817,935	23,993,570
Net position, end of year	\$ 26,469,479	\$ 24,672,209	\$ 24,853,449	\$24,588,195	\$ 23,313,493

Financial Report Continued

From "2018 Financials," Page 5

- Install Fiber T1 line at Enrollment, \$32,100.
- Middle school project completed at JKL School, \$393,360
- New grants in 2018 consisted of:
 - Ruffed Grouse Grant, \$196,322
 - MEDC-American Café, \$250,000
 - Child Advocacy Project (3-year), \$450,000
 - Alcohol & Substance Abuse Grant (3-year), \$569,472
 - Lake Whitefish Rearing, \$74,880
 - TRP Fire Ecology, \$109,230
 - C.O.P.S (3-year), \$555,158
 - Safety Grant-Sidewalks, \$650,000
 - Car Safety Seat Grant, \$13,360
 - SAMSHA STOPR Grant, \$313,627
 - Road to Wellness (ITC), \$150,000
 - Tribal Practices for Wellness, \$150,000
 - Cancer Control program (ITC), \$10,000



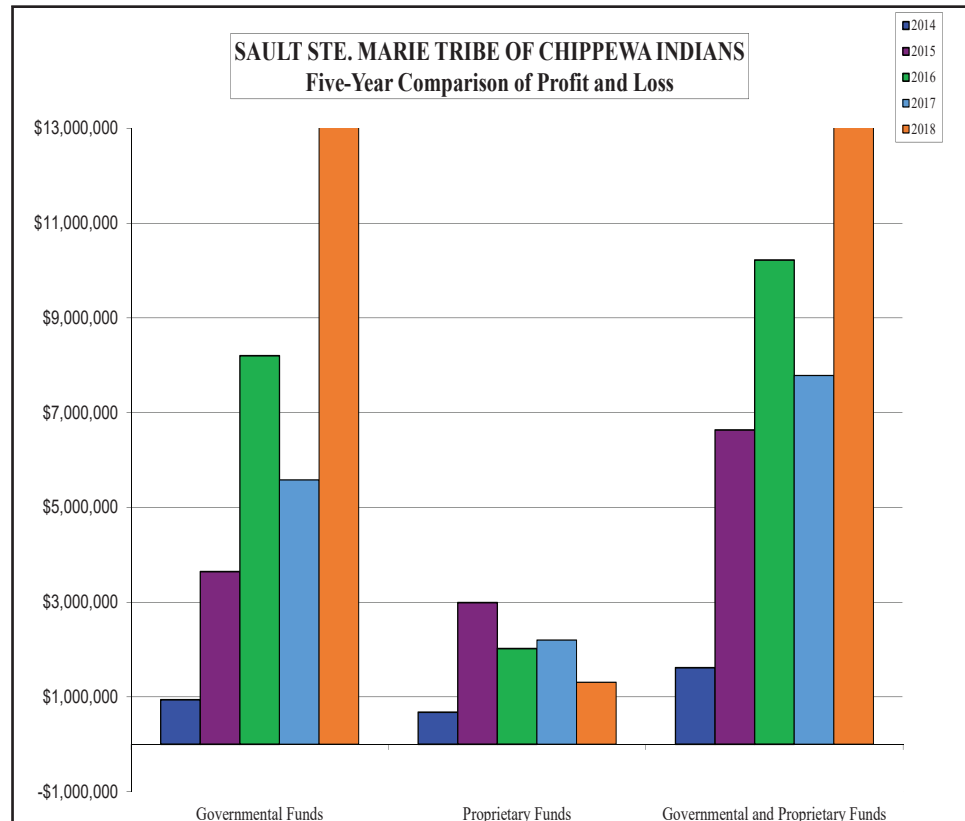
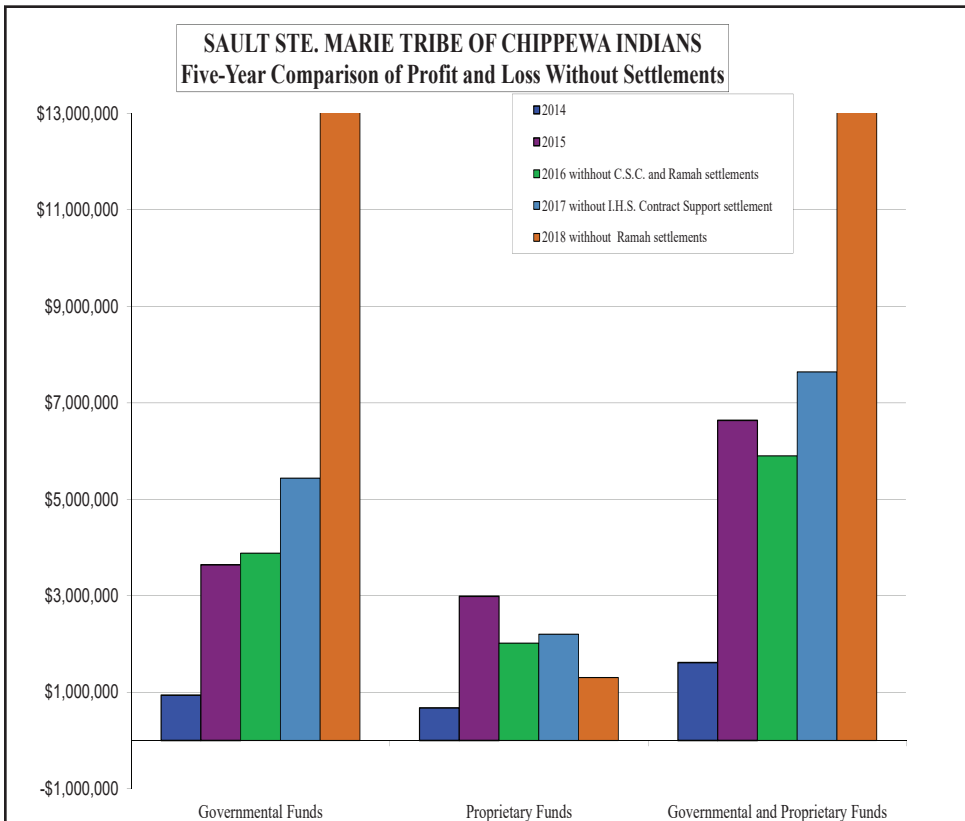
JKL School's new track and field, seen above freshly painted, was one of the tribe's 2018 major capital projects.

TOTAL GOVERNMENT FUNDS

	2018	2017	2016	2016 (with out adjustment of settlements)	2015	2014
REVENUES:						
Federal	48,976,682	41,856,137	43,257,009	43,257,009	39,237,695	38,900,893
State	1,572,217	2,396,995	1,584,102	1,584,102	1,928,200	1,578,753
Local	679,390	1,065,119	959,479	959,479	608,304	960,191
Charges for services	15,337,801	12,536,868	9,010,322	9,010,322	10,077,424	9,052,977
Taxes	17,516,925	17,475,035	17,445,635	17,445,635	16,475,899	17,631,879
Interest	655,146	271,256	77,206	77,206	6,851	13,645
In-kind	1,155,664	1,298,572	1,354,366	1,354,366	1,324,741	1,002,415
Other	5,957,659	4,944,288	8,916,817	4,595,048	5,441,940	6,952,792
Total revenues	91,851,484	81,844,270	82,604,936	78,283,167	75,101,054	76,093,545
EXPENDITURES:						
Judicial	1,093,239	1,054,460	1,156,152	1,156,152	1,177,843	985,209
Education	11,831,191	9,432,777	9,067,744	9,067,744	7,962,522	7,213,517
Health and welfare	43,324,638	42,124,685	40,751,480	40,751,480	39,695,381	37,150,456
Recreation and culture	2,955,793	2,926,254	3,306,915	3,306,915	2,577,338	2,712,568
Public safety	4,182,568	4,268,833	3,533,621	3,533,621	3,914,791	3,993,872
General government	7,593,336	7,550,430	6,225,935	6,225,935	6,410,062	10,159,606
Public works	504,997	1,102,240	2,811,085	2,811,085	1,049,055	2,827,530
Debt service	3,224,904	3,311,161	3,388,998	3,388,998	4,488,026	4,808,406
Total expenditures	74,710,666	71,770,840	70,241,930	70,241,930	67,275,018	69,851,164
Excess of revenues (expenditures)	17,140,818	10,073,430	12,363,006	8,041,237	7,826,036	6,242,381
OTHER SOURCES (USES)						
Gains (losses)	117,470	66,995	139,282	139,282	97,334	(27,617)
Other	-	-	-	-	-	-
Operating transfers in	29,415,002	20,796,743	13,195,658	13,195,658	19,099,704	-
Operating transfers out	(32,862,464)	(25,355,734)	(17,494,505)	(17,494,505)	(23,380,043)	(5,278,558)
Total other sources (uses)	(3,129,992)	(4,491,996)	(4,159,565)	(4,159,565)	(4,183,005)	(5,304,175)
Excess of revenues (expenditures over (under) other sources (uses))	14,010,826	5,581,434	8,203,441	3,881,672	3,643,031	938,206
Fund balance (deficit), beginning of the year, as restated	(8,377,875)	(13,959,309)	(22,162,750)	(23,267,229)	(26,910,260)	(26,507,298)
Fund balance (deficit), end of year	\$ 5,632,951	\$ (8,377,875)	\$ (13,959,309)	\$ (19,385,557)	\$ (23,267,229)	\$ (25,569,092)
				(5,426,248)		
				4,321,768.74	Ramah	
				1,104,478.38	CSC	
				5,426,247.12	Total Settlements	

TOTAL ENTERPRISE FUNDS

	2018	2017	2016	2015	2014
OPERATING REVENUES:					
Charges for services	71,831,824	70,036,341	64,996,179	65,312,093	79,458,487
Sales	21,331,211	20,064,107	19,166,547	20,942,806	25,765,916
Rentals	1,798,439	1,688,416	1,723,910	1,686,517	1,544,298
Other	1,031,634	1,904,283	150,060	643,525	1,194,793
Total revenues	95,993,108	93,693,147	86,036,696	88,584,941	107,963,494
EXPENDITURES:					
Cost of sales	39,520,508	36,750,045	35,479,815	37,893,470	51,025,488
Operating expenses	38,858,801	35,726,952	32,053,170	32,608,599	38,175,404
Total operating expenses	78,379,309	72,476,997	67,532,985	70,502,069	89,200,892
Operating income (loss)	17,613,799	21,216,150	18,503,711	18,082,872	18,762,602
NON OPERATING REVENUES (EXPENSES)					
Gains (losses)	(50,450)	(187,183)	134,442	(18,319)	380
Loss on disposals of capital assets	-	-	-	-	(94,308)
Interest income	16,456	4,265	1,224	19,205	24,768
Interest expense	(672,483)	(579,643)	(671,262)	(570,269)	(659,291)
Other	53	(1,084)	592,202	1,164,001	955,191
Project development	(35,895)	(619,325)	(459,270)	-	-
Tribal taxes	(17,518,661)	(17,475,035)	(17,444,087)	(16,475,899)	(17,631,879)
Transfers in	157,585	24,395	9,997	25,515	-
Transfers out	-	-	-	(5,489)	-
Total non-operating revenues (expenses)	(18,103,395)	(18,833,610)	(17,836,754)	(15,861,255)	(17,405,139)
Change in net position	(489,596)	2,382,540	666,957	2,221,617	1,357,463
Net position, beginning of the year	95,342,146	92,959,606	92,292,649	90,071,032	88,713,569
Net position, end of year	\$ 94,852,550	\$ 95,342,146	\$ 92,959,606	\$ 92,292,649	\$ 90,071,032



Tribal Education Division Highlights for 2018

The Education Division provides academic, work training and early development services to tribal youth from infancy to adulthood. The division's purpose is to instill all students with high expectations of academic success and competent thinking skills while fostering growth in social and emotional behaviors and positive attitudes.

Head Start/Early Head Start

Head Start and Early Head Start provide services for 123 children from newborn to 5 years old and pregnant women in Chippewa and Mackinac Counties. Early Head Start has 31 center-based slots and 15 of these are through the Child Care Center Partnership. The center-based slots are in Sault Ste. Marie and there are 12 home-based slots offered to families in Chippewa and Mackinac counties.

Head Start provides 40 part-day, part-year slots in Sault Ste. Marie; 20 full-day, full-year slots through our Child Care Center Partnership and 20 slots that were funded through an Extended Duration grant allowing full-day, school year services in St. Ignace.

Head Start and Early Head Start programs are federally funded through the Department of Health and Human Services, Administration for Children and Families, Office of Head Start and American Indian and Alaskan Natives Program Branch.

Our centers participate in the State of Michigan's Early Childhood Quality Rating System (five stars being the highest). Our center in St. Ignace is a four-star center. The center in the Sault is a five-star center.

Child Care Center

The Child Care Center provides full-day, full-year services for 45 families in Sault Ste. Marie. The Child Care Center partners with Head Start and Early Head Start providing before and after care services to children enrolled in the partnership.

The Child Care Center is funded through the tribe and receives funding through ACFS Child Care Development Fund grant, Head Start, Early Head Start and parent fees.

All three centers participated and are rated in Michigan's Early Childhood Star Rating System. Two centers are rated at four-stars and one center at five-stars (5 is the highest).

United Way Retired Seniors

Volunteer Program is at all three centers.

All three centers are now wireless. We are now ready to implement digital curriculum.

TED Grant purchased classroom laptops for digital curriculum. Parent curriculum was approved by board of directors Advisory Committee and Policy Council.

GOALS

Child Care Center recertification for Michigan's Quality Rating System.

Complete Digital Access to Curriculum and on-going Assessment in Teaching Strategies GOLD.

Federal review: Focus Area 2.

Possible new Early Childhood facility



YEA dancers



MSU Native American and Hispanic Business Students visit



Earning a GED certificate

Youth Education and Activities (YEA)

YEA provided over 40,234 services to over 7,957 students across the tribe's service area. Joint activities included Bike the Sites (47-mile bike ride between Sault Ste. Marie and St. Ignace), a youth workshop in collaboration with the Michigan State University Native American and Hispanic Business Students and Youth Council Lock-In with all YEA programs. YEA worked with Community Health kayak instructor training. The Tribal Youth Council (TYC) partnered with Chi Mukwa Recreation and Community Health staff to host a senior social for elders. All YEA programs attended the "Do It for Daniel" presentation in St. Ignace on suicide prevention. Community Health presented to the TYC on smoking cessation. YEA also hosts a youth powwow in Rexton, Mich.

In 2019, YEA would like to continue collaborating with other departments in the tribe to create opportunities for youth such as a College Night and youth language classes. YEA staff and youth would also like to attend trainings and conferences to improve skills and get ideas for new events.

Activities at all YEA sites include services such as tutoring, homework lab, cultural activities, Tribal Youth Council, Circle of Life in the summers, sports and

outdoor activities, student recognition, children's Christmas parties, and similar enrichment programs.

YEA services in Sault Ste. Marie are provided at the Chi Mukwa Community Recreation Center. The TYC worked on activities such as family movie night, an animal shelter fundraiser, ice cream socials to honor Native American students at Sault High and Malcolm High School, the Newberry Christmas party and a Line 5 Water Rally in St. Ignace. Two TYC members did presentations at the rally.

The YEA in Rudyard is at Rudyard Schools. Activities included the health fair in Rudyard, donating a Thanksgiving dinner to two local families, attending a suicide prevention assembly at LSSU, door decorating for Red Ribbon Week (say no to drugs), and a Line 5 Water Rally in St. Ignace. TYC volunteered with a food truck at LSSU – delivering enough food for Thanksgiving dinners for 350 families for Chippewa County.

The YEA office in Hessel is at the Hessel Tribal Center. Activities included Applied Suicide Intervention Skills Training (ASIST), Halloween Carnival in Pickford, a presentation by Author A. Jay *Murder in the Snows*, MSU STEM program in the Sault, coordinating Next Generation Paving the Path to Pride workshop and attending the

Line 5 Water Rally in St. Ignace.

The YEA in St. Ignace is at the St. Ignace Middle School. Activities included Building Inclusive Schools (anti-bullying, life skills, conflict resolution, and multi-cultural competency program), Act It Out (Middle School Drama Club) and attending a Line 5 Water Rally in St. Ignace.

The YEA in Manistique is on the reservation on Zhigag Drive. Activities included Kick Butts Day at Little Bear, a safety fair at Housing and camps at the Mary Murray Culture Camp.

The YEA in Escanaba is on the reservation on Wigob Street. Services provided included kayak level I instructor training, yoga training at NMU, CPR training, science spotlight in the Sault and attendance at camps conducted at the Mary Murray Culture Camp.

In Munising, YEA services are provided at the elementary school. Activities included Parade of Nations, family reading and science night, tribal senior recognition dinner, annual art show displaying Native Education crafts, back pack program and feast week.

Workforce Innovation and Opportunity Act (WIOA)

WIOA is a federally-funded program designed to help Native American job seekers access employment, education and training services to assist them in obtaining and keeping productive employment. Sault Tribe has operated very similar programs throughout the years.

Training Services provided through WIOA:

On-the-job training (OJT) provides opportunities for both employer and adult participants by reimbursing 50 percent of the trainee's wages during a specified training period.

Work Experience Program is short-term, temporary employment for youth, often referred to as after-school employment.

Summer youth employment provides up to 10 weeks of summer youth employment to eligible applicants.

Classroom training provides skills training to adults in an institutional setting to obtain a license or certificate. (Nurse's aide training, heavy equipment, CDL, etc.)

Senior Employment Program provides part-time employment to Sault Tribe elders residing in the service area who are 60 or over.

ACCOMPLISHMENTS

Twenty-one youth participated in the Work Experience Program. Nine adults participated in the OJT program, 17 adults participated in the classroom training program, 26 youth participated in the Summer Employment Program and eight elders participated in the Senior Employment Program.

GOALS

Continue to prepare Native American youth and adults for success in the workplace through work experience and training opportunities and to increase the number of Native Americans who attain post-secondary skill certifications and degrees to make them more marketable in the workforce.

FUNDING SOURCES

The WIOA program is funded

with grant dollars through the Department of Labor and tribal support.

Higher Education Programs

Every year, the Higher Education Division releases its annual application packet and scholarship essay topic. Sault Tribe students who are interested in receiving funding for the school year are required to submit a complete application packet, which is posted on the Sault Tribe website. The scholarships have various eligibility requirements. Most scholarships are \$1,000.

Grant funding is available for full-time undergraduate students with unmet financial need who are attending a Michigan state supported public college. The student must be a Michigan resident.

Self-sufficiency incentive awards are available for fall semester only. All required paperwork and grade reports must be submitted between Dec. 1 and Jan. 31 for the fall semester that just ended. The available funding is divided by the number of credit hours taken by all students who submitted their fall grades.

In 2018, 122 essays were submitted for scholarships and 63 of those applicants were awarded scholarships. Over 7,129 credit hours were submitted by 577 students for the Self-Sufficiency Incentive Award for a total \$21,915.

Adult Education

Sault Tribe, in partnership with Consolidated Community School Services (CCSS), provides alternative high school and adult education programs to residents in Chippewa, Luce and Mackinac counties. Regardless of a student's prior experience with education, these programs offer welcoming learning environments with individualized instruction, caring instructors/support staff and collaborations with the Intermediate School District and outside agencies.

ACCOMPLISHMENTS

Helped 30 adult education students earn a GED credential, a 10 percent increase from the previous year. Awarded 13 high school diplomas to alternative high school students in the Kincheloe and Newberry programs, a 30 percent increase. Continued the partnership with the eastern Upper Peninsula Intermediate School District EUPISD to offer career and technical education (CTE) training to adult education students. Students earned certifications in welding, nursing assistant and Microsoft Office skills.

Funding sources: 2 percent distribution (automatic renewal cycle).

EDUCATION CONTACTS

Education director: vacant
Cody Jodoin, executive assistant, 632-6797

Anne Suggitt, early childhood manager 635-7722

Dawn Fegan, Child Care Center supervisor, 632-5258
Kaylynn Cairns, YEA manager, 635-4944

Brenda Cadreau, WIOA Program manager, 635-4767
Loriann Fabry, higher education specialist, 635-7784

Tanya Pages, adult and alternative education coordinator, 495-5343

Anishnaabek Community & Family Services

Anishnaabek Community and Family services has three primary components—Child Placement, Advocacy Resources and Direct Assistance. ACFS manages 30 grant contracts, with funding from Sault Tribe, BIA, IHS, U.S. Department of Health and Human Services, Justice Dept., USDA and state of Michigan. The contracts are combined to provide the most efficient services within three primary components.

Direct Services provides direct assistance to tribal members experiencing financial and other difficulties.

Child Placement improves outcomes for safety, permanency and well being in each program area of the Child Placement component, including Adult Protective Services.

The Advocacy Resource Center provides supportive services that meet the needs of victims of crime in a culturally competent manner.

ARC Victim Advocates 2018 Highlights

During the 2018 calendar year, ARC Victim Advocates provided 2,230 advocacy support units to 190 survivors who had 120 minor children as secondary beneficiaries. The Aakdehewin Gaamig - Lodge of Bravery - Emergency Domestic Violence Shelter provided 5,580 shelter advocacy units during the 2,834 shelter nights that were provided to 45 women and 24 children. ARC staff facilitated 125 individual and shelter group education sessions and participated in 57 community events reaching a total of 6,519 individuals. In 2018, ARC staff drove 18,542 miles providing transportation assistance to survivors and their children.

ARC's contributions towards four years of consultation efforts with the State of Michigan Department of Health and Human Services Division of Victim Services resulted in the federally recognized tribes in Michigan becoming eligible to apply for Department of Justice (DOJ) Office on Violence Against Women STOP Grant funding for the first time in Michigan's history to begin with a solicitation to be released during 2019. Funding will benefit not only victim service programs, but additionally will support law enforcement, prosecutor's offices, and the Court.

ARC'S contributions towards five years of consultation efforts with the U.S. Department of Health and Human Services Family Violence Prevention Services Program (FVPSA) resulted in a 2018-19 fiscal year grant funding allocation increase by an almost 700 percent increase.

ARC's contributions towards several years of federal consultation efforts with the DOJ Office on Victims of Crime (OVC) resulted in a congressional tribal set aside appropriation that resulting in an almost 350 percent increase in the ARC's DHHS Victim Of Crime Act grant award in the amount of \$1.5 million for a three-year grant award period.

ARC's comprehensive and culturally honoring victim service program was selected by the National Indigenous Women's Resource Center to be the site location for the third ever Peer-to-Peer Mentoring Event scheduled for June 2019.

ARC program completed a



ARC Director Jami Moran speaks at VAWA conference.



Family Fun Night in St. Ignace before the crowds enter.



Family Fun Night in Sault Ste. Marie's Big Bear.

comprehensive strategic plan that was reviewed and approved by the DOJ OVC federal grant office during 2018. This strategic plan was utilized in a 2018 DOJ Coordinated Tribal Assistance Solicitation (CTAS) grant application that resulting in the ARC having been awarded \$449,742 for a three year grant period to support the personnel and fringe benefit costs associated with ensuring 24 survivor access to emergency domestic violence shelter services.

ARC team member completed both Michigan and national expert witness training to provide testimony in tribal, state and federal courts as an expert in the field of victimization.

ARC Program Manager was

nominated and unanimously voted to become a Board Member of Michigan's Coalition to End Domestic and Sexual Violence (MCEDSV).

ARC team selected to receive a full scholarship to participate in the Praxis International Advocacy Learning Center is an 18 month experiential course created to examine the vision, identify the principles and knowledge, and practice the skills and quality that makes advocacy a powerful force in the movement to end violence against women.

ARC Attended the United Tribes of Michigan May 31, 2018, meeting regarding the possibility of amending Michigan law to include tribal government as eligible entities to receive fed-

eral pass through STOP funding to support victim service programs.

ARC is assisting DHHS and Uniting Three Fires Against Violence with planning survivor talking circles throughout the service area to obtain input regarding the need for sexual assault services in rural communities. Topic to include survivor perception of service being offered in tribal health centers.

Child Welfare Program

2018 Accomplishments include operating a comprehensive social services program. Child Welfare staff provided services to 2,387 cases across programs:

244 Family Services Cases
141 Licensing Cases
102 Foster Care Cases
532 ICWA Cases
377 Legal Cases
28 Adoption

161 Protective Services Cases
802 ICWA Inquiries processed
Senate Bill 616 was passed on March 6, 2018. This bill was designed to address the gap in the Child Protection Law related to the release of information to tribes from the state of Michigan. Chairperson Aaron Payment provided testimony for House of Representative Committee for SB 616.

ACFS staff provided input into the communication issuance that was sent to DHHS staff to announce the change in the law. Staff input was critical in this process most specifically ACFS Child Placement Program Director Melissa VanLuyen and former ICWA Attorney Liz Eggert.

Sault Tribe signed on to an amicus brief, submitting a Sault Tribe ICWA tribal brief for Texas vs Zinke amicus brief/ICWA challenge. The ruling, which said ICWA was unconstitutional, is currently stayed pending ongoing litigation. (See this issue of the tribal newspaper for an update.) Director McLeod was provided information for the tribal response to the devastating Zinke ruling.

ACFS Child Placement staff participated in a Secondary Traumatic Stress Project with the Michigan Department of Health and Human Services.

ACFS and Tribal Court initiated the incorporation of a Blanket Ceremony into adoption and permanent guardianship proceedings.

Sault Tribe was awarded a TAP grant to implement direct fingerprinting access. Child Welfare is pursuing access for fingerprinting foster homes as well as access for CPS staff safety when conducting investigations.

Sault Tribe Binogii Placement Agency achieved a successful state of Michigan contract and licensing review.

ACFS Main Office was brought into compliance and made handicap accessible.

Direct Services Program 2018 Accomplishments

USDA
Preliminary site work and engineering drawings for building expansion was done.

Tribal board member Jennifer McLeod was made Midwest regional representative for the USDA Native Farm Bill Coalition.

The most significant change in the program operation since its inception in 1980 was the "Commod Store" instituted in 2018. Tribal members could now

shop and choose their own food. The total remodel and function is not complete but due to staff diligence and work staff are able to operate the store.

Food Distribution Program on Indian Reservations (FDPIR) has shell eggs, eliminating the powder eggs current participation receives.

2018 COSTS:
Food \$984,092
Administration

USDA \$546,649
Tribe \$226,964

USDA Approved Funds:
Engineering \$69,000
Generator/copier \$47,600
Expansion \$1,562,032
Total Cost for FDPIR \$3,436,337

USDA rendered 6,081 units of service.

Child Care Development Fund received an additional \$800,000 dollars in funding for FY 2018.

Granted access to DTE portal to place holds and commitments on accounts to ensure their service is not disconnected.

186 Families CSBG Emergency Assistance

97 Families Employee Emergency Assistance

387 Tribal Emergency Assistance

77 Families Elder Heating

207 Families Emergency Housing

930 Families LIHEAP Heating Assistance

94 Families Native Employment Works

168 Funeral Assistance

115 Families and Children Child Care Development Fund (Child Care subsidies).

106 General Assistance Committees Participation/

Community Partners
Chippewa County Domestic Violence Task Force

Communities Of Care - Chippewa Mackinac & Luce Counties

EUP Child Advocacy Center Workgroup

EUP Sexual Assault Response Team (SART)

EUP Sexual Violence Prevention Team

FVPSA Tribal Grant Formula Workgroup

Inter-Tribal Work Group

Special Domestic Violence Criminal Jurisdiction

Mackinac County Roundtable

Michigan Domestic and Sexual Violence Prevention and Treatment Board - Women of Color

Michigan Coalition to End Domestic and Sexual Violence Board Member

Michigan Coalition to End Domestic and Sexual Violence Leaders Curriculum Planning

Michigan VOCA Tribal Victim Advocate Coalition

Praxis International - Advocacy Learning Center Cohort

SC3 Schoolcraft County Communities that Care - Executive Sub-Committee

Schoolcraft County Community Prevention Subcommittee

Schoolcraft County Child Death Review Committee

Schoolcraft County Domestic Violence Task Force Meeting

Schoolcraft County Friends Helping Friends

Schoolcraft County Suicide

See "ACFS," Page 9

Sault Tribe's ACFS Accomplishments for 2018

From "ACFS," Page 8
 Prevention Workgroup Subcommittee
 Schoolcraft County Trauma Team
 Sexual Violence Comprehensive
 Culturally Honoring Grant Planning
 Teen Health Fair Planning Committee
 Child Welfare Committee
 Tribal State Partnership
 Tribal Social Services Director
 Tribal ICWA Attorney
 SCAO (Court Improvement Plan/Tribal Court Relations/Transfer Procedure Committee and MI Court Forms)
 Neonatal Substance Abuse Coalition
 Domestic Violence Task Force Interagency meeting
 Child Death Review Team, Mackinac County
 Mackinac County Court meeting
 EUP Foster Parent Coalition
 Chippewa, Mackinac, and Luce County SCAN teams
 Superior Child Advocacy Center Workgroup
 Northern Michigan Child Advocacy Center
 Uniting Three Fires Against Violence board member
 Upper Peninsula Human Trafficking Taskforce
 Upper Peninsula Sexual Assault Nurse Examiner (SANE) Workgroup
Internal Workgroups
 ACFS Family Celebration Planning Committee
 ARC Domestic Violence Awareness Month planning
 Child Protection Team
 Domestic Violence Court Team
 Multi-Disciplinary Team
 TAP Advisory Board
 TAP Prevention Subcommittee
 Tribal CTAS Workgroup meeting
 Tribal Justice System Team event participation 2018
 White Out Domestic Violence hockey game LSSU
 Show Me the Money Big Bear

Show Me the Money St. Ignace Little Bear
 Family Celebration
 Manistique
 Family Celebration St. Ignace
 Resilience Movie LSSU
 Teen Health Fair Rudyard
 Family Celebration Big Bear
 Wal-Mart Wellness Fair
 Walmart
 Embrace Your Voice – Sexual Assault Awareness – Open Microphone Night, Sault Ste. Marie
 Embrace Your Voice – Sexual Assault Awareness – Speaker LSSU
 Embrace Your Voice – Sexual Assault Malcolm
 War Memorial Community Baby Shower Norris Center
 YEA Life Program Open Microphone Night Hessel
 Strap Dress Workshop Sugar Island
 Bay Mills Women's Gathering
 Bay Mills
 Sexual Assault Survivor Circle Cultural Building
 Sexual Assault Survivor Circle Elders
 Housing Safety Fairs in Manistique, Escanaba, Wetmore, Marquette, Kincheloe, Newberry, Sault Ste. Marie, Hessel and St. Ignace
 Arts, Crafts and Family Fun Fair Sault
 UTFAV Youth Summit, Roscommon
 Side Walk Sales, Sault
 Community Cares Connection Chippewa County
 LSSU Title IX "Safe Party"
 Staff Resource Fair, Sault
 Project Connect Luce County, Newberry
 Project Backpack Mackinac County, St. Ignace
 Harvest Wellness Fair, St. Ignace
 Chippewa County Project Homeless Connect, Sault- Big Bear
 Harvest Wellness Fair, Hessel
 Twin Soo's "Put Domestic Violence in the Penalty Box"
 Hockey Game Sault- Pullar Stadium
 Harvest Wellness Fair, Sault

Schoolcraft County
 Community Resource Fair
 Domestic Violence Awareness
 Walk Sault- Big Bear
 Manistique Community Health Fair
 LSSU Title IX Safe Dating
 "Hook Up" presentation
 Harvest Wellness Fair, DeTour
 St. Ignace Head Start
 Halloween
 Emerald School Halloween
 Downtown Trick or Treating Sault
 Mackinac Island Project Connect
 Student Safe Party LSSU
 USDA traveled to each distribution site and did "Bread in a Bag" for the clients at each one. Attended the Hessel health fair with a "Bread in a Bag" demonstration plus Mongolian beef and sweet potato rolls samples and recipes for clients.
CONTACTS
ACFS Main Office
 2218 Shunk Rd.,
 Sault Ste. Marie, MI 49783
 632-5250, (800) 726-0093
USDA
 3601 Mackinaw Trail,
 Sault Ste. Marie, MI 49783
 635-6076 or (888) 448-8732
Child Advocacy Center
 2163 Migisa Ct.,
 Sault Ste. Marie, MI 49783
 632-4001
Advocacy Resource Center
 2769 Ashmun St.,
 Sault Ste. Marie, MI 49783
 632-1808 or (800) 726-0093
Child Placement Program
 2218 Shunk Rd.,
 Sault Ste. Marie, MI 49783
 632-5250, (800) 726-0093
St. Ignace Office
 1140 N State St.,
 St. Ignace, MI 49781
 643-8689
Manistique Office
 5698 W HWY US-2,
 Manistique, MI 49854
 341-6993 or (800) 347-7137
Munising Office
 622 W Superior St.,
 Munising, MI 49862
 387-3906, (800) 236-4705



Every year, Bonnie Miller makes the trip from Birch Run to the Sault to donate her beautifully made afghans and mittens to foster families.



Lakers "White Out Violence Game" included a mascot and information.



Sault Tribe Culture Department 2018 overview

(UPDATE: Colleen Medicine was hired effective July 1, 2019, to lead the newly established Language and Culture Division. This report is based on work done in 2018 under the Education Division.)

The Cultural Division works to provide meaningful activities to tribal members and interested community members emphasizing the historical and cultural contributions of our Anishinaabe ancestors. The Cultural Division is comprised of four departments plus overall administration.

Language Department

Anishinaabemowin – Language, the sound of the Ojibwe

The goal of this program is to teach Sault Tribe members to speak the language and preserve sovereignty. The Language Department staff provides Internet lessons and classes across the seven-county service area.

The Anishinaabemowin language program delivered classes at the following sites:

- McCann elders center, St. Ignace

- Newberry Health Center

- Munising Health Center

- Sault Ste. Marie, Monday beginner

- Sault Ste. Marie “lunch bunch,” Ojibwe Learning Center and Library

- Sault Ste. Marie Nokomis-Mishomis Center

- Livestream delivery, lessons recorded

A total of 1,826 people participated throughout the year for community language classes. A total of 37 lessons of Livestream courses were recorded and archived.

Delivered classes to three locations in the Early Childhood Education Program at the following sites:

- Sault Ste. Marie, 2076 Shunk Road

- Sault Ste. Marie, 2218 Shunk Road

- St. Ignace, 225 WaSeh Drive

A total of 1,814 people participated throughout the year for Early Childhood Education program classes.

OTHER HIGHLIGHTS

Compiled language survey and worked on data interpretation with Planning and Development

Hosted eighth annual Baawting Anishinaabemowin Conference, June 8-9, 2018

(UPDATE: Anishinaabemowin classes began in Escanaba and Manistique in 2019.)

Repatriation Department

Naadin eshpendaagwak (To get back what is sacred)

The Office of Cultural Repatriation represents Sault Tribe on issues concerning the Native American Graves Protection and Repatriation Act (NAGPRA). This includes the return of ancestral remains, sacred items and items of cultural patrimony removed from Anishinaabe homelands, past and present. Repatriation also deals with applicable historic preser-

vation laws, environmental laws and applicable tribal, local, state and federal laws to protect valuable cultural resources.

The Niigaanagiiizhik Ceremonial Building is part of the Repatriation Department in the Cultural Division. Niigaanagiiizhik hosted 142 scheduled events in 2018.

Repatriation staff attends and represents the Sault Tribe at Michigan Anishinaabek Cultural Preservation and Repatriation Alliance (MACPRA) quarterly meetings.

HIGHLIGHTS

- Generated \$46,200 in fee based consultation, which amounts to 152 projects.

- Processed 76 cultural leave requests.

- Coordinated blanket ceremonies for adoptions with Tribal Court.

- Conducted teachings on feast and names for Drug Court participants. Assisted with cultural aspects of Drug Court graduation.

- Developed MOU with City of Mackinac Island regarding the Turtle Mound.

- Participated in Sault Ste. Marie 350th Anniversary Committee for 350th Anniversary Festival to plan, conduct, and assist with activities held throughout the year.

- Conducted Brady Park re-dedication ceremony.

- Coordinated and attended night of Music in the Park with 850 attendees.

- Presented to National NAGPRA Review Committee on behalf of the ancestors held in Traverse City.

- Worked with Wequayoc Cemetery Committee and Mackinac Island Cemetery Committee.

- Conducted consultation with the Con Foster Museum, University of Michigan, Karl May Museum, Lake County Discovery Museum, Fort De Baude Museum, Army Corps of Engineers, Michigan State University, Ojibwa Museum, Michigan Department of Natural Resources, Hiawatha National Forest, City of St. Ignace and City of Traverse City.

- Conducted consultation with the Con Foster Museum, University of Michigan, Karl May Museum, Lake County Discovery Museum, Fort De Baude Museum, Army Corps of Engineers, Michigan State University, Ojibwa Museum, Michigan Department of Natural Resources, Hiawatha National Forest, City of St. Ignace and City of Traverse City.

- Conducted consultation with the Con Foster Museum, University of Michigan, Karl May Museum, Lake County Discovery Museum, Fort De Baude Museum, Army Corps of Engineers, Michigan State University, Ojibwa Museum, Michigan Department of Natural Resources, Hiawatha National Forest, City of St. Ignace and City of Traverse City.

Mary Murray Cultural Camp

Anishinaabeg Edinokiiwad – Where the Native People Work

The Mary Murray Cultural Camp helps Sault Ste. Marie Tribe of Chippewa Indians perpetuate Anishinaabe ancestral beliefs and practices through teaching traditional life skills, tribal history and customary practices.

While the camp’s primary focus is to provide Anishinaabe teachings and life skills to children, all ages are encouraged to participate and family participation is strongly encouraged. The establishment of the Mary Murray Cultural Camp has allowed the tribe to honor our elders and ancestors by revitalizing our traditional culture. The Mary Murray Cultural Camp promotes Bahweting Anishinaabe cultural traditions through tribally supported pro-

grams that conduct various youth camps, activities, field trips, feasts, sweat lodges, fasting camps, elder gatherings, powwow accommodations and seasonal ceremonial gatherings.



Ojibwe Learning Center and Library



Mary Murray Camp Open House



Warrior Camp



Sugar Bush Camp

The camp provides a venue for tribal programs and community organizations to host

their own retreats or meetings. Lessees have full access to camp trails, teaching lodge, sugar bush area, kitchen facilities, outdoor grill, bathrooms, showers and enough room to sleep 38 people.

The Mary Murray Cultural Camp staff conducted 12 camps in 2018: winter survival, sugar

bush workshops, Native Justice Coalition Earth Day, strap dress workshop, University of Michigan Road Scholars, warrior camp, ogitchidaa kwe camp, Community Medicine Making Day, young environmentalist camp, fall Anishinaabemowin ceremonies and open houses (crafts/teachings).

Conducted the Sault Tribe, Kinross veterans and New Year’s Eve powwows.

OTHER HIGHLIGHTS

- Conducted an Honoring the Waters and Her Protectors Powwow/Round Dance in St. Ignace.

- Collaborated with the Native Justice Coalition on a youth-driven event for Earth Day.

- Conducted the Sault Tribe, Kinross veterans and New Year’s Eve powwows.

Ojibwe Learning Center and Library

The Ojibwe Learning Center and Library (OLCL) provides meaningful educational materials and promotes the learning and preservation of traditional Anishinaabe ways.

The library features over 1,000 books focusing on Native American traditions and customs. The library contains over 120 authentic pieces including two birch bark canoes. The OLCL also has numerous educational DVDs, videos and Anishinaabemowin resources.

Besides direct access to culture and traditions, the OLCL also offers language classes (in-room and online) and space to hold meetings, events or classes. It is a safe and inviting place where traditions may be shared and experienced. The OLCL is open to the community, the tribal community, tourists and employees.

In addition to the three weekly language classes held at the OLCL, 48 other events and meetings took place in the library, and 848 guests signed into the guest log in 2018.

The division applied for and received a fiscal year 2018 Institute of Museum and Library Services (IMLS) Basic Grant to help fund the OLCL. Funding sources come from federal funding through the IMLS grant, fee based consultation and tribal support, which includes repatriation and language.

CULTURE DIVISION GOALS

Embrace and promote our culture and tradition by providing accessible cultural resources that will be available in our communities.

Improve both internal and external communities by making sure cultural and language basics are available for use.

Receive fiscal year 2019 IMLS basic grant.

Provide more events, projects, classes and camps that continue to promote the protection and preservation of our Anishinaabe bimaadiziwin.

CULTURE CONTACTS

Main Office, 635-6050;
Niigaanagiiizhik Ceremonial Building, 632-0239;
Mary Murray Culture Camp, 635-5604.

Sault Tribe Health Division overview for 2018

The Sault Tribe Health Division is comprised of four large ambulatory care facilities and four smaller nursing stations throughout the Upper Peninsula, recovery housing units and the Fitness Center in Chi Mukwa.

The larger health facilities are in Sault Ste. Marie, St. Ignace, Manistique and Munising. The four nursing stations are in Hessel, Newberry, Escanaba and Marquette. Recovery housing is in Kincheloe, Mich. The tribal service area covers 8,500 square miles, which encompasses the tribe's service area in seven rural counties in the eastern Upper Peninsula of Michigan: Alger, Chippewa, Delta, Luce, Mackinac, Marquette and Schoolcraft.

The Health Division currently has over 19,500 active users of our health facilities. The Health Division is comprised of over 260 health staff serving the mission of the Division. In 2018, the Health Division underwent accreditation by the Accreditation Association for Ambulatory Health Care (AAAHC) for medical services and the Commission on Accreditation of Rehabilitation Facilities (CARF) for Behavioral Health services. The accreditation process applies sets of standards to service areas and business practices during an on-site survey. The Health Division received a three-year accreditation from the AAAHC for medical services, which include pharmacy, optical, Community Health nursing, dental and radiology. CARF also awarded Behavioral Health a three-year accreditation for their services, which include mental health and substance abuse.

ADMINISTRATION

The credentialing and privileging of providers went electronic with the use of QuickCred, a component of Medtrainer. This speeded up the process to "onboard" — hire and integrate — a new provider tremendously, which results in them seeing patients sooner after hire.

Sault Tribe Health Division formalized its partnership with Hazelden Betty Ford, a proven leader in recovery that has opened 17 hospitals with a 65 percent long term recovery success rate.

The American Legion contract, which funds the Tribal Veterans' Service Officer, was renewed. The "TVSO" serves all tribal and non-tribal veterans throughout the tribe's service area.

The Sault Tribe Health Division collected patient satisfaction data through a third party contractor. In 2018, the Health Division maintained a 96 percent overall patient satisfaction level.

Based on data collection from all Health Division sites, the Sault Tribe Health Division produced 32,464 medical visits, 9,344 dental visits and 3,753 optical visits. Health Division's 2018 revenue and patient visits

Revenue for FY18:

\$12,774,980

Total transfers and spending:

\$6,701,307

Net income (carryover):

\$6,073,673

Current fund balance:

\$16,686,460

BEHAVIORAL HEALTH

Behavioral Health received a Substance Abuse and Mental



Elder-Youth Social at Chi Mukwa (Big Bear) Recreation Building.



Farmers Market on the Sault Health Center Grounds

Health Services Administration grant to hire four recovery coaches and two prevention specialists to serve both our youth and adults populations in recovery housing.

Road to Wellness is another grant funded project for adults with co-occurring disorders to provide transportation to and from health related appointments. From October to December of 2018, over 349 clients accessed this service.

Other highlights were the Recovery Hospital Project; multiple grants focusing on healing from substance use disorders including: TOTR, TOR, TOP, NAS/perinatal; participation in the needles exchange program; Behavioral Health participation in many specialty court programs (Family Preservation, Drug Court, Domestic Violence Court, Mental Health Court); participation in four Communities that Care coalitions in the service area; participation in the Chippewa County Suicide Prevention Coalition; participation in recovery walks in St. Ignace and Mackinac counties; participation in the Domestic Violence Awareness Walk.

Four clinicians attended a conference to learn Tai Chi Easy; two of them began new groups at the Sault Health Center at noon on Mondays and Fridays that are open to everyone and last 30 minutes in the auditorium.

CLINICAL SERVICES - RURAL HEALTH

Manistique dental services returned to full-time operations with the hire of Dr. Drew Lusby.

The Escanaba Tribal Community Health telemedicine pilot project was established and implemented. Well Elder and diabetes clinics were established for patients living in the Escanaba area. Tribal members accessed the Escanaba site for medical services provided by a physician at the

Manistique Tribal Health Center through monthly telemedicine clinics.

The Schoolcraft/Delta County Medical Transportation Voucher Pilot Program was established and implemented.

The annual Health Fair in Manistique expanded to include cancer screening services.

Healthy Start/Family Spirit Program for maternal/child health services was expanded and implemented for tribal families in Newberry and Manistique.

CLINICAL SERVICE – ST. IGNACE

Credit card payments for optical and dental services were implemented.

The Red Road to Wellbriety continues to be a successful program at St. Ignace Health and Human Services. It is a substance abuse treatment that is culturally based in Native American traditions. The Women's Recovery Therapy Treatment Group has grown in size and popularity, due to the emphasis on crafts such as beading and practicing Native American culture in the treatment group. Educational programming through Good Health TV in waiting areas was instituted.

The continued partnership with Community Health Access Coalition encourages and promotes patients enrolling into Medicaid, Medicare, VA benefits, disability programs and affordable health care insurance that fits their individual budgets.

COMMUNITY HEALTH

The Nicotine Dependence Program policy and procedure manual was reviewed, revised and updated. The NDP evaluation plan was implemented. Two NDP health educators completed training and are providing NDP services at the St. Ignace and Sault Ste. Marie clinics. A tobacco commercial was developed and

aired, Tobacco PSA: <https://youtu.be/esMYO2boca4>.

Community Health staff increased its outreach numbers to promote services and provide valuable health education and screenings to tribal members, families and the community. Community Health nurses and technicians increased home and office visit numbers in 2018.

Health fairs were conducted in St. Ignace, Sault, Hessel and DeTour (first year in this area). Staff participated in the annual baby shower, teen health fairs (Sault and Cedarville), family fun nights (Sault and St. Ignace), safety fairs and Project Connect on Mackinac Island and Smoke Pigs Not Cigs event.

The Community Health team planned and implemented a Farmers Market every Monday at the Sault Tribe Health Center for the months of June through October.

Community Health held blood drives at the Sault Tribal Health Center and the Hessel Tribal Community Center that exceeded set goals of total pints received.

A "Smoke Out" event took place in Hessel. Snacks and educational materials were provided to encourage smoking cessation.

September through December, 23 flu clinics were conducted in various locations in the Sault, St. Ignace, Hessel, DeTour and Mackinac Island.

Breast cancer awareness education booths were displayed at all three sites for the month of October. A celebration was held at the Sault Tribal Health Center for Indigenous Pink Day.

The Community Health Nursing Program continues to distribute infant car seats and booster seats for the seven-county service area, as well as the Nike N-7 shoes designed especially for the wider and taller structure of Native American feet.

Community Health provided all DOT and hearing/vision screenings for Early Head Start/Head Start and JKL Bahweting students.

Community Health fairs took place in St. Ignace, Sault, Hessel and DeTour in collaboration with Community Health Nursing, Nutrition, Diabetes and Health Education.

The Diabetes Program presented at the National Indian Health Board Conference highlighting achievements. Several registered nurses and registered dietitians successfully passed their National Certification Board of Diabetes Educators to obtain their Certified Diabetes Educator (CDE) licenses. Registered dietitians attended the National Kidney Foundation Conference and AADE Core Concepts Conference.

Registered dietitians completed Early Head Start and Head Start nutritional screenings.

The registered dietitian team participated in the children's tribal summer recreation program by offering cooking classes and nutrition education for six weeks.

The Diabetes Team and Sault Tribe Health Center pharmacy coordinated and implemented a new glucose meter.

The diabetes case coordinator/registered nurse developed and implemented a St. Ignace elder



bingo focusing on nutrition and healthful lifestyle education and developed an education online-based curriculum to be used in group diabetes education classes.

Grants managed in 2018

Sault Tribe has received the Special Diabetes Program for Indians (SDPI) grant for 18 years. The Diabetes Program team added a diabetes fitness trainer position. SDPI grants provide one-on-one education to patients and has allowed for continuous and updated diabetes education for medical providers and clinical nurses.

The community collaboration continued with the 10-week 2018 Working on Wellness program coordinated nutrition with movement for healthful weight loss for tribal members with diabetes and pre-diabetes.

The Diabetes Management Registered Dietitian Team held several community cooking classes at the Big Bear learning kitchen.

DENTAL PROGRAM

The Silver Ion Antimicrobial Project (minimally invasive pediatric dental care) continued.

Dental services continued to treat pediatric patients with an eye toward minimizing emotional trauma by arresting decay and minimizing the occasions local anesthesia was used and the number of patients that were referred to receive treatment under general anesthesia.

The Dental Program added new radiographic equipment that allows for a three-dimensional view comparable to a CT scan image.

Dental visits in 2018: Sault Ste. Marie, 5,148; St. Ignace, 1,815; Manistique, 2,381.

MEDICAL/NURSING

Vivitrol was introduced as part of the medical assisted therapy for opiate and alcohol abstinence.

A quality improvement coordinator position was added.

The implementation of a nursing case manager in April 2018 allowed Health to provide better continuity of care for patients after hospitalization or emergency room visits at War Memorial Hospital (WMH). The goal is to spread the same service across all health facilities.

PHARMACY

The Pharmacy reviewed, processed and filled 172,707 prescription orders in 2018. They collected \$4,769,567 in third party pharmacy reimbursement and realized \$12,232,052 in savings by properly using the 340B Drug Pricing Program to purchase medications.

Other 2018 actions included: De-centralized pharmacist at the Munising Tribal Health Center in order to improve patient

See "Health in 2018," pg. 12

Elders Services Division 2018 accomplishments

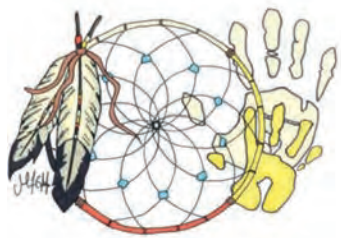
The mission of the Elder Service Division is to provide high quality in-home; access; and community bases services for tribal elders and their spouses to assure maximum health and independence.

Elder Services is committed to assisting with tribal elders wide array of needs. Elder Services Division programs are in-home care, congregate and home delivery meals, non-emergency medical transportation and the Elder Heath Fund. Elder Services Division has 19 employees who deliver these services.

Meal Program

Elder Services Division has congregate meal programs in Sault Ste. Marie, Manistique, Hessel and St. Ignace. The Sault Ste. Marie, Hessel and St. Ignace meal sites provide home deliveries to elders unable to leave their homes. In 2018, Elder Services served 27,822 meals. The Sault Ste. Marie meal site served 15,170 meals, Hessel served 5,166 meals, St. Ignace served 3,924 meals, between both congregate and home deliveries, and Manistique congregate meal program served 3,562.

In 2018, Elder Services started the process of expanding days of service to four days of the week



for those sites that were at three days of week.

Transportation

Elder Services has a non-emergency medical transportation program that provides rides to medical appointments at Sault Tribe health centers and to special medical appointments in northern Michigan. In 2018, Elder Services provided 858 rides. This program is to assist elders who, for a variety of factors, have difficulty using conventional means of transportation to reach medical health care services. Some of the type of appointments Elder Services provided rides for were routine medical, specialists, therapy, cardiac rehab, physical therapy, oncology, dialysis and diabetic related appointments.

Home care

The home care objective is to give elders the ability to stay in the home longer. Four full-time staff made 2,674 visits to clients

in 2018. Home care consists of three programs: personal care, respite care and homemaking.

Personal care is defined as in-home assistance with daily living activities (bathing, dressing, grooming and etc.) Elder Services made 206 personal care visits in 2018.

Respite care provides companionship, supervision and assistance with activities of daily living for mentally or physically disabled and frail elderly persons to allow care givers to receive a needed break from care giver duties. Elder Services staff made 494 respite care visits during 2018.

Homemaking is our highest demanded service with 1,974 visits in 2018. Under homemaking, Elder Services staff perform light household tasks to maintain a safe and clean living environment for older individuals with functional limitations.

Elder Health Fund

The Elder Heath Fund is a program established to assist elders in paying for glasses, dental labs and procedures, life lines and durable medical equipment. In 2018, Elder Services processes 231 applications and some of the requested services were for eye glasses, telemergency (life

lines), arch replacements, denture relines, denture repairs, crowns/caps and guards.

Events

Elder Services conducts or assists in a few annual events for elders throughout the tribe's service area, such as the annual elders Christmas banquets and picnics.

Elder Services thanks all those who plan and work these events. They would not be as great as they are without that assistance.

Goals for 2020

Explore more grant opportunities and other revenue oppor-

tunities to help Elder Services become more sustainable and self-sufficient.

Establish a healthy living educational program to help elders improve their daily lives.

Find and promote more educational programs that match elders' areas of interest.

Explore expanding Elder Services programs that are both efficient and sustainable.

Elder Services 2018 funding

Sault Tribe, \$639,659

Federal/state, \$148,688

Self-Sufficiency, \$83,469

Other, \$14,633



2018 holiday party for Units I, II and III at Dream Makers in the Sault Ste. Marie Casino.



Elder staff serving lunch in Hessel



Elder picnic at Nokomis-Mishomis Building in Sault Ste. Marie.



2018 Elders holiday party in Marquette.

More on Health Division in 2018

From "Health in 2018," pg. 11 services and safety.

Hosted two Indian Health Services Junior Commissioned Officer Student Training and Extern Program pharmacy students.

PURCHASED REFERRED CARE (PRC)

PRC added partial coverage for glasses for Sault Tribe members in the seven-county PRC service area at tribal optical sites. The maximum benefit is \$200. Total cost to PRC for services provided to 467 members from May to December of 2018 is \$72,921.20

PRC assisted 3,400 members for a total of \$29,358 vouchers \$4,850,851 from Oct. 1, 2017, through Sept. 30, 2018.

TRADITIONAL MEDICINE

Staff attended the Smoke Pigs not Cigs function in March 2018 and provided traditional tobacco lessons, collaborated with the Community Health program, helping with berry pickings events, and attended the Mind, Body, and Earth Conference in

Shakopee, Minn., Sept. 12-15, 2018, through Community Health.

An arthritis treatment workshop took place during Sept. 20-23, 2018, at the Mary Murray Cultural Camp attended by 61 people.

Traditional Medicine staff collaborated with Lake Superior State University, Algoma University, Soo College, Bay Mills Community College and Sault Tribe Cultural Division to bring in holistic health and plant educator Joe Pitawanakwat to talk about the traditional and medicinal values of the plants from the area along with harvesting plant-based medicines based on the Anishinaabe value system.

Staff gave a presentation on traditional medicines and the impact of invasive species on Oct. 23, 2018, to the Three Shores Cooperative Invasive Species Management Area and all the partner, presented at the Michigan Invasive Species Coalition Conference on Dec. 11,

2018, at LSSU.

Dec. 13, 2018, staff and community members conducted lessons on fire and eagle feathers for Drug Court participants and team members at Niiganigizhik Ceremonial Building after drug court.

Traditional Medicine staff went to the Sault Tribe Child Care Center parent meeting and talked about smudging and traditional methods for children and importance of Anishinaabe names.

Traditional Medicine also sponsored a Tea and Teachings event at the Sault Tribe Library and Learning Center for Native American Heritage Month.

In December, staff conducted an in-service on feasts and giveaways in the Sault Ste. Marie Tribal Health Center auditorium.

In 2018, Traditional Medicine saw 734 members, 424 other Native and 16 non-Native patients; conducted 26 sweat lodges, provided 102 refills and conducted 371 ceremonies.

Sault Tribe Recreation Division 2018 overview

The Recreation Division provides recreational opportunities for tribal members in the seven-county service area and for community members in Sault Ste. Marie and surrounding area through recreation agreements and tribally owned facilities.

Recreation Agreements

To supplement tribal facilities and programming, Sault Tribe has established recreation agreements in the following areas at minimal or no charge to tribal members: Escanaba-YMCA; Sullivan's Health and Fitness; Kinross / Kincheloe-Recreation Fitness Center; Manistique High School pool; Little Bear West Ice Arena; Schoolcraft Memorial Hospital and Fitness Center; Marquette-Northern Michigan University (NMU); Munising-Alger Parks & Recreation Center; Negaunee-YMCA of Marquette County; Newberry and Curtis; Helen Newberry Joy Hospital and Healthcare Center; Sault Ste. Marie-LSSU; and St. Ignace-Little Bear East Arena

Most recreation agreements include full fitness centers with some facilities having swimming pool access and ice skating. In addition to a fitness center at LSSU, there are various free athletic camps for tribal youth and free tickets to LSSU hockey, basketball and volleyball games. Detailed information about recreation agreements throughout the seven-county service areas can be found on www.bigbeararena.com, under the Tribal Departments tab, listed under Recreation.

Tribally Operated Facilities

The Sault Tribe owns and operates the Big Bear Arena in Sault Ste. Marie. This 150,000 square foot facility features two ice surfaces, a 4,500 square foot fitness center, basketball and volleyball courts, aerobic room, meeting rooms, dance room, indoor track, playground, nature trail, Pro Shop and Concessions.

The facility is home of the Sault High Blue Devils Hockey Club, Soo Michigan Hockey Association, the Academy of Performing Arts, Superior Storm Volleyball Club, International Volleyball League and Sault Women's Volleyball League. The courts also serve as a training center for the Soo Eagles Hockey Club, Sault Area Little League and Sault Area Lacrosse.

Purpose Statement

The Recreation Division is dedicated to promoting wellness, athletic excellence, high principles and values and to creating bonds of mutual respect between individuals and communities.

Division Departments

The Events Management department develops and coordinates facility events and activities for tribal and community families and coordinates customer ice and space rentals.

The Youth Program Department develops and coordinates the Summer Recreation Program for tribal and community youth, age 5-10 years old. The program is recreation-based and includes sports, arts and crafts, organized games, field trips, water fun days, nutritional programming and much more.

The Concessions Department

provides over-the-counter food and beverage services for activities and events held at the facility. The department also fulfills small food and beverage needs for trainings and seminars. Vending machines are also available throughout the facility.

The Pro Shop offers hockey and figure skating equipment, skates, apparel and accessories as well as skate repair and sharpening. Custom and team orders are also available.

The Administration Dept. oversees business operations, advertising, customer services strategies, safety and security of personnel and customers.

The Operations Department ensures facility equipment is operational and maintains the ice and dry floor surfaces and facility cleanliness.

The All-In-One Fitness Club, owned and operated by the Sault Tribe Health Center, is inside the Big Bear Arena and is free to tribal members. The expanded fitness center includes state-of-the-art weight and cardio equipment, locker rooms, saunas, indoor walking track, personal training and fitness classes. Detailed club information can be found on www.bigbeararena.com, under the Fitness tab.

The facility houses the Youth Education and Activities (YEA), Higher Education, Adult Education, Education, the Workforce Innovation and Opportunity Act (WIOA), Community Health and Physical Therapy departments.

Big Bear Services and Programs

Public Skating, Learn To Skate, Drop-In Hockey, Stick N Puck, Senior Skate, Drop-In Figure Skating, Drop-In Basketball and Volleyball, Summer Recreation Program, Dance Program, Fitness Classes, Totzones, Baby and Bridal Showers, Team Meals, Birthday Parties, School Fun Days, Adult Volleyball Leagues, Adult Hockey League, Hockey Tournaments, Hockey Leagues, Clinics and Tryouts, Meetings and Trainings, Special Events, Private Ice and Space Rentals

ACCOMPLISHMENTS

1,155 tribal member visits to NMU in Marquette.

1,383 tribal member visits to the YMCA in Escanaba.



Big Bear ARENA Est. 96

Sault Tribe Departments

- EDUCATION DEPARTMENT →
- HIGHER EDUCATION DEPARTMENT →
- ADULT EDUCATION →
- PHYSICAL THERAPY →
- CULTURAL DEPARTMENT →
- YOUTH EDUCATION & ACTIVITIES →
- WIOA →
- ALL IN ONE FITNESS CLUB →

Big Bear launched its website in the fall of 2018 and it includes an events calendar, links, contact information, online registrations, program and event flyers, photos and much more. The site is maintained in-house allowing for immediate updates and mass messaging features. The website will complement future plans for implementing a smart phone app.

239 tribal member visits to the pool at the high school in Manistique.

3,476 tribal member visits to the Little Bear East in St. Ignace.

2,481 tribal member visits to the LSSU SAC and 527 to the LSSU pool.

91 tribal youth enrolled in the LSSU athletic camps.

14,169 tribal member visits to the All-In-One Fitness Club.

1,350-plus participated in the YEA/Big Bear open gym and skating sessions.

500 attended the YEA Halloween Party.

845 attended the YEA Children's Christmas Party.

350 attended the New Year's Eve Sobriety Pow Wow.

Big Bear hosted the Sault Tribe Anishinabek Community and Family Services (ACFS) Family Fun Night with 837 participants.

ACFS and Sault Tribe Tribal Court Recovery Walk with 150 participants.

Sault Tribe Community Health Fair with 178 participants and National Kick Butts Day with 139 participants.

Big Bear collaborated with Sault Tribe Community Health Nutrition and Diabetes, YEA and the All-In-One Fitness Club to develop and implement the Elder and Youth Social with 37 in attendance.

Developed the 20th annual Summer Recreation Program with 135 participants.

Developed the 20th annual Youth Spring Hockey League with 241 players.

In 2018, 4,800-plus patrons participated in Public Skating.

3,275-plus Rental Skates and nearly 600 Skate Aids.

1,850-plus patrons participated in Drop-In Basketball and Volleyball.

Hosted six Totzones with over 250 in attendance.

Hosted 170 birthday parties and celebrations and 37 meetings and trainings.

Hosted two adult hockey tournaments and six youth tournaments for 157 teams and 22,860 players and spectators.

Hosted 25 high school hockey games including MHSAA playoffs.

Hosted 24 school fun days including Sault Tribe Head Start and Early Head Start.

Developed dedicated website containing facility programs and events, hours of operation, contact information, links, online registrations and much more. Visit www.bigbeararena.com and explore the Recreation Division.

Rubber flooring installed upstairs to provide additional training space for Fitness Club members, Summer Recreation Program participants and increase rentable space at the facility.

Developed radio ads to promote facility including promotional giveaways during the holidays to increase walk-in traffic.

2019 GOALS

Collaborate with Education, YEA, Community Health, Fitness Center and Cultural departments to develop new events and activities for the community.

Collaborate with Sault Tribe Transportation and other agencies to implement way finding signs throughout the city and upgrade current parking lot signage.

Collaborate with Training Department to institute e-learning and training videos.

Collaborate with MIS to implement an "app" for smart phones to communicate with customers and promote Recreation.

Collaborate with Tribal Court to implement incentive program for purchases in retail areas in facility.

Collaborate with the Environmental Department to have a boot brush installed at the head of nature trail to prevent the spread of invasive species.

Development a "Seven-County Wellness and Recreation Guide."

Revise advertising campaign brochure including customizing sponsorship options to cater to advertisers' needs.

Implement LiveBarn streaming throughout the facility to allow patrons to watch events and activities from afar.

Explore new ice activities like bumper cars, ice bikes and rideable skate aids including grants.

Increase enrollment in the Summer Recreation Program by 15 percent.

Implement new activities and field trips for the Summer Recreation Program.

Implement online booking for ice and space rentals including payment processing.

Increase hockey training tryout camps to include highly competitive teams and submit bid for USA Hockey National tournament.

Implement digital food menus and explore more healthy food offerings in Concessions.

Replace existing carbonated beverage machine to allow for additional flavors and products.

Provide training and consultation to Pro Shop team members to enhance skate sharpening and repair services, and general equipment repairs.

Implement vending services for Pro Shop items such as tape, laces and mouth guards to enhance customer service.

Research energy efficient operational opportunities and environmentally friendly packaging for retail areas.

Continue to perform routine maintenance through facility and renovate as necessary.

2018 Revenue Sources

37 percent tenants

34 percent retail

29 percent events

Contact Information

Big Bear Arena

Two Ice Circle, Sault Ste.

Marie, MI 49783

(906) 635-RINK

(800) 588-RINK

www.bigbeararena.com

Operations, 635-4982

Concessions, 635-7465

Pro Shop, 635-4906

Recreation Agreements, 635-4758

Events Management, 635-

6509

Youth Programs, 635-4777



The Sault Tribe Wellness Collaborative, established in 2018, hosted a holiday themed elder and youth social in the Big Bear Arena hospitality room Dec. 12.

Natural Resources Fisheries 2018 Highlights

The Fisheries Management Program is the biological program charged with implementing the fisheries management aspects of the 2000 and 2007 consent decrees. The program has four programmatic focus areas that are interrelated and all play an important role in protecting and enhancing our member's ability to access treaty fishing rights: interagency fisheries management, harvest management and assessment, adaptive ecosystem management and public outreach.

Assessment and research

Assessments and research are a major activity of this program. Assessments are conducted on the Great Lakes (Superior, Huron and Michigan) and inland lakes and rivers. In 2018, 23,582 samples were collected and analyzed, over 14,000 miles driven and 7,280 structures were studied to determine the fish age.

Harvest and effort statistics

Fisheries Management Program staff collects harvest reports (inland, subsistence and commercial), processes and analyzes the information to provide summaries of the harvest and effort. This information plays a critical role in the management of the resource. Not only are

summaries of the data important, but this data is also used in the models to help produce harvest limits.

Representation and co-management

Managing the fishery for two consent decrees requires a lot of representation on committees. Under the 2007 Consent Decree, staff is on the Inland Fisheries Committee. The 2000 Consent Decree is different than the 2007 Consent Decree in that Sault Tribe is a co-manager of the Great Lakes. This puts the tribe on equal footing with the federal government and the State of Michigan.

Staff represents the tribe on the Technical Fisheries Committee, Modeling Subcommittee, Lake Superior Technical Committee, Lake Huron Technical Committee, Lake Michigan Technical Committee, St. Marys River Task Group, Lake Huron Lake Sturgeon Working Group and others.

Fisheries Enhancement

In addition to the assessment activities, the Fisheries Management Program operates a fisheries enhancement program. This program has operated for nearly 30 years and has

mainly raised walleye to stock into waters of the 1836 ceded

territory. In this time span, the hatcheries have stocked over



A newly hatched Lake Whitefish from the experimental rearing project that is currently ongoing. The yolk sack is still visible and this fish will feed on that supply for up to 14 days.



Fisheries staff (L to R) Troy Lehre, Dave Pine, and Rich Reining pulling a net in Lake Huron that is part of the fisheries assessment surveys that are conducted.

14 million walleye. In 2018 alone, 1.6 million walleye were raised. These fish were stocked in lakes Superior, Huron (including the St. Marys River) and Michigan. Along with the Great Lakes stocking, walleye were also stocked in Black Lake (Cheboygan County), Lake Charlevoix (Charlevoix County), Tahquamenon River (Chippewa County), Au Train Lake (Alger County), Au Train Basin (Alger County), Deer Lake (Luce County) and Pretty Lake (Luce County).

Lake whitefish experimental rearing

The Fisheries Management Program started an experimental project to rear whitefish. This project is funded by the Great Lakes Restoration Initiative, and its goal is to rear whitefish to learn the best process to raise them in case research shows that large scale stocking could help the whitefish population.

In November 2018, whitefish brood stock was collected from Lake Huron. These fish were spawned out at the Nunns Creek Fisheries Enhancement Facility. The eggs were hatched out on site and the fish have been raised all winter. This project will continue into 2019.

Natural Resources Wildlife Highlights of 2018

Harvest reporting

The Sault Tribe Natural Resources Department-Wildlife Program (STWP) is responsible for compiling annual inland hunting, fishing and gathering data for Sault Tribe harvesters and using that data to estimate overall harvest, which is used to inform management decisions. All inland harvest reports are due on Feb. 1 for the preceding year. During the spring and early summer months, STWP staff worked to compile the harvest report information received in a database. The 2017 annual Effort and Harvest Summary report was completed and submitted in early July. In late September, Sault Tribe staff gave a presentation on Sault Tribe's harvest reporting system at the Great Lakes Native American Fish and Wildlife Society annual meeting in New Buffalo, Mich.

The 2018 Harvest Report was made available online in November. As of June 20, 2019, 2,787 reports had been received and processed. The 2018 Effort and Harvest Summary will be made available in early July 2019.

Number of harvest card holders in 2017, hunting 4,245; non-hunting, 328; total, 4,573. Number of harvest card holders in 2018, hunting 4,183; non-hunting 331; total, 4,514.

Snowshoe hare collaboration

During May 2018, STWP staff initiated a snowshoe hare trapping and GPS collaring effort with a current STWP employee enrolled in the fisheries and wildlife graduate program at Michigan State University. The objectives of this project are to examine seasonal movement patterns of hares in the eastern Upper Peninsula, to assess the habitat structure of micro-



Ruffed grouse were fitted with VHF collars last year from August through November.

sites used by snowshoe hares in the eastern Upper Peninsula and to model the relationships between snowshoe hare occupancy, density and habitat variables in the northern lower peninsula. Fieldwork for this project began in mid-May, with live trapping concluding in August. The GPS-collared hares were monitored

regularly through the end of 2018 using telemetry. In early 2019, STWP began attempts to recover GPS collars.

STWP staff co-hosted a national snowshoe hare research and assessment coordination meeting with the United States Geological Survey's Northeast Climate Adaptation Science Center at the

University of Massachusetts on Dec. 18. This meeting was well attended by researchers from the University of Massachusetts, University of Wisconsin, SUNY College in New York, University of Montana and Michigan State University. As an outcome of this meeting, the Snowshoe Hare Working Group was formed,

which fulfills a grant objective for STWP's snowshoe hare assessment funding.

Ruffed grouse in the 1836 Ceded Territory

A ruffed grouse assessment funded through the USFWS Tribal Wildlife Grant and the Great Lakes Restoration Initiative will result in an adaptive management plan for ruffed grouse in the 1836 Ceded Territory. Ruffed grouse are an important subsistence species for many tribal members and this species is forecast to decline with future climate change predictions. Work for this project began in January 2018.

In mid-May, STWP began the summer 2018 field season with partners from MSU. The first phase of the assessment focused on identifying ruffed grouse nests and characterizing nest site selection. To do this, STWP employed a sampling methodology involving highly-trained hunting dogs and use of infrared cameras.

Beginning in August, lily-pod traps were deployed in an attempt to capture ruffed grouse. Through November, six ruffed grouse were fit with VHF collars and monitored bi-weekly. Grouse trapping resumed in June 2019. Ruffed grouse captured in 2019 will be fit with GPS collars, which will provide STWP with location data multiple times a day. This information will help STWP better understand habitat components important for ruffed grouse.

Climate change vulnerability assessment

In June 2018, STWP staff completed final reports for a climate change vulnerability assessment for 14 wildlife species, including upland birds, migratory birds and waterfowl and mam

See "Wildlife," Page 15

Wildlife 2018 accomplishments and 2019 goals

From “Wildlife,” Page 14

mals. The report details the relative climate change vulnerability of each of the species in the assessment, the sources of that vulnerability and the sources of uncertainty of future vulnerability. The results of this report will contribute to the development of relevant climate adaptation planning resources. This information can help the department to identify and prioritize future assessment work.

COASTAL PROGRAM: MARSHBIRDS AND MANOOMIN

Secretive marshbird monitoring

In mid-May, STWP kicked off the first round of 2018 secretive marshbird survey efforts. Playback surveys were completed at four Great Lakes Restoration Initiative (GLRI) study locations spanning from Sand Island (Neebish Island) to Cheboygan as well as at over 30 coastal marsh locations along the St. Mary’s River. Three rounds of surveys were completed between May 15 and June 30. While the surveys were completed in late June, remote sound recorders remained deployed in GLRI wetland research plots throughout the summer. The data collected during 2018 will be used in addition to the data collected in previous years to finalize a migratory bird habitat restoration plan for the lower St. Marys River.

Wild rice initiative

Sault Tribe Natural Resources Department (STNRD) staff are engaged with the Michigan Wild Rice Initiative (MWRI), a collaboration of tribal, state and federal organizations that seek to protect, preserve and restore manoomin (wild rice) in Michigan through collaboration, research, education and policy and stewardship for the benefit of present and future generations. STNRD staff is part of the wild rice team, which is a collection of representatives from the federally recognized tribes in Michigan and representatives from various state of Michigan departments. Currently, the MWRI is in the process of drafting a charter outlining MWRI mission and goals. STNRD staff also co-chair the Monitoring and Restoration Subcommittee of the MWRI.

Manoomin at Munuscong

STWP is currently working to restore manoomin within the 1836 Ceded Territory. Building off of a collaborative invasive species management project in the St. Marys River, STWP carried out a pilot manoomin seeding project in Munuscong Bay in October 2018. Large areas of manoomin beds were historically found in Munuscong. Areas that had recently been treated for invasive species (e.g., hybrid cat-tail) were seeded with manoomin seed. In total, 100 pounds of seed was broadcast across 2 acres. STWP is pleased to report that manoomin was present in floating leaf stage during June 2019 (see photo). This work was carried out in coordination and with support from Loyola University of Chicago and the Michigan Department of Natural Resources.

Community forest adaptation planning

STWP received funding from BIA-Forestry to work with the Inter Tribal Council of Michigan (ITC) to integrate community knowledge, values and climate change adaptation into stand-level forest planning for 2 parcels of trust/fee land in Sault Ste. Marie and Hessel, Mich. Through a series of outreach events, including elder luncheons and commu-

nity gatherings, STWP and ITC sought to incorporate community feedback into stand-level forest planning documents for each of the parcels. During April, project partners (i.e., ITC) completed the 2018 Sault Tribe Stand-Level Forest Planning Project-Community Guidance”report. The report detailed project objectives, community outreach

activities and participating Anishinaabeg perspectives on forest planning. STWP used the report to develop recommendations for forest management prescriptions based on the input received from the community.

Ishkode (Fire) Project

In 2018, STWP was notified that their proposal to the BIA-Tribal Resilience Program had

been funded. The goal of this project is to initiate a project focused on adaptation planning and adaptive management related to ishkode (fire) in partnership with ITC and the U.S. Forest Service (USFS). In November, STWP staff coordinated a meeting with an ITC environmental specialist to establish project functional roles and create a framework for collecting traditional ecological knowledge related to ishkode. This framework was used when interviewing community members in the early months of 2019. STWP and ITC plan to use the information shared by community members in the development of novel fire prescriptions, which STWP ultimately plans to implement on the landscape through collaboration with the USFS.

In early 2019, STWP will work with the USFS to carry out small mammal trapping and vegetation sampling in ishkode assessment plots. STWP is interested in assessing how fire impacts understory vegetation and small mammal communities.

Technical training opportunities

STWP worked with federal agency partners to carry out two training opportunities open to tribal professionals during 2018.

Wildlife Disease

STWP staff worked with staff from the United States Geological Survey National Wildlife Health Center (USGS NWHC) to host workshop training on wildlife disease in Sault Ste. Marie in mid-August. In total, staff from seven Great Lakes tribal agencies attended the workshop.

The STWP has worked with the USGS NWHC in the past on assessment work related to snowshoe hare disease and parasites. Working together, STWP and USGS NWHC put together a mini-grant application to fund the training opportunity, which was free to all participants.

The workshop, which was primarily for tribal natural resources staff, began with an overview of a number of different wildlife diseases, field safety precautions and sampling techniques. Topics of regional interest, such as lead poisoning and tick-borne diseases, were also discussed. The second half of the workshop was focused on hands-on laboratory demonstrations and the opportunity to gain experience carrying out necropsies on various fish and migratory bird species while practicing safe handling of potentially diseased animals.

NASA-Remote sensing

During October, STWP worked with NASA’s applied remote sensing training staff and the BIA-Branch of Geospatial Support to organize an introduction to remote sensing training course in mid-October 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. 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 (commonly referred to as drones) to analyze and classify land cover.



Sault Tribe Natural Resources staff seeded 100 pounds of manoomin seed over 2 acres (above), some of which came up this spring in Munuscong Bay (below).



Sault Tribe's non gaming businesses in 2018

The tribe's non-gaming businesses provide many benefits to tribal members, including job opportunities, tax revenues to fund membership programs and retail products that support the tribes gaming operations. Tribal members are employed in non-gaming businesses as cashiers, sales representatives, maintenance workers, administrative support and managers. We continue to look for business opportunities that will financially contribute to tribal member services and bring jobs either on or closer to our reservations. Our goal is to make sound fiscal decisions by properly managing our economic resources.

Tribal taxes

Enterprise businesses pay tribal taxes to help fund membership programs and services. In fiscal year 2018, non-gaming enterprises paid \$518,669 in tribal taxes.

Retail enterprises

Midjims

The tribe's two Midjim convenience stores are on reservation lands in Sault Ste. Marie and St. Ignace. The stores share the tribe's tax-exempt status on gasoline and cigarettes and offer price discounts on these items to tribe members. The Midjims contribute to the tribe's health program for smoking cessation.

The Midjims also pay taxes to support programs and services for tribal elders. The stores also provide convenient access to food,

gasoline and other basic items for members who live on or near reservations.

Northern Hospitality

Northern Hospitality sells flooring, furniture and fixtures. The business benefits the tribe by providing flooring, furniture and fixtures to Kewadin Casino and other tribal departments. The business also offers expertise on purchasing special industry items for the tribe's casino and hotels; enhances tribe's purchasing power by providing services that result in lower prices for the tribe and casino. Team members can deduct their purchases from their paychecks, which increases revenue for Northern Hospitality and provides team members with a unique method of paying for flooring, furniture and fixtures. Tribal members living in the tax agreement areas are able to take advantage of tax exemption when purchasing anything at Northern Hospitality.

Tribal real estate property management

DeMawating Development and Sawyer Village are property management companies and economic enterprises of the Sault Ste. Marie Tribe of Chippewa Indians.

DeMawating Development

DeMawating Development is in Kincheloe, Mich., on approximately 130 acres of tribal trust land. DeMawating offers both sales and rental properties to tribal members and others of all income levels and primarily serves as



The tribe's new storage facility, located at Odenaang.

an affordable housing option for a population who work within a 40-mile radius. DeMawating operate 200+ rental units with an occupancy rate over 90 percent.

2018 DeMawating Development upgrades:

- Replaced furnaces in five units.
- Replaced hot water tanks in three units.
- Replaced new windows in 12 units.
- Replaced kitchen cabinets in four unoccupied units.
- Replaced kitchen cabinets in five occupied units.
- Replaced flooring in five units.
- Painted exteriors and installed soffits and fascias of 10 units.
- Installed fencing on 14 units.

— Replaced stoops on seven units.

— Acquisition of Riverside Village Park (RVP).



— Electrical upgrades to RVP. Purchased signage for RVP.

— Purchased storage sheds to lease or sell to tenants.

Sawyer Village

Sawyer Village is on the former KI Sawyer Air Force Base in Gwinn, Mich. Sawyer Village offers rental properties to tribal members and others of all income levels. Sawyer Village consists of 270-plus rental units with an occupancy rate of 74 percent. Sawyer Village also generates revenue using three hangars as storage spaces.

2018 Sawyer Village upgrades:

- Replaced furnaces in 25 homes.
- Replaced roofs on 16 homes.
- Installed new flooring in 16 homes.
- Replaced kitchen cabinets in one home.

Tribal business ventures

In 2018, Economic Development Commission (EDC) continues to focus on methods to create new revenue streams to help support tribal member ser-

vices and programs. The previous (2017) two business ventures the EDC took on were storage units and billboards.

Storage buildings

The EDC grew the tribal storage building business by adding two additional storage buildings. Along with Mackinac Trail Storage, purchased in 2017, the EDC completed construction of Odenaang Storage in June 2018 and acquired Fornicola Storage, now known as Chippewa Storage, in November 2018 and is in Sault Ste. Marie. All three storage buildings are open to the general public.



Gitchi Auto, Home and RV

In November 2018, Gitchi Auto, Home and RV opened its doors as a new tribally-owned business. Gitchi sells new and used automobiles. Gitchi developed business relationships and are authorized dealers for Genuine Scooters, LLC and Fairmont Homes, LLC. Gitchi also has recreational vehicles for sale. Please stop to meet our staff and view the inventory at 2270 Shunk Rd, Sault Ste. Marie MI or call (906) 203-4491.

Billboards

The EDC doubled the billboard inventory to 12 billboards in 2018. Currently, there are 10 billboards on tribal land: eight in Sault Ste. Marie and two in Wetmore. The EDC acquired two billboards and property in Manistique. The EDC is continuously searching for new opportunities to increase billboard revenue for the benefit of tribal members.

2019 ENTERPRISE GOALS

- Continue attraction efforts of Sault Tribe member-owned businesses into the area, target one successful attraction.
- Complete acquisition of manufactured home park and increase occupancy by 10 percent.
- Add at least two new billboard locations.
- Start a development project on tribal lands.
- Continue strategy to evolve into an 8(a) contractor status as a tribe.
- Support development needs of sister divisions of the tribe.
- Offer resources and support to Sault Tribe entrepreneurs.

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Sault Tribe Housing Authority 2018 in review

The Sault Tribe Housing Authority (STHA) is a "Trially Designated Housing Entity" (TDHE). The TDHE was officially established via tribal board resolution May 5, 1998.

The STHA mission is to "improve the quality of life for Sault Tribe members through affordable and unique housing opportunities." Their vision is to "create and sustain housing programs that promote improved quality of life, economic self-sufficiency and future growth for members of the Sault Tribe of Chippewa Indians."

2018 Highlights

The St. Ignace elders complex had open house on Sept. 24, 2018. The community was invited to explore the facility, which is named for Ms. Shirley Goudreau in honor of her many years of service with the STHA Board of Commissioners and the tribe's board of directors. The complex houses 20 two-bedroom, 900-square-foot units, with their own washers and dryers, air conditioners and heating controls, WIFI throughout as well as a commercial kitchen and large dining area, into which the tribe's Elder Meal Program moved. Outdoor access is provided in each unit. Facility amenities include a public area for watching television, playing cards or visiting and the entire building can only be accessed by a special card key. Another exciting aspect of the facility is that it features rain gardens filled with perennials and other plants native to the surrounding area. The apartment complex features structural insulated panels and the foundation has insulated concrete forms. Both systems allow the best energy efficiency.

STHA provided unit restoration to 20 homes on JK Lumsden Way on the Sault Ste. Marie housing site. This project eliminated an unhealthy living environment caused by poor site drainage and its impact on the foundation of the units. NAHASDA funds, non-program income and the awarded 2016 ICDBG funds were used to correct the issues, restore foundations, install dehumidifiers and a green crawlspace encapsulated system which will greatly lower energy costs for residents.

STHA's warranty siding replacement project completed work on 69 units — 55 units received new siding in Sault Ste. Marie, 12 units in St. Ignace and two units in Hessel. The majority of costs for this project were covered through a warranty claim that included materials and labor from the original manufacturer of the siding.

HOMEOWNERSHIP DEPARTMENT

The STHA Homeownership programs are funded by NAHASDA grant funding. These programs consist of the Weatherization Program, Owner Occupied Rehabilitation, Home Rehabilitation Program and Sanitation Services. Weatherization assisted nine Sault Tribe members in the seven-county service area to provide energy conservation improvements to make their homes more energy efficient. Examples: roof replace-



The completed Shirley Goudreau Elder Complex in St. Ignace.

ments, new windows, exterior doors and insulation. Each eligible member selected could receive up to \$7,500. Eligible applicants may receive assistance no more than every five years. This program opens in the spring of each year and runs until all funds have been exhausted. Applicants are served based on a point system in which income and need for repair are taken into consideration.

Owner Occupied Rehab assisted 17 members in the service area to provide energy conservation and moderate rehabilitation to home owners faced with costly repairs and replacement of substandard heating systems and water heaters. Each eligible member could receive up to \$6,500. This program can only be used once in a lifetime. This program opens during the first of the year and runs until all funds are exhausted on a first-come, first-served basis.

The Home Rehabilitation Program helped four members in the service area with home rehabilitation assistance for homes privately owned by members. Each eligible member may receive a grant with approved budget amounts for the weatherization or rehabilitation services. Applicants are selected by using a point system based with the highest points being services first. This service can only be used once in a lifetime.

Sanitation Services assist members in the service area with individual water and sewer services. This program is a once in a lifetime service and does not have emergency funding due to the start to finish periods can be very long. This year, 21 members received a new well, 30 received a new septic system and three received a new water treatment system.

Down Payment Assistance aided 12 members in the service area to become first-time homeowners of structurally sound homes. Each member selected could receive up to \$9,500 or 20 percent of the purchase price. Thorough homebuyer education classes are required of all participants prior to closing on the purchase of the home.

The Lease to Purchase Program gives eligible applicants a chance at leasing with the option to purchase. This program is designated to have the home paid off in 15-30 years. Payments are based on the value of the home and amortized over

the period of years chosen by the homebuyer.

The Homeownership Specialists at Sault Tribe Housing specialize in home ownership counseling services for Sault Tribe members. The specialists can help members in gaining a better understanding of how to become financially stable to help prepare for homeownership by offering personal finance, credit repair and advanced budgeting.

RESIDENT SERVICES DEPARTMENT

The Resident Services Department consists of four resident services specialists who cover all nine housing sites. The specialists help residents with their individual needs and concerns while also ensuring their continued occupancy. Specialists provide training and counseling curriculum to enhance their quality of living and promote self-sufficiency while building strong communities. They conduct home visits, perform annual safety inspections in every home, and collaborate with outside agencies, tribal entities and programs to stage community events.

Some of the community functions offered by the STHA:

- Annual Fire Safety Fair
 - Site Beatification Clean-Up
 - Annual Fire Safety Poster Contest
 - Christmas snow sculpture or snowman contest
 - Community Gardens
- Some of the services include:
- Money management training
 - Care and maintenance training
 - Tenant referrals
 - Dispute resolutions

The Rental Assistance Program provides rent subsidies for income-qualified working families in the tribe's service area. Participants are required to pay 27.5 percent of their adjusted income to the landlord and the STHA will pay the remainder up to the fair market rent rate of the rental. The rental units must pass housing quality standards inspections prior to leasing.

The Emergency Housing Assistance Program is funded by the STHA and administered by Anishnaabek Community and Family Services. This program provided financial assistance to 14 families. These families received help with emergencies the households are not able to resolve with their own funds. Assistance may be provided to prevent or remedy the housing



Smokey the Bear visits at a 2018 Manistique Safety Fair.

emergency. Services can include first month's rent, security deposit and payments to prevent an eviction up to \$750 annually.

The STHA has 516 units across the service area.

Escanaba has 25 units
Marquette has 10 units
Kincheloe has 105 units
Wetmore has 19 units
Manistique has 38 units
Hessel has 23 units
St. Ignace has 90 units
Newberry has 23 units
Sault Ste. Marie has 183 units

2018 CREW OF THE YEAR
Mike Sylvester, Wayne McKerchie and Mike McKerchie were selected as Crew of the Year for 2018 for all of the initiative they took to learn how to use the drywall tools and texture ceilings. They worked together as a team and found a great workflow. They always pay close attention to detail and give 100 percent.

2018 EMPLOYEE OF THE YEAR

Barbara Galer was selected as Employee of the Year for 2018. Barb is always sweet, kind and very helpful in any way. She keeps the STHA neat, tidy and everything is always in order. Barb recently retired in the fall of 2018. The STHA wishes her the best in her endeavors and certainly misses her around the office.

2018 MANAGER OF THE YEAR

Tony McKerchie was selected for Manager of the Year for all his hard work and dedication for his part in making the St. Ignace elder complex a reality. This was a huge project from start to finish and Tony was there for every step. Tony and the force account crew did an amazing job constructing the facility. Tony worked with subcontractors, vendors, architects and engineers in every phase of the project to ensure it was completed in a superior fashion.

Financial Assistance Payment in Lieu of Taxes 2018

Sault, \$16,734
Soo Township, \$10,200
Schoolcraft, \$5,700
Alger County, \$2,850
Escanaba, \$3,750
City of St. Ignace, \$1,650
Marquette, \$1,267
Pentland Township, \$3,600
Kinross Charter, \$16,050

Total, \$61,801

2019 GOALS

The STHA is excited to share the goals for 2019:

Planning construction of a large 24-by-24 foot maintenance garage at the St. Ignace elder complex.

The Warranty Siding Project will continue into 2019 on 25 units, 15 in Newberry, five in Wetmore and five in Manistique. The majority of costs for this project were covered through a warranty claim that included materials and labor from the original manufacturer of the siding.

All housing site playgrounds are repaired and checked regularly for safety issues by our Maintenance Department. The STHA is planning for the Wetmore, Manistique, Escanaba and Marquette playgrounds to have upgraded equipment installed.

New construction on the Escanaba housing site will consist of four brand new elder designated units featuring two bedrooms and one bathroom. In an effort to decrease secondhand smoke, one of the four units will be a smoke-free household.

A total of 40 units on the Sault Ste. Marie site will receive bathroom upgrades that will consist of brand new tub and shower combinations, sinks, vanities and medicine cabinets.

STHA is planning to develop and submit a \$5 million Indian Housing Block Grant competitive grant to construct additional housing at the Odenaang site. If awarded the full amount requested, STHA could construct approximately 30 new homes for members to help fill the need for housing.

The Hessel Community Center will receive a brand new complete commercial kitchen. Some of the upgrades include a brand new stove, sinks, dishwashers, shelving, coil doors and freezers. The remodel will also allow more space in the kitchen to optimize workflow.

To continue developing the Odenaang site and prepare for future home construction, the STHA is developing two separate USDA Rural Development applications. These applications would complete water and sewer infrastructure on the northern and southern sections of Odenaang.

In addition to the water and sewer applications for Odenaang, the STHA is planning to secure funding to install natural gas lines in the entire Odenaang housing site. This switch from propane will provide residents with a significant cost savings.

The Maintenance Department will be conducting a capital assessment of all housing units in order to develop a new 5-year maintenance and 10-year capital improvement plan.

CONTACTS

Administration, 495-1450
Maintenance, 495-5555
Homeownership, 495-1450
Resident Services, (East) 495-1450
Resident Services, (West) 341-8157
Maintenance emergency, (855) 205-2840
East toll free, (800) 794-4072
West toll free, (888) 353-9502

Tribal Court 2018 accomplishments and plans

Having a Tribal Court is one of the hallmarks of a tribal government and an exercise of our tribe's sovereignty. The court is the forum for dispute resolution for our tribe, where the community can have the law and tribal Constitution interpreted and upheld.

The Tribal Court system has a trial-level court and an appellate court. The court is not constitutionally separate, but rather was established by the tribe's board of directors when they adopted Chapter 80 of the Tribal Code. Chapter 80 provides that the Tribal Court has "the jurisdiction provided in the Tribal Code and in any subsequent enactment of the board of directors." Tribal Code §80.106. The Tribal Appellate Court has the exclusive jurisdiction to review the decisions of the Tribal Court, and was established by the board of directors when they adopted Chapter 82 of the Tribal Code.

In addition to criminal, child welfare and juvenile cases, the trial court hears a wide range of civil cases, including torts (personal injury), worker's compensation, personal protection orders, garnishments, enforcements of foreign judgments, landlord/tenant matters and conservation cases. At any given time, the court has approximately 700 open cases.

Tribal Court appoints attorneys to eligible litigants appearing before the court in criminal, child welfare and juvenile delinquency proceedings. The court uses a roster of local attorneys throughout the service area to provide defense attorney services. Eligibility for these services is based on income guidelines.

In 2018, Tribal Court held 1,386 hearings. While the majority of hearings take place in Sault Ste. Marie in the George K. Nolan Judicial Building courtroom, the court also travels throughout the seven-county service area to hold hearings in St. Ignace, Manistique and Munising. The court also uses a video conferencing system to allow litigants to appear for court remotely from locations in the service area and even across the country, including from correctional institutions. In addition, in 2018, 662 new cases were filed in Tribal Court.

Adult and juvenile probation

The court is committed to using sentencing alternatives rather than incarceration and places

the majority of juvenile and adult offenders on probation and orders completion of rehabilitative services. In 2018, 27 adults and nine juveniles served terms of probation with the court. The court also continued to use electronic monitoring devices like Soberlink, SCRAM and GPS tethers in lieu of placing offenders in jail. In 2018, 347 days were used by such tether services. Probationers are subject to random preliminary breath tests (PBTs) and drug screens as conditions of probation. In 2018, probation staff conducted 646 drug screens and 694 PBTs. In 2018, Tribal Court probationers completed 436 total hours of service to the community including volunteering at the Recovery Walk and the Domestic Violence Awareness Walk, assisting in the Culture Department offices, chairing AA meetings, cleaning at the Niighanaghizhik Ceremonial Building and Mary Murray Culture Camp and assisting at other community events.

Gwaiak Miicon Drug Court

The adult drug court program, Gwaiak Miicon, continued in operation for its 19th year in 2018. Gwaiak Miicon incorporates the wellness court model to address alcohol or other drug abuse by creating structure and a high degree of accountability for offenders whose addiction leads to their criminal activity. Gwaiak Miicon Drug Court involves comprehensive probation supervision, frequent and random drug testing, required behavioral health treatment services, immediate sanctions, incentives and therapeutic responses to behavior, team-based case management, and team and community support for the participants.

Sault Tribal Court joined Bay Mills Tribal Court and 50th Circuit Court for a joint session of all three sovereigns' drug courts/healing to wellness courts at the Chippewa County Courthouse on June 28, with special attendee Michigan Supreme Court Justice Kurt Wilder. This was a unique opportunity for the three separate jurisdictions to collaborate and learn from each other.

VAWA Implementation

In December 2016, the board of directors passed Tribal Code provisions to implement Tribal Court jurisdiction over non-Native defendants under the Violence Against Women Act

(VAWA). These amendments recognized the tribe's inherent power to exercise "special domestic violence criminal jurisdiction" over non-Native defendants who commit acts of domestic violence or dating violence or violate certain protection orders on our tribal lands. This was significant, because in all other criminal matters, Tribal Court only has jurisdiction over Native offenders.

2018 was the second full year in which the Tribal Court exercised jurisdiction over non-native defendants in VAWA cases. Three new VAWA cases were filed in the court in 2018, and a total of 10 cases since implementation through the end of 2018.

Sault Tribe continues to be viewed as a national leader in implementing VAWA jurisdiction. Tribal Court and its justice system partners are continuing to strengthen our tribe's response to violence against Native women by advocating for changes to federal legislation, presenting its case statistics and being an active member of the Inter-Tribal Working Group (ITWG). The ITWG meets monthly with the Department of Justice, National Congress of American Indians, Office of Violence against Women and also attends in-person meetings annually. In 2018, the ITWG met in Palm Springs, Calif., and Tribal Court was selected as a panelist to present on its cases, its challenges and successes and the impact Tribal Court has had on its community.



VAWA conference hosted by Tribal Court.

In April 2018, Tribal Court hosted a "Violence Against Women Act: Where are we now? Where are we going?" conference at Kewadin Casino in Sault Ste. Marie, to share Sault Tribe's experiences in implementing VAWA jurisdiction with other tribes and the community. The



Tribal justice documentary screening at Northern Michigan University's Center for Native American Studies.



Joint session drug courts/healing to wellness courts at the Chippewa County Courthouse.

conference presenters included Sault Tribe's Domestic Violence Court Team, a Sault Tribe member attorney, Pasqui Yacqui prosecuting attorney, assistant U.S. attorneys and a Sault Tribe member discussing the justice system from a survivor's perspective.

Tribal Action Plan

In 2016, Sault Tribe adopted a Tribal Action Plan (TAP) – a long-term strategic plan to combat substance abuse in the tribe's community. In 2018, Tribal Court made significant progress in achieving one of the specific goals of the TAP: Incorporating tradition and culture into the justice system. The court engaged in collaborative efforts with Traditional Medicine and the Culture Department to make incremental changes in our programs and the court environment. These cultural improvements include having blanket ceremonies at adoption and permanent guardianship hearings, having staff from Traditional Medicine and the Culture Department join the drug court and family healing to wellness court teams, adding cultural components in the domestic violence court program and having court staff and Drug Court staff attend cultural teachings.

Other 2018 accomplishments

Court staff regularly participates in community events across the service area in order to educate the community about the court and issues affecting the justice system and community. In 2018, these events included a community meeting at Lake Superior State University (LSSU) regarding the opiate epidemic, Court Night at the 50th Circuit Court, the Michigan Supreme Court oral arguments at LSSU and a tribal justice documentary screening at Northern Michigan University's Center for Native American Studies.

Tribal Court staff frequently present at state and national-level trainings regarding drug courts, including, in 2018, presentations at the U.P. Drug Court training sponsored by the Michigan Association of Treatment Court

Professionals (MATCP), the Michigan MATCP annual conference, the National Association of Drug Court Professionals annual conference and the national Tribal Healing to Wellness Court enhancement training.

In October 2018, the U.S. Department of Justice awarded Sault Tribe's justice system's application to receive the Tribal Access Program. The Tribal Access Program will allow the court to access public criminal background information in order to make release and detention and sentencing decisions for those individuals who have committed crimes, and will allow the court to enter criminal convictions, warrants and personal protection orders, essentially helping our tribe fill data gaps that currently exist. Tribal Court, ACFS and the prosecutor's office will each be able to conduct name-based criminal background checks and access all necessary federal and state data systems. ACFS will be able to conduct and submit finger-print-based records. The Court anticipate being able to fully operate the Tribal Access Program by early summer 2019.

On Thursday, Sept. 27, 2018, Tribal Court conducted the eighth annual Recovery Walk to celebrate and raise community awareness of those in recovery from addiction. Families Against Narcotics of Chippewa County partnered with the court on the event.

Please like "Sault Ste. Marie Chippewa Tribal Court" on Facebook for current information on court events, jury duty, court closures and other items of interest!

CONTACTS

Sault Ste. Marie Chippewa Tribal Court, 2175 Shunk Road, Sault Ste. Marie, MI 49783, phone (906) 635-4963.

Chief Judge Jocelyn Fabry; Court Administrator/Magistrate Traci Swan; Court Clerk Alicia Roy; Probation officers Ryan Wilson and Denise Porter; Receptionist Krysty Willis; Field Surveillance Worker Bruce Wagner.



Eighth annual Recovery Walk celebrating and raising community awareness of those in recovery.

Law Enforcement 2018 overview, 2019 goals

Sault Tribe Law Enforcement manages and oversees the general administration of Sault Tribe Law Enforcement, which includes police, conservation, Sault Tribe Youth Facility, SORNA registration, verification and compliance activities, federal grants management, budget development and management, policy adherence, development and implementation of department procedures, implementation and education of updated tribal policies and laws affecting the responsibilities of STLE/STYF, etc.

STLE completed its renovation construction project. This project was funded by a Department of Justice grant and provided the Tribal Justice System with increased security through a secured hallway between STLE and Tribal Court, a secure sally port for jail transports to the court, holding cells, enhanced conference/training space, new interview room and enhanced IT closet.

STLE applied for, and was awarded, the 2018 CTAS Purpose Area 1 grant. The major project in this grant is to update and secure judicial networks and data sources, with the project commencing in December 2018.

K9 Lux passed away unexpectedly; STLE was able to purchase a new K9, Nuka, and send STLE's K9 officer through training with Nuka with help from Housing and JKL Fiduciary.

Provided Hunter Safety Training in Sault Ste. Marie and Manistique.

Trident Task Force executed 104 felony arrests, 29 search warrants, and opened an additional 104 new investigations.

Trident Task Force arrested two separate groups for produc-



ing methamphetamine. The two complaints identified approximately 25 suspects manufacturing or conspiring to manufacture methamphetamine

STLE officers attended numerous community, safety, and health fairs.

STLE maintains a pill drop-off box at the Sault office that allows community members to anonymously dispose of all unused prescriptions to reduce the amount of abuse in tribal communities.

Sault Tribe Youth Facility (STYF) – Substantial compliance with state and federal licensing requirements at Sault Tribe Youth Facility.

STYF – 180-plus new bookings.

Major Assignments for 2018

Development of an internal procedure for issuance of special needs permits in accordance with Tribal Code Chapter 21, Section 21.302

Worked with MIS to develop the grant-funded consolidated licensing database

Implemented the change to Tribal Code Chapter 20 related to Commercial Co-Captain criteria, notified all captains via letter and newspaper

Conservation articles for Sault Tribe newspaper

More directed patrols in conservation based on statistical data

More involvement in community events

More visibility and walk-throughs of tribal facilities

Work with CTAS Grant Application Group – Judicial Services/Prosecutor/Victims Services to submit a comprehensive application

Work with IT Security and the State of Michigan LiveScan division to obtain and install LiveScan machine for SORNA purposes

Complete, review, submit all Schedule A, B, C FY19 budgets

Completion and submission of substantial compliance letter to SMART Office

Plan, coordinate, and complete 2018's Jr. Police Academy

Vehicle repair and maintenance coordination and development of database for tracking/reporting purposes

Grants in 2018

All required reports or close out documents were submitted on time.

Department of Justice, SMART Office, 2015 Adam Walsh Act Implementation Grant: Successfully closed out the grant after favorably resolving Indirect Issue with DOJ

Department of Justice, BJA Office, 2014 Renovation Grant: This provided the Tribal Justice System with increased security through a secured hallway between STLE and Tribal Court, a secure sally port for jail transports to the court, holding cells, enhanced conference/training space, new interview room, and enhanced IT closet

Department of Justice, Community Oriented Policing Services (COPS) Office, 2014

grant: Provided for replacement of patrol vehicles and other law enforcement equipment, uniforms, officer training, and interoperable communications access

Department of Justice, Community Oriented Policing Services (COPS) Office, 2015 grant: This grant provides for replacement of patrol vehicles and other equipment, computers, uniforms, Officer training, and interoperable communications access

Department of Justice, Community Oriented Policing Services (COPS) Office, 2018 Grant: This is a new grant in which STLE/Judicial Services is able to purchase and install new IT equipment to ensure the security of all data in compliance with federal and state mandates – IT Project. This project is in process.

Trainings

Below is a 2018 travel report, highlighting conferences and meetings attended throughout the year by the director and staff within the division.

Uniting Three Fires Against Violence Tribal Summit, Mackinac Island

SORNA Annual Training Conference, New Mexico

Various MCOLES trainings throughout the year, Various Locations

CORA Executive Council Meeting, Traverse City

Active Shooter Training, Houghton/Hancock

K9 Academy, East Lansing

Criminal Jurisdiction In Indian Country, Mt. Pleasant

Tribal Opioid Summit, Mt. Pleasant

Federal Corrections Academy, Artesia, NM

Tactics in Traffic MCOLES

Submit monthly progress reports and monthly schedule to CFO.

Took over monthly billings.

Attend monthly managers meetings.

Staffing/Crew

Five full-time employees work on Public Works projects.

Two full-time employees work Commercial projects.

Part-time administrative assistant on staff.

A project manager II, who oversees Public Works projects.

A project manager, who oversees Commercial, Public Works and Fleet divisions and projects.

Training, Grand Rapids

Women in Law Enforcement, Novi

Multi Disciplinary Team Training, Traverse City

Law Enforcement Leadership Training, East Lansing

LASO Training, Traverse City

MCOLES Annual Consortium Training, Sault

Goals and Objectives for 2019

Listed below are goals and objectives for next year. The outlined objectives define the implementation steps that will be used to attain these goals.

Goal One is to align department goals and objectives with those of the TAP. Research Grant opportunities.

Body Cameras

In car tablets

Server / IT Project

LiveScan equipment

Grant funded consolidated licensing database

Enhance Community Oriented Policing

Streamline conservation efforts

Develop curriculum for new officers specific to conservation enforcement

Update Field Training Officer (FTO) program

Monthly conservation related articles for Sault Tribe News

STYF: Work with Traditional Medicine program to update Sweat Lodge and implement teachings for youth

CONTACTS

Main Office: George K. Nolan

Judicial Building

2175 Shunk Rd., Sault Ste. Marie, MI 49783

Sault Tribe Law Enforcement/Conservation 635-6065

For emergencies, dial 911

For satellite contacts, please see facilities, page 20.

Sault Tribe Construction highlights 2018 work

Construction Commercial Division provides construction services for divisions within the tribe, from the planning and estimating stage of a project to its construction and completion, such as demolition, foundations, framing, roofing, drywall, installation, doors, windows, siding and so forth. All aspects of remodeling are provided, along with coordinating any outside contractors that are necessary for completion of the job.

Three employees work in this department and they are all tribal members.

Public Works Division pro-

vides services for lawn maintenance; curb and asphalt replacement and repair; line painting; concrete slabs to sidewalks; septic repairs and replacements; water and sewer line repairs; snowplowing; sanding and salting and snow removal; and road and driveway repairs and construction. This division's work directly effects multiple households, tribal facilities and individually-owned homes.

Five employees work in this department. They are all tribal members.

Fleet Control

There are several employ-

ees who are utilized from Commercial and Public Works as needed to help with various repairs in Fleet Control to keep trucks and equipment in working condition.

2018 Program highlights

Redid the Hessel Spiritual Lodge.

Remodeled Lambert Head Start kitchen.

Replaced Lambert and group home handicap ramps.

Repaired, walls, ceilings and painted throughout Early Head Start classrooms.

Collaborated with Kewadin Shores staff on readying concert

pad, took care of final grade work and installed access road to pad.

Completed exterior grade work for the St. Ignace assisted living building.

Collaborated with Economic Development on water, sewer and electrical installations for Gitchi Motors site.

Directives and supervision

Oversee everyday operations of the company.

Estimate and schedule work load for Commercial works.

Assist Public Works manager as needed with crew staffing and equipment/trucks.

Department provides 2018 Enrollment overview

The Enrollment Department, oversees tribal member enrollment and maintains its database, offers tribal membership cards, tuition waiver certifications, blood quantum certifications, relinquishment requests, enrolls children, updates addresses, assists in the process of obtaining a treaty fishing license, family genealogy, eagle feather permits and form BIA-4432 (indian preference forms).

As of Dec. 31, 2018, there were 44,099 members enrolled with the Sault Ste. Marie Tribe of

Chippewa Indians. Over the past 10 years, Enrollment has renewed 56,370 tribal ID cards. That's an average of 5,637 renewals per year!

Enrollment enrolls, on average, 804 new members every year.

Enrollment averages 312 Blood Quantum Certifications each year.

Enrollment averages 193 Tuition Waiver Certifications each year.

Resolution No. 2018-104 was passed on May 1. This was an

amendment to the Tribal Code Chapter 11: Membership Code. This resolution allows for the identification of honorably discharged veterans on the face of their membership cards. Proper documentation must be furnished to the Enrollment Office, i.e.: Form DD-214, DD-215, DD-256, NGB-22 or NGB-22a.

Elder Dividend

Each year the tribe has more elders eligible for the Elder Dividend Payment has more elders eligible than the previous year. This year was no excep-

tion. There were 6,212 elders eligible in 2018. The 2018 Elder Dividend was \$477. The payment is non-taxable.

Card Renewal

Cards expire every four years for adults under the age of 55. Members 55 and older received "LIFETIME" cards. Tribal cards for children under 18 do not expire until their 18th birthday (as of 2016).

Enrollment of Children 18-21

Children between the ages of 18 to under 21 can still be

enrolled as long as their biological mother/father are current members. Please contact the Enrollment Department for more information.

CONTACTS

Please check out our webpage www.saulttribe.com for more information regarding Enrollment or contact our office and speak to one of our friendly staff!

Phone: (800) 251-6597, 632-8552, 635-3396, FAX: 632-1648

Sault Tribe Enrollment Dept., 2428 Shunk Rd, PO Box 1628, Sault Ste. Marie, MI 49783.

Tribal Buildings across the 7-county Service Area

SAULT AREA BUILDINGS

Kewadin Casino Hotel & Convention Center, Sault Ste. Marie

2186 Shunk Rd., Sault Ste. Marie, MI 49783
1-800-KEWADIN
632-0530
Sault Ste. Marie Employment Office 635-4937 or (866) 635-7032
Min Wabab Dan (Pleased with It) **Sault Tribe Administration Building**
523 Ashmun St.
531 Ashmun St.
Sault Ste. Marie, MI 49783
635-6050 or (800) 793-0660
Board of Directors, Chairperson's Office, Membership Liaison-Unit I, Executive Director's Office, Administrative Manager, Efficiency Analyst/ Trainer, Legal Department, Tax Office, Legislative Department, Planning and Development, MIS, Telecommunications, IT Security, Communications Department 632-6398, Assistant Executive Director's Office, Language & Culture Division, CFO Office, Accounting, Payroll Department, Transportation, Insurance Department, Facilities, Gaming Commission 635-7042, Budget Department, Economic Development

The Dawn M. Eavou Child Advocacy Center

2163 Migisa Ct., Sault Ste. Marie, MI 49783
632-4001

Big Bear Arena, 2 Ice Circle,

Sault Ste. Marie, MI 49783
635-RINK (7465),
www.bigbeararena.com
Administration, Youth Programs, Events Management, Operations, Pro Shop, Concessions

TENANTS:

All-In-One Fitness Club 635-4935
Physical Therapy 635-4905
Community Health 635-4991
Education Division 632-6798
Higher Education 635-7784
Adult Education 632-6098
Workforce Innovation and Opportunities Act 635-4767
Youth Education and Activities Program Sault Ste. Marie 253-1321
YEA Admin Office 635-4944

Joseph K. Lumsden Bahweting School Public School Academy

1301 Marquette Ave., Sault Ste. Marie, MI 4978; 635-5055

Fred Hatch Building

206 Greenough St., Sault Ste. Marie, MI 49783
Environmental Department 632-5575

Miskeke Gamig (Medicine Lodge)

Sault Tribe Health and Human Services Building
2864 Ashmun St., Sault Ste. Marie, MI 49783; 632-5200 (877) 256-0009
Laboratory, Medical, Medical Billing, Medical Records, Radiology, Administration, Dental, Patient Registration, Optical, Pharmacy, Behavioral Health, Community Health, Audiology, Traditional Medicine, Diabetes Coordinator, Occupation Health Nurses
Purchased Referred Care 632-5220 or (800) 922-0582
Urgent Care Walk-in Clinic – Monday through Friday, from 8

a.m. to 8 p.m. Closed weekends and holidays.

Niigaanagiizhik Building Ceremonial Building

11 Ice Circle, Sault Ste. Marie, MI 49783; 632-0239

Mary Murray Building/Bonnie McKerchie Building

2218 Shunk Rd., Sault Ste. Marie, MI 49783
Child Care Center 632-5258
ACFS 632-5250 or (800) 726-0093

Northern Hospitality

827 Ashmun St., Sault Ste. Marie, MI 49783; 635-4800

Sault Tribe Mary Murray Culture Camp

266 Homestead Road, Sault Ste. Marie, MI 49783; 635-5604

Powwow Grounds

10 Ice Circle, Sault Ste. Marie, MI 49783

Nokomis/Mishomis Building

2076 Shunk Rd., Sault Ste. Marie, MI 49783
Eldercare Services 635-4971, (888) 711-7356

Sault Tribe Head Start/ Early Head Start, 635-7722

Enrollment Department

2428 Shunk Rd., Sault Ste. Marie, MI 49783
Mailing address:
PO Box 1628, Sault Ste. Marie, MI 49783; 635-3396, 632-8552, (800) 251-6597

Sault Tribe Natural Resource Department -Wildlife

2428 Shunk Rd., Sault Ste. Marie, MI 49783; 632-6132

Sault Tribe Natural Resource Department - Fisheries

916 Ashmun St., Sault Ste. Marie, MI 49783; 632-6132

George K. Nolan Judicial Building

2175 Shunk Rd., Sault Ste. Marie, MI 49783

Sault Tribe Law Enforcement/ Conservation 635-6065

Sault Ste. Marie Chippewa Tribal Court 635-4963

Sault Tribe Prosecuting Attorney 635-4749

MidJim Sault

2205 Shunk Road, Sault Ste. Marie, MI 49783; 635-4782

Sault Tribe Construction

3375 South M-129, Sault Ste. Marie, MI 49783; 635-0556

USDA/Food Distribution

3601 Mackinaw Trail, Sault Ste. Marie, MI 49783; 635-6076

Advocacy Resource Center

2769 Ashmun St., P.O. Box 1576
Sault Ste. Marie, MI 49783
632-1808 or (877) 639-7820

Lodge of Bravery

Advocacy Services

Legal Aid

Shedawin Building - Empty

2158 Shunk Road, Sault Ste. Marie, MI 49783

Behavioral Health uses

Bi-Bagi (Call, Cry out, or Shout)

Maintenance and Motorpool
2151 Shunk Road, Sault Ste. Marie, MI 49783

Riverside Village

2210 Riverside Drive, Sault Ste. Marie, MI 49783; 495-2800

Odenaang Storage

1288 E. Bobcat Ct., Sault Ste. Marie, MI 49783; 495-2800

Chippewa Storage

732 W. Spruce St., Sault Ste. Marie, MI 49783; 495-2800

Gitchei Auto, Home, and Recreation

2270 Shunk Rd., Sault Ste. Marie, MI 49783; 495-2800

Storage

199 Three Mile Road, Sault Ste. Marie, MI 49783

Kincheloe Area Buildings

ACFS Kincheloe Office - Child Placement

60 Kincheloe, Kincheloe, MI 49752; 495-1232

Sault Tribe Housing Authority

154 Parkside Drive, Kincheloe, MI 49788; 495-1450, 495-5598, (800) 794-4072

Administrative Office, Home

Improvement Program,

Modernization Program,

Occupancy/Applications

Department, Home Ownership,

Resident Services Department,

Maintenance (855) 205-2840

Enji Bgosendam Endaa'aad, "Their Home of Hope"

635-6075

DeMawating Development

42 Woodlake, Kincheloe, MI 49788; 495-2800

Youth Education and Activities Program Rudyard/Kinross

Rudyard Schools

(Not owned by Sault Tribe)

11185 2nd St., Rudyard, MI 49780; 487-3471, ext. 228

St. Ignace Area Buildings

Kewadin St. Ignace

3015 Mackinac Trail, St. Ignace, MI 49781; 643-7071, 1-800-KEWADIN

St. Ignace Employment Office

643-4176

Sault Ste. Marie Employment

Office 635-4937 or (866) 635-7032

St. Ignace Tribal Health Clinic & Human Services Center

1140 N. State St. Suite 2805, St. Ignace, MI 49781

643-8689 or (877) 256-0135

Services: ACFS, Acupuncture

(starting soon), Administration,

Audiology, Case Management,

Clinical Medical Care

Clinical Nursing Care,

Community Health Nursing,

Dental Clinic, Diabetes Care,

Health Education, Hygienist,

Immunizations, Laboratory

Services, Mental Health,

Nutrition Services, Optical clinic,

Pharmacy, Smoking Cessation,

Substance Abuse, Traditional

Medicine, Wellness Programs

St. Ignace Elder Housing Complex

3017 Mackinac Trail, St. Ignace, MI 49781

Elder Meals 643-0850

Lambert Center

225 WaSeh Drive, St. Ignace, MI 49781

Head Start 643-9733

Membership Liaison 643-2124

Enji Maawanji' Iding

(Former McCann School)

399 McCann St., St. Ignace, MI 49781; 643-3189

Sault Tribe Youth Facility and Sault Tribe Law Enforcement

1130 N. State St., St. Ignace, MI 49781

Sault Tribe Youth Facility

643-0941

Sault Tribe Law Enforcement

635-6065, For emergencies, dial

911

MidJim St. Ignace

3045 Mackinac Trail, St. Ignace, MI 49781; 643-9906

Mackinac Trail Storage

5104 Mackinac Trail., St. Ignace, MI 49781; 495-2800

Youth Education and Activities Program

St. Ignace Lasalle Middle School

(Not owned by Sault Tribe)

860 Portage St., St. Ignace, MI 49781; 643-7262

Hessel Area Buildings

Kewadin Hessel

3395 3 Mile Road, Hessel, MI 49745; 484-2903

1-800-KEWADIN

Hessel Community Tribal Center

3355 N 3 Mile Road, Hessel, MI 49745; 484-2727

Community Health, Eldercare

services lunches, Veterans

Services Officer

ACFS: every other Thursday

beginning with the first Thursday

of the month. Hours vary. 643-

8689

Youth Education and Activities

Program 484-2298

Wequayoc Cemetery and Vacant Building

2354 E M-134, Hessel, MI 484-2727

Manistique Area Buildings

Kewadin Manistique

5630 W US 2, Manistique, MI 49854; 341-5510

1-800-KEWADIN

Chigibig Ningabi An (Near the Western Shore)

Manistique Tribal Community Center

5698W US Highway 2,

Manistique, MI 49854; 341-8469,

(866) 401-0043 Fax 341-1321

Administration, Sault Tribe Law

Enforcement

For emergencies, dial 911

635-6065, 341-8317

Elderly meals, Health Center:

Medical, Nursing, Dental,

Hygienist, Optical, Pharmacy,

Community Health, Nutrition,

Patient Registration, Health

Educator, Behavioral Health, and

Traditional Healing, Maintenance

ACFS 341-6993 or (800) 347-

7137

Membership Liaison 341-8469

Housing Authority: Escanaba, Newberry, Manistique, Wetmore, Marquette

1176 North Chitoma Drive,

Manistique, MI 49854

341-5145, (888) 353-9502

Maintenance-Eastern and Western

End, (855) 205-2840

Youth Education and Activities Program

174 Zhitag, Manistique, MI 49754, 341-3362

Escanaba Area Buildings

1226 Wigob, Escanaba, MI 49829

Youth Education and Activities

Program, 789-0972

Newberry Area Buildings

Newberry Health Center and Community Building

4935 Zeez-Ba-Tik Lane,

Newberry, MI 49868

293-8181

Community Health

Satellite ACFS Direct Services:

2nd Wednesday of every month

from 10 a.m. to 3:30 p.m.

632-5250

Munising Area Buildings

Kewadin Christmas

N7761 Candy Cane Lane,

Christmas, MI 49862

387-5475, 1-800-KEWADIN

Victor Matson, Sr. Community Center

Grand Island Chippewa Center

Gchi-Minis Ednakiyaany Gamig

Munising Tribal Community

Center (Health and Human

Service Programs)

622 W. Superior St., Munising,

MI 49862

387-4721, (800) 236-4705, Fax

387-4727

Health Clinic: Medical, Nursing, Medical Records, Reception, and Behavioral Health

Data Entry, Board of Directors

office, Elder Office

ACFS 387-3906

Community Health, Traditional

Healers office, Health Educator

Membership Liaison 450-7011

White Pine Lodge and Convenience Store

E7889 W. State Hwy M-28,

Christmas, MI 49862, 387-1111

Youth Education and Activities Program

(Not owned by Sault Tribe)

Mather Middle School

411 Elm St., Munising, MI 49862