

**BOARD OF DIRECTORS REGULAR MEETING
AMERICAN LEGION
MUNISING, MICHIGAN
OCTOBER 4, 2005
6:00 PM
AGENDA**

- I. CALL TO ORDER
- II. INVOCATION: Prayer, Smudging, Presentation of Grandfathers
- III. ROLL CALL
- IV. PRESENTATION:

- V. MINUTES: 6-21-2005
 8-02-2005
 9-06-2005
 9-17-2005
 9-20-2005

- VI. RESOLUTIONS: EPA-Tribal Agreement
 Bloodborne Pathogens Policy
 2005 Budget Mods: Gaming/N. Hospitality
 Tribal Support Continued Funding Authority
 Tribal Support Balanced Budget 2006
 Amending Housing Authority Bylaws
 Amending Elderly Advisory Bylaws
 Am.Elderly Advisory Subcomm. Bylaws (Units 1- 5)

- VII. NEW BUSINESS: Referendum Update

- VIII. RECESS:

- IX. MATTERS RAISED BY THE MEMBERSHIP/BOARD:

- X. ADJOURN TO EXECUTIVE SESSION

- XI. RECONVENE AND REAFFIRM

- XII. ADJOURN



RESOLUTION NO: 2005-138

REVISING GOVERNMENTAL SICK LEAVE POLICY

WHEREAS, the current Governmental policy outlines the sick leave policy; and

WHEREAS, the Board of Directors wishes to change the policy relating to the donation and accepting of sick leave hours.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors enacts the proposed revision to the Governmental policy to become effective October 4, 2005. The revised policy (attached hereto) shall be enacted in order to carry out the Sault Ste. Marie Tribe of Chippewa Indian's stated intention.

CERTIFICATION

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 4 day of October 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

Aaron Payment
Aaron Payment, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians

Cathy Abramson
Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

Min Waban Dan

Administrative Office

523 Ashmun Street
Sault Ste. Marie
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Phone

906.635.6050

Fax

906.635.4969

Government Services

Membership Services

Economic Development Commission



RESOLUTION NO: 2005-139

REVISING EDC SICK LEAVE POLICY.

WHEREAS, the current EDC policy outlines the sick leave policy; and

WHEREAS, the Board of Directors wishes to change the policy relating to the donation and accepting of sick leave hours.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors enacts the proposed revision to the EDC policy to become effective October 4, 2005. The revised policy (attached hereto) shall be enacted in order to carry out the Sault Ste. Marie Tribe of Chippewa Indian's stated intention.

CERTIFICATION

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 4 day of October 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

Aaron Payment, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians

Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
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Commission**



RESOLUTION NO: 2005-140

REVISING CASINO SICK LEAVE POLICY

WHEREAS, the current Casino policy outlines the sick leave policy; and

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**Membership
Services**

**Economic
Development
Commission**

WHEREAS, the Board of Directors wishes to change the policy relating to the donation and accepting of sick leave hours.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors enacts the proposed revision to the Casino policy to become effective October 4, 2005. The revised policy (attached hereto) shall be enacted in order to carry out the Sault Ste. Marie Tribe of Chippewa Indian's stated intention.

CERTIFICATION

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 4 day of October 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

Aaron Payment, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians

Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians



RESOLUTION: 2005-141

**2006-08 ENVIRONMENTAL PROTECTION AGENCY
TRIBAL AGREEMENT**

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians is a federally recognized Indian Tribe organized under the provisions of the Indian Reorganization Act of 1934, as amended; and

WHEREAS, the U.S. Environmental Protection Agency and the Tribal Environmental Program initiated multi-year planning; and

WHEREAS, the Tribal priorities include safe clean air to breath, safe water to drink, clean water to swim and fish, safe food to eat, and proper waste disposal; and

WHEREAS, these multi year planning agreements inform the US Environmental Protection Agency of Tribal needs and gives time to budget and plan for activities in the coming years.

NOW, THEREFORE, BE IT RESOLVED, the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians authorizes its Chairperson, Aaron Payment, to sign the EPA/Tribal Environmental Agreement for FISCAL years 2006-2008.

CERTIFICATION

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 4 day of October 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

Aaron A. Payment
Aaron Payment, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians

Cathy Abramson
Cathy Abramson, Secretary
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RESOLUTION NO: 2005-142

**ADOPTION OF BLOODBORNE PATHOGENS
EXPOSURE CONTROL PLAN
POLICY AND PROCEDURES**

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, 25 U.S.C. 467 et seq.; and

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WHEREAS, the Board of Directors would like a policy to provide protection from bloodborne pathogens and provide safety of team members and guests.

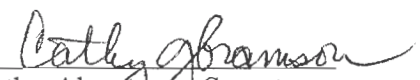
NOW, THEREFORE, BE IT RESOLVED, that the Bloodborne Pathogens Exposure Policy and Procedures, as attached, is hereby adopted.

CERTIFICATION

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 4 day of October 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.



Aaron Payment, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians



Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

SAULT TRIBE OF CHIPPEWA INDIANS

BLOODBORNE PATHOGENS EXPOSURE CONTROL PLAN

POLICY AND PROCEDURES

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**Sault Ste. Marie Tribe of Chippewa Indians
Bloodborne Pathogens Exposure Policy and Procedures**

Compliance Protocol: Occupational Exposure to Bloodborne Infectious Diseases

- I. Policy:** Sault Ste. Marie Tribe of Chippewa Indians provides protection from bloodborne pathogens by identifying team members at risk for occupational exposure and providing for their safety as documented in this plan.
- A. Each team member is responsible for using safe work practices that comply with the Exposure Control Plan.
 - B. Each supervisor is responsible for monitoring and enforcing team members' compliance with the Exposure Control Plan.
 - C. Each Program Director is responsible for ensuring that supervisors are monitoring and enforcing team member compliance with the Exposure Control Plan.

NOTE: Non-team members, occasional team members, per diem team members and volunteer persons will not receive training for bloodborne exposure and will not participate in victim treatment or clean-up at an incident where they could become exposed to bloodborne pathogens.

All health division team members will follow the separate Health Division Exposure Control Plan for Bloodborne Pathogens.

- II. Purpose:**
- A. To minimize or eliminate potential exposures to blood and other potentially infectious materials.
 - B. To meet the requirements of the Department of Public Health, Occupational Health Standards Commission. Bloodborne Infectious Diseases, Rules 325.70001, 325.70018 and 29 CFR 1910.1030.

III. Exposure Control Plan

A. Exposure Determination

Determination of team member's risk of exposure is determined by job classification. Those team members with responsibilities where there is exposure or reasonably anticipated exposure to blood or Other Potentially Infectious Materials (OPIM) are Group A. Those team members in occupations that do not perform tasks that involve exposure to blood or OPIM will be considered Group B team members.

Group A Examples

Maintenance

Security

Housekeeping

Health providers

Child care providers

Safety officer

Group B Examples

Accounting

Clerk

Hostess

Bar tenders

Secretary

Administration

Note: In the event a team member sustains an exposure, they must follow the post-exposure follow-up as outlined.

IV. Exposure Control Methods

A. Universal Precautions

Recognizing that it is impossible to know whether or not a person is infected with a bloodborne pathogen, all team members will assume that blood or other potentially infectious materials from any person is infectious. Other potentially infectious materials (OPIM) include semen, vaginal secretions, amniotic fluid, cerebrospinal fluid, peritoneal fluid, pleural fluid, pericardial fluid, synovial fluid, saliva in dental procedures, body fluid that is visibly contaminated with blood and all fluids in situations where it is difficult or impossible to differentiate between body fluids. Adherence to Universal Precautions is required of every team member.

B. Engineering Controls

Hand washing facilities are readily accessible to team members. When provision of hand washing facilities is not feasible (e.g. school bus), antiseptic (waterless) hand cleaners or antiseptic towelettes will be provided.

C. Work Practices

(1) Hand washing

(a) Team members shall wash hands or any other skin with soap and running water, or flush mucous membranes (e.g. eye, nose) with water immediately or as soon as feasible following contact of such body areas with blood or other

potentially infectious materials.

(b) Team members shall wash their hands immediately or as soon as feasible after removal of gloves or other personal protective equipment. When antiseptic hand cleaners or towelettes are used, hands shall be washed with soap and running water as soon as feasible or use a waterless sanitizer.

(2) Personal protective equipment (PPE)

(a) Purchase and provision (initial and replacement) of appropriate personal protective equipment is provided by the Sault Tribe at no cost to the team member. Personal protective equipment will be readily accessible or issued to the team member.

(b) Personal protective equipment will be utilized by the employee each time exposure/contact with any body fluid is anticipated.

(c) Team members are advised to cover (e.g. with band-aid) all cuts, open sores, and abrasions on their hands.

(d) All personal protective equipment shall be removed prior to leaving work areas and placed in an appropriately designated area or container for washing, decontamination or disposal.

EQUIPMENT	LOCATION	USE/LIMITATION	ACCESS	DISPOSAL
Gloves * latex or nitril	With team members Custodian closet Central location	Reasonably anticipated contact with blood, OPIM, mucous membranes, or non-intact skin of patients, or when handling items or surfaces soiled with blood or OPIM. Do not wash or reuse. Assign to team member	Central location	Regular Trash. Discard when torn or comprised.
* utility/rubber gloves		May wash after use. Hang to dry, reuse acceptable if no signs of deterioration.	Central location	
face protection mask/eye protection	Custodian closet Central location	Anticipate splashing of blood or OPIM.	Central location	Regular trash
Resuscitation device	Main office Central location	Resuscitation	Central location	Regular trash

V. Housekeeping

- A. The buildings will be maintained in a clean and sanitary manner.
- B. All wastebaskets are lined with plastic liners, which serve as closeable containers if bloodstained materials are deposited within.
- C. Broken glassware that may be contaminated with blood or OPIM shall not be picked up directly with the hands. Use broom and dust pan.
- D. Any equipment that becomes contaminated with blood or OPIM will be washed with approved germicide, rinsed, and dried before storage.
- E. Biological spill kits and plastic bags will be in the building and used per instructions.

VI. Waste disposal

- A. Blood-soaked and/or dripping materials will be placed in a double plastic bag. Use spill kits as needed and can be disposed of in the regular trash.
- B. Any materials that are blood stained will be placed in a plastic bag and disposed of with the regular trash.
- C. If not transporting supplies home, team members self-administering parental medications or blood testing devices will deposit sharps into sharps containers. Team members shall not recap or manipulate needle in any way before placing in sharps container.
- D. When necessary and immediately after use, contaminated sharps shall be disposed of in closeable, leak-proof, puncture-resistant, disposable container labeled with biohazard sign. Containers shall be located in the immediate area of use or where sharps are most likely to be found. Containers are to be replaced with a new unit when approximately two-thirds full or 90 days of use whichever comes first.
 - (1) SHARPS containers will be transported to a designated area and will be stored in a locked area, inaccessible to general traffic.
 - (2) The Sault Tribe Safety Officers as outlined in the regulated waste management policy will facilitate ultimate disposal of containers.

VII. Standard Operating Procedures

A. First-aid management

- (1) Team members are encouraged to self-manage the event, if possible. Only those team members certified by the American Red Cross or equivalent are authorized to administer first aid.

If a team member assists with first aid -

- (a) Put on gloves-latex, nitril or rubber
- (b) Apply pressure to stop bleeding, if indicated
- (c) Wash wound with soap and water
- (d) Cover wound
- (e) Facilitate clean-up as necessary
- (f) Remove gloves
- (g) Wash hands
- (h) Discard all used materials properly

- (2) Blood Clean-up
 - (a) Custodial team members will facilitate cleaning of a surface contaminated with blood. If an event is related to sports, it will be decontaminated by the coach or athlete.
- (3) Procedure
 - (a) Put on gloves
 - (b) Remove organic material with multiple towels and/or wash surface with soap and water. Rinse well.
 - (c) Spray or flood area with approved tuberculocidal or chlorine disinfectant. Allow to air dry (contact time per manufacturer's directions).
 - (d) Discard used materials, including gloves into plastic lined wastebasket. If materials are dripping with blood or may leak through use two plastic bags.
- (4) Contingency plan: In the event immediate clean up is not possible, or supplies are not readily available, a team member will assure that no person accesses the contaminated area until cleaning is facilitated.

VIII. Vaccinations and Post Exposure Management

A. Hepatitis B Vaccine

- (1) All team members who have been identified as having potential exposure to blood or other potential infectious materials (Group A) will be offered the Hepatitis B Vaccine, at no cost to the team member at a reasonable time and place.
- (2) The vaccine will be offered within 10 working days of their initial assignment responsibilities unless the team member has previously had the vaccine, or is contraindicated for medical reasons.
- (3) Group A team members who decline the vaccine will sign a Vaccination Declination Form. (See Appendix A).
- (4) The supervisor has responsibility for assuring that the vaccine is offered or the waiver is signed within the 10-day limit set by Occupational Health Standard Commission.
- (5) Group A team members who initially decline the vaccine but who later wish to be vaccinated may have the vaccine provided at no cost.

B. Postexposure follow-up

- (1) Exposure defined: Any occurrence resulting in specific eye, mouth, other mucous membrane, non-intact skin or parenteral contact with blood or OPIM that results from the performance of a team member's duties. Example: unprotected skin contact with blood or OPIM, human bite that breaks the skin of a team member.

C. Immediate Steps

- (1) Wash contaminated part with soap and water, and facilitate first aid as needed.
- (2) Report incident to supervisor immediately and complete the Incident Report.
(See Appendix B)

- (3) Supervisors will complete the supervisor's investigation report and deliver or fax (906-632-6799) to the Insurance Department within 24 hours of the potential exposure incident or the next working day. (See Appendix C).
The team member and supervisor must sign an Authorization To Treat And Work Duty Report. (See Appendix D.)

NOTE:

Any non-team member (student or other) with similar contamination will be referred to the Tribal Health Center, private physician or an emergency room.

- (4) Medical Evaluation - The responsibility for evaluating the team member after an exposure incident will be assigned to the designated health care facility.
 - (a) The team member will report to the designated health care facility as soon as possible after the exposure incident.
 - (b) The team member will provide a copy of the completed Authorization To Treat And Work Duty Report to the designated healthcare professional. (See Appendix D).
 - (c) If the team member refuses treatment, The Refusal of Medical Treatment must be signed. (See Appendix E.)
- (5) It is recommended that the source person, if known, be tested for bloodborne pathogens.
- (6) The employer shall make immediately available to the exposed person a confidential medical evaluation and follow-up, including documentation of the route(s) of exposure, and the circumstances under which the incident occurred.
- (7) For explanation of follow-up procedures, talk to the health care provider.

IX. Communication of Hazard to Employees

A. Labels and Signs

- (1) Biohazard labels are affixed to sharps disposal containers.
- (2) No further labeling is required as defined by The Michigan Medical Regulatory Waste Act.
- (3) Please refer to the regulated waste policy for proper disposal.

X. Record Keeping

A. Medical Record

- (1) A medical record for each team member will be established and maintained in a confidential manner.
- (2) The contents will not be disclosed or reported within or outside the workplace except with the team member's written consent.
- (3) The team member's copy of the healthcare professional's written opinion and documentation of team member receipt of written opinion will be maintained for at least 30 years beyond the team member's employment termination date. Exceptions to this rule include certain health insurance claims records, first aid records of minor injuries (i.e. scratches, splinters), and medical records of employees who have worked for less than one year need not be retained.

- (4) Record of post-exposure evaluations and follow-up determined to be a recordable illness or injury will be logged on OSHA 300 report form.
- (5) The medical record will include:
 - (a) Name and Social Security number
 - (b) Copy of the team member's hepatitis B vaccination status with dates of hepatitis B vaccinations and any medical record relative to the team member's ability to receive vaccine.
 - (c) Documentation related to exposure incident including copy of completed incident report form, employer's copy of the physician's written opinion.

B. Training Records

- (1) Training Records will be maintained for each team member.
- (2) Records will be maintained for 3 years from the date training occurred.
- (3) Access to training records is allowed to OSHA representatives
- (4) Record will include:
 - (a) Date of training
 - (b) Contents/Summary of training
 - (c) Names of team members and job titles attending training (with signature)
 - (d) Names and qualifications of persons conducting the training

XI. Training

A. Initial training for all team members. Both Groups A and B will view the Bloodborne Pathogen video during H.R. orientation prior to initial assignment. Group A team members will receive additional BBP training within 60 days from Safety and/or Nursing staff and annually thereafter. Note that all Health Division team members must abide by a separate *Health Division Exposure Control Plan*.

- (1) Training sessions will afford team members ample opportunity for discussion and the answering of questions by the trainer.
- (2) The training will include opportunities for supervised practice with personal protective equipment and other products and/or equipment, which will be used in the team member's work.
- (3) Team members will sign an acknowledgement that they have been trained by signing the attendance sheet.
- (4) Training is provided at no cost and during working hours.

B. Training content will include:

- (1) Accessibility of a copy of the OSHA Bloodborne Pathogen Standard 29 CFR 1910.1030, Michigan Department of Public Health Occupational Health Standards Commission, Bloodborne Infectious Diseases, Rules 325.70001-325.70018, Sault Tribe BBP Exposure Control Plan, an explanation of their contents and how to obtain a copy of each.
- (2) Epidemiology, symptoms, and modes of transmission of bloodborne disease.
- (3) Explanation of hazard recognition and methods to prevent and/or reduce risk of exposure to blood or other potentially infectious materials.
- (4) Explanation of the exposure control plan and standard operating procedures.

VACCINATION DECLINATION FORM

Date: _____

Employee Name: _____

Employee ID#: _____

I understand that due to my occupational exposure to blood or other potential infectious materials I may be at risk of acquiring Hepatitis B virus (HBV) infection. I have been given the opportunity to be vaccinated with Hepatitis B vaccine, at no charge to myself. However, I decline the Hepatitis B vaccination at this time. I understand that by declining this vaccine, I continue to be at risk of acquiring Hepatitis B, a serious disease. If, in the future, I continue to have occupational exposure to blood or other potentially infectious materials and I want to be vaccinated with hepatitis B vaccine, I can receive the vaccination series at no charge to me.

Employee Signature_____
Date_____
Facility Representative Signature_____
Date

THIS REPORT REQUIRED FOR ALL INCIDENT REPORTS WRITTEN
SUPERVISOR'S INVESTIGATION REPORT

EMPLOYEE SECTION

Name: Last	First	Int.	Age/Birth Date:	SSN:	Marital Status:	Tribal Entity:
Date of Hire:	Circle One Full-Time / Part-Time		Department:	Job Title:	Time Shift Started:	
Incident Location:			Date & Time of Incident:	Time Reported:	Hrs. on Duty @ Time of Incident:	
Witnesses? (Circle One) Yes or No	Witness Name / Address / Phone:			HAVE WITNESS WRITE THEIR OWN INCIDENT REPORT		

MEDICAL SECTION

Nature of Injury / Illness:	Body Part / Side:	Cause:
Ist Aid Only?	Name of Clinic/Hospital/ER for Treatment:	Exposure to blood or other potentially infectious material (OPIM) YES NO
Referred for Evaluation/Treatment YES NO	Restricted Duty? YES NO	How Long?
		Return to Work? YES NO
		Date RTW?

INVESTIGATION SECTION

What happened? (Describe what took place or what caused you to make this investigation)

Why did it happen? (Get all information to study the job and situation involved.) Try to get the answers to all the "W" questions. Why, What, Where, When). Find the "Root Cause"

What should be done? (List by number and explain briefly) Choose 2 or 3 of the following contributing factors:

	People	Equipment	Material
	1. Unskilled	5. Wrong Type	9. Type
	2. Transfer	6. Arrangement	10. Placement
	3. Training	7. Maintain	11. Handling
	4. Supervise	8. Use	12. Process

SIGNATURE SECTION

Supervisor's Signature:

Date:

Safety Committee:

Sault Ste. Marie Tribe of Chippewa Indians
AUTHORIZATION TO TREAT AND WORK DUTY REPORT

EMPLOYEE SECTION

Name of Injured Employee	Employer	Date of Injury	Authorized Signature

I authorize any Physician, hospital, employee, or other person, to whom a signed or photocopy of this authorization is delivered, to furnish any information, reports or copies of records which may be requested.

NOTICE TO EMPLOYEE: A copy of this form **MUST BE RETURNED TO YOUR SUPERVISOR** immediately on the same day after treatment has been rendered so that the claim may be processed.

The Sault Tribe is a Federally recognized Tribal Government and/or Tribal Entity following Worker's Compensation Resolution 96-105 adopted July 16, 1997, and does not adhere to Michigan State Worker's Compensation Laws. Compensation Claims should be submitted by Fax: (906) 632-6131 or by Mailing the original "Authorization to Treat" form to:

Sault Tribe Insurance Department
 531 Ashmun Street, Sault Ste. Marie, MI 49783

Employee's Signature: _____ Date: _____

PHYSICIANS SECTION

To the Attending Physician:

The Sault Ste. Marie Tribe of Chippewa Indians has an active Return-to-Work (RTW) Program designed to return an employee to temporary modified work assignments, if needed. We request your assistance in helping us return our employee back to work safely. If you have any questions about our RTW Program, please call the Sault Tribe Insurance Department at (906) 632-6336.

Diagnostic Impression: _____ Nature of Injury: _____

FULL RELEASE - RETURN TO WORK

- Released to regular duty with no further treatment scheduled
- Released ___/___/___ to regular duty with no further treatment scheduled
- Released ___/___/___ to regular duty with a follow up appointment scheduled ___/___/___
- Off the remainder of today. Return to regular duty the next workday

LIMITED DUTY RELEASE - Follow up appointment scheduled ___/___/___

- Release to return to work on ___/___/___ with the following limitations:
- Wound must remain clean, dry and covered
- Limited repetitive use of wrist(s)/hand(s)
- Sent home today - return to light duty next work day
- Sedentary work only
- Limited use of affected extremity

COMMENTS ON RESTRICTIONS FOR WORK

- (Bending, kneeling, standing, etc.) _____
- No lifting
 - 10 lbs. max and occasionally lifting and/or carrying small items
 - 20 lbs max with frequent lifting up to 10 lbs and or carrying objects weighing up to 20 lbs
 - 50 lbs max with frequent lifting and/or carrying objects weighing up to 50 lbs

UNABLE TO WORK

- Return for a follow up evaluation ___/___/___
- Anticipated date for return to work ___/___/___

REFERRAL TO: _____ APPOINTMENT DATE: _____

Signature of Provider: _____	Printed Name: _____
Treatment Center: _____	Office Phone: _____ Date: _____

Sault Tribe of Chippewa Indians

**Refusal of Medical Treatment for
Exposure to Bloodborne Pathogens**

This is to certify that I have been offered and refuse medical treatment for exposure to bloodborne pathogens at my own insistence.

I hereby release the Sault Tribe of Chippewa Indians, its shareholders, directors, officers, employees and agents from any and all liability of any nature for any injury, harm or complication of any kind that may result directly or indirectly, by reason of my decision to refuse treatment.

I hereby *waive any and all causes of action* I may have or hereafter accrue as a result of my refusal of medical treatment.

Signature _____ Witness Signature _____

Dated: _____

Current Job Descriptions at 04/09/03
Bloodborne Pathogen Training Determination

Department	Job Title	Group A or B
ACFS	Child Care Aide	Group A
ACFS	Child Care Aide (Head Start Room)	Group A
ACFS	Child Care Coordinator	Group A
ACFS	Child Care Instructor	Group A
ACFS	Group Home Attendant	Group A
ACFS	Group Home House Manager	Group A
ACFS	Infant/Toddler Technician	Group A
Administration - Housekeeping	Housekeeper	Group A
Administration - Housekeeping	Maintenance/Housekeeping Supervisor	Group A
Casino - Hotel	Guest Room Attendant	Group A
Casino - Hotel	Hotel Hskpg. Floor Supervisor	Group A
Casino - Hotel	Inspector/Guest Room Attendant	Group A
Casino - Hotel	Hotel Porter	Group A
Casino - Housekeeping	Asst. Executive Housekeeper	Group A
Casino - Housekeeping	Executive Housekeeper	Group A
Casino - Housekeeping	Housekeeping Asst. Manager	Group A
Casino - Housekeeping	Housekeeping Manager	Group A
Casino - Housekeeping	Housekeeping Sup. (Casino)	Group A
Casino - Housekeeping	Housekeeping Sup. (Casino) - Manistique	Group A
Casino - Housekeeping	Casino Porter	Group A
Casino - Maintenance	Groundskeeper	Group A
Casino - Maintenance	Groundskeeping Supervisor	Group A
Casino - Maintenance	Maintenance Manager I	Group A
Casino - Maintenance	Maintenance Manager II	Group A
Casino - Maintenance	Maintenance Specialist	Group A
Casino - Maintenance	Maintenance Supervisor	Group A
Casino - Maintenance	Maintenance Tech - HVAC	Group A
Casino - Maintenance	Maintenance Technician	Group A
Casino - Maintenance	Maintenance Worker	Group A
Casino - Maintenance	Plant Operations Manager	Group A
Casino - Motorpool	Coach Cleaner	Group A
Casino - Security	Security Asst. Manager	Group A
Casino - Security	Security Asst. Supervisor	Group A
Casino - Security	Security Director	Group A
Casino - Security	Security Guard	Group A
Casino - Security	Security Manager I	Group A
Casino - Security	Security Manager II	Group A
Casino - Security	Security Manager III	Group A
Casino - Security	Security Supervisor	Group A
Chi Mukwa	Custodial	Group A
Chi Mukwa	Custodian Supervisor	Group A
Chi Mukwa	Maintenance Technician	Group A
Chi Mukwa	Maintenance Worker	Group A
Chi Mukwa	Security/Custodial	Group A
Chippewa Service and Supply	Crew Leader	Group A
Chippewa Service and Supply	Janitor	Group A
eMawating	Housekeeper	Group A
eMawating	Housekeeping/Maintenance	Group A
eMawating	Maintenance Coordinator	Group A
eMawating	Maintenance Technician	Group A
Facilities	Housekeeper/Maintenance (Elderly)	Group A
Facilities	Housekeeping/Maintenance (Admin)	Group A
Facilities	Housekeeping/Maintenance (Lambert Center)	Group A

Current Job Descriptions at 04/09/03
Bloodborne Pathogen Training Determination

Department	Job Title	Group A or B
Facilities	Maintenance Technician (Child Care Center)	Group A
Facilities	Maintenance Technician (Judicial/Cultural)	Group A
Facilities	Maintenance Technician (Munising Tribal Ctr)	Group A
Facilities	Maintenance Technician (Tribal Facilities)	Group A
Facilities	Maintenance/Housekeeping Supervisor	Group A
Head Start	Early Head Start Instructor	Group A
Head Start	Head Start Instructor	Group A
Head Start	Head Start/Early Head Start Director	Group A
Head Start	Head Start/Early Head Start Manager	Group A
Head Start	Health Coordinator	Group A
Head Start	Teacher Aide (Early Head Start)	Group A
Head Start	Teacher Aide (Head Start)	Group A
Health - Community Health	Community Health Nurse - Hessel	Group A
Health - Community Health	Community Health Nurse	Group A
Health - Community Health	Community Health Technician	Group A
Health - Community Health	Custodian (Manistique)	Group A
Health - Community Health	Diabetes Case Coordinator/CHN	Group A
Health - Community Health	Health Assistant - Manistique	Group A
Health - Community Health	HIV Prevention Coordinator	Group A
Health - Dental	Dental Assistant Advanced (Admin)	Group A
Health - Dental	Dental Assistant Advanced (Clinical)	Group A
Health - Dental	Dental Assistant Basic	Group A
Health - Dental	Dental Assistant Intermediate	Group A
Health - Dental	Dental Assistant Trainee	Group A
Health - Dental	Dental Health Specialist	Group A
Health - Dental	Registered Dental Hygienist	Group A
Health - Eldercare Services	Registered Nurse	Group A
Health - Kinross Community Clinic	Clinic Nurse	Group A
Health - Kinross Community Clinic	Housekeeper/Maintenance	Group A
Health - Kinross Community Clinic	Housekeeper/Maintenance Technician	Group A
Health - Lab	Laboratory Manager	Group A
Health - Lab	Medical Technologist	Group A
Health - Lab	Phlebotomist	Group A
Health - Lambert	Clinic Nurse	Group A
Health - Lambert	Housekeeper	Group A
Health - Lambert	Licensed Practical Nurse	Group A
Health - Lambert	Nursing Assistant	Group A
Health - Maintenance/Supply	Facilities Manager	Group A
Health - Maintenance/Supply	Housekeeping Technician	Group A
Health - Maintenance/Supply	Maintenance Technician	Group A
Health - Medical/Nursing	Clinic Nurse	Group A
Health - Medical/Nursing	Clinical Nurse Supervisor	Group A
Health - Medical/Nursing	Health Assistant	Group A
Health - Medical/Nursing	Nursing Assistant	Group A
Munising	Housekeeper (Community Center)	Group A
Munising	Maintenance Repairer	Group A
Munising	Maintenance Repairer Lead	Group A
Munising	Master Plumber	Group A
Insurance	Safety Officer	Group A
Insurance	Safety Supervisor	Group A
Waldin Inn/Best Western	Guest Room Attendant	Group A
Waldin Inn/Best Western	Maintenance Technician	Group A
Waldin Inn/Best Western	Maintenance Worker	Group A

Current Job Descriptions at 04/09/03
Bloodborne Pathogen Training Determination

Department	Job Title	Group A or B
Kewadin Inn/Best Western	Motel Housekeeping Floor Supervisor	Group A
Law Enforcement	Chief of Police	Group A
Law Enforcement	Police Officer	Group A
Law Enforcement	Sergeant	Group A
Sawyer Village	Housekeeping/Maintenance	Group A
Sawyer Village	Maintenance Coordinator	Group A
Sawyer Village	Maintenance Technician	Group A



RESOLUTION NO: 2005-143

2005 MODIFICATIONS
TRIBAL GAMING COMMISSION
NORTHERN HOSPITALITY

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NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the attached budget modifications for FY 2005; Tribal Gaming Commission \$9,014.15 from Tribal Support and Northern Hospitality \$22,800 (net change) from Fund Balance.


CERTIFICATION

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 4 day of October 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

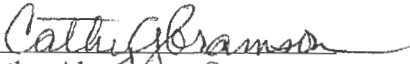
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**Economic
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Aaron Payment, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians



Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians



RESOLUTION NO: 2005 - 144

TRIBAL SUPPORT BALANCED BUDGET 2006

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians ("Tribe") is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, 25 U.S.C. 467 et seq; and

WHEREAS, the Board of Directors is empowered to expend funds for public purposes of the Tribe pursuant to Article VII, Section 1(d) of the Tribal Constitution; and

WHEREAS, the Board of Directors has the fiduciary obligation to protect the assets of the Tribe; and

WHEREAS, the Board of Directors has determined that the financial outlook for 2006 necessitates establishing a balanced budget requirement in appropriations to avoid increased deficits or further accumulation of debt.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors establishes a tribal support budget for 2006 of \$35.5 Million which is based on the Tribe's financial outlook. All budgets for 2006 shall comply with this requirement.

BE IT FURTHER RESOLVED, that an annual increase in tribal support funding shall be set at ninety three percent (93%) of the Tribe's overall net revenue.

BE IT FINALLY RESOLVED THAT, any requests for appropriations over and above this requirement must be accompanied by a detailed analysis of the source(s) of funding sufficient to determine the affect on tribal support, and shall require a positive majority (seven (7) affirmative votes) to approve such appropriation.

CERTIFICATION

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 4 day of October 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 10 members for, 0 members against, 1 members abstaining, and that said resolution has not been rescinded or amended in any way.

Aaron Payment
Aaron Payment, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians

Cathy Abramson
Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

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RESOLUTION NO. 2005-145
TRIBAL SUPPORT CONTINUING FUNDING AUTHORITY

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians ("Tribe") is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, 25 U.S.C. 467 et seq; and

WHEREAS, the Board of Directors is empowered to expend funds for public purposes of the Tribe pursuant to Article VII, Section 1(d) of the Tribal Constitution; and

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WHEREAS, the Board of Directors has the fiduciary obligation to protect the assets of the Tribe; and

WHEREAS, the Board of Directors and tribal staff are in the process of reviewing proposed tribal support budgets for their respective budget year 2006; and

WHEREAS, certain tribal support budgets for budget year 2005 will likely expire prior to final approval of the tribal support budgets for budget year 2006; and

WHEREAS, the Board of Directors wants to ensure that services funded by tribal support are not left unfunded for a period between expiration of the tribal support budget for budget year 2005 and approval of the tribal support for budget year 2006.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors approves continuing funding of tribal support at current actual levels for budget year 2005, and appropriates sufficient funding thereof, until the tribal support budgets for budget year 2006 have been approved. All funding obligated under the authority of this continuing funding resolution shall be subsequently accounted for in its respective approved tribal support budget for budget year 2006.

CERTIFICATION

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 4 day of October 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

Aaron Payment, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians

Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians



RESOLUTION NO: 2005-146

APPROVAL OF HOUSING AUTHORITY BYLAWS

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians (“Tribe”) is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, 25 U.S.C. 467 et seq; and

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WHEREAS, Tribal Code Chapter 90; Housing Authority Ordinance establishes the Sault Ste. Marie Tribe of Chippewa Indian Housing Authority (“Housing Authority”); and

WHEREAS, the Board of Directors desires to establish bylaws for the orderly conduct of meetings and other functions of the Housing Authority.

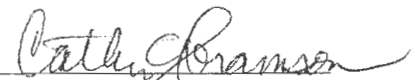
NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors approves the Bylaws of the Housing Authority as attached.

CERTIFICATION

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 4 day of October 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.



Aaron Payment, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians



Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

BY-LAWS OF

The Sault Ste. Marie Tribe

Chippewa Indians Housing Authority

ARTICLE I – THE AUTHORITY

Section 1 – Name of Authority. The name of the Authority shall be the Sault Ste. Marie Tribe of Chippewa Indians (herein called the “ Tribe”), Housing Authority (herein called the “Authority”).

Section 2 – Seal of Authority . The seal of the Authority shall be in the form of a circle and shall bear the name of the Authority and the year of its organization.

Section 3 – Office of the Authority. The Administrative office of the Authority shall be at 2218 Shunk Road, Sault Ste. Marie, Michigan, 49783.

ARTICLE II – OFFICERS

Section 1 – Commissioners are appointed by the Tribal Board of Directors for a 4 year term. Commissioners represent each of the geographic areas (units) of the Tribes service area.

Section 2 – Officers. The officers of the Authority shall be a Chairperson, a Vice Chairperson, and a Secretary/Treasurer.

Section 3 – Chairperson. The Chairperson shall preside at all meetings of the Board of Commissioners (herein called the “Commission”). The Chairperson does not vote unless there is a tie. Except as otherwise authorized by resolution by the Commission, the Chairperson shall sign all contracts, deeds and other legal instruments on behalf of the Authority. At such meeting, the Chairperson shall submit such recommendations and information as may be considered proper concerning the business, affairs, and policies of the Authority.

Section 4 – Vice Chairperson. The Vice Chairperson shall perform the duties of the Chairperson in the absence or incapacity of the Chairperson; and in case of the resignation or death of the Chairperson, the Vice Chairperson shall perform the Chairperson’s duties until such time as a new Chairperson is appointed.

Section 5 – Secretary/Treasurer. The Secretary/Treasurer shall monitor and assist the Recording Secretary to ensure complete and accurate records of all meetings and actions taken by the Commission. The Secretary/Treasurer shall monitor and assist staff accountants to ensure complete and accurate financial records, make periodic reports to the Commission and submit a complete annual report, in written form, to the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors (herein called the “Board of Directors”) as required by Tribal Ordinance No. 1, adopted August 28, 1974.

Section 6 – Executive Director. The Executive Director of the Authority shall be hired by the Commission upon the direction of the Tribal Executive Director and Board of Directors. The Executive Director shall have general supervision over the administration of the business and affairs of the Authority, and shall be charged with the management of its housing projects. The Commission has the authority to review all decisions of the Executive Director.

Section 7 – Additional Duties. The officers of the Authority shall perform such other duties and functions as may from time to time be required by the Commission and the By-laws, rules and regulations of the Authority.

Section 8 – Election or Appointment. The Commission shall submit to the Board of Directors its recommendation of a Chairperson to hold a four (4) year term of office. The Vice Chairperson and Secretary/Treasurer shall be elected at the annual meeting of the Commission from among the members of the Commission, and shall hold office for one (1) year or until their successors are elected and qualified.

Section 8a – Officer Vacancies. Should the office of the Vice Chairperson and Secretary/Treasurer become vacant, the Commission shall elect a successor from its membership at the next regular meeting, and such election shall be for the unexpired term of office. The Board of Directors shall accept all resignations from office.

Section 8b – Commissioner Member Vacancies. Should a member of the Commission resign or be removed the Commission must declare the seat vacant to the Board of Directors. The Secretary to the Board of Directors will publicly solicit applicants for the vacancy. The Commission will review applications, select a final applicant, and recommend such appointment to the Board of Directors for final approval.

Section 9 – Removal of Commission Members. Any Commission Member may be removed by a majority of the Commission with the approval of the Board of Directors whenever, in their judgment, the best interest of the Commission will not be served thereby, including, but not limited to, missing three (3) regular meetings per calendar year without being excused. Excused is defined as illness for self or family, and work related commitments with notification from the commissioner prior to the scheduled meeting. Once a Commission Member is removed, the seat must be declared vacant to the Board of Directors for a new member to be appointed.

Section 10 – Additional Personnel. The Authority may from time to time employ such personnel as it deems necessary to carry out its powers, duties and functions as prescribed by law and through a Board of Director's resolution. The selection and compensation of such personnel (including the Executive Director) shall be in accordance with the hiring policies of the Sault Ste. Marie Tribe of Chippewa Indians.

ARTICLE III – MEETINGS

Section 1 – Annual Meeting. The annual meeting of the Commission shall be the first meeting of the calendar year.

Section 2 – Regular Meetings. A schedule of regular monthly meetings shall be determined at the Annual meeting for that calendar year at the regular meeting place of the Commission. The annual calendar will be published; this shall serve as public notice. In the event such date falls

on a legal holiday, the regular meeting shall be rescheduled and/or cancelled. If there is no quorum present, the meeting shall be cancelled and rescheduled.

Section 3 – Special Meetings and Emergency Meetings. Special meetings in person or by telephone may be scheduled to accommodate a previously cancelled regular meeting or approved annual calendar. The Chairperson may, when he/she deems it expedient, call an emergency meeting of the Commission for the purpose of transacting any business designated in the call. At such emergency meeting no business shall be considered other than as designated in the call, and no action may be taken without the concurrence of a majority of the Commission, but if all of the members of the Commission are present at an emergency meeting any and all business may be transacted at such meeting. Special meetings can be conducted by telephone, the action taken must be reaffirmed at the next regular meeting.

Section 4 – Quorum. The powers of the Authority shall be vested in the members of the Commission thereof in office. A majority of the full Commission (not withstanding the existence of any vacancies) shall constitute a quorum for the transaction of business, but no Commission action shall be taken by a vote of less than a majority of such full Commission. A majority shall mean four (4) members of the Commission membership. When a quorum is in attendance, action may be taken by the Authority upon a vote of the majority of the members of the Commission present except with respect to emergency meetings as provided by Section 3 of this Article, and with respect to the adoption of bond resolutions which require adoption by the vote of an absolute majority of the Commission.

Section 5 – Order of Business . At a regular meeting of the Authority the following shall be the order of business:

1. Roll Call.
2. Opening Prayer.
3. Approval of previous meeting minutes.
4. New Business.
5. Concerns of Commissioners/Management.
6. Old Business.
7. Financials.
8. Communications.
9. Reports of Departments.
10. Public Comments.
11. Adjournment.

All resolutions shall be in writing and shall be kept in a journal recording the proceedings of the Authority.

Section 6 – Manner of Voting. The voting on all questions coming before the Commission shall be by roll call, if necessary for audience. Yeas and nays shall be the normal practice of voting and will be entered upon the minutes of such meeting, except in the case of elections when the vote may be by ballot. Occasionally phone votes are necessary to accommodate immediate action without the ability to call an Emergency or Special meeting. The results of the phone vote shall be permanent, but must be reaffirmed at the next regular meeting.

Section 7 – Subcommittee. The Commission shall have the ability to create ad-hoc or standing subcommittees which shall have the authority to negotiate business on behalf of the Commission. Final authority to transact business is determined by a vote of the majority of the full commission at a regularly scheduled meeting.

ARTICLE IV – AMENDMENTS

Section 1 – Amendments to By-laws. The By-laws of the Authority shall be amended only with the approval of a least a majority of the Commissioners at any Board meeting, provided, that at least seven days written notice thereof has been previously given to all members of the Commission. Any amendments must be approved by the Board of Directors.



RESOLUTION NO: 2005 - 147

AMENDMENT TO THE BYLAWS OF THE
SAULT STE. MARIE TRIBE OF CHIPPEWA INDIANS
ELDERLY ADVISORY BOARD

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, 25 U.S.C. 467 et seq; and

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WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians has created the Elderly Advisory Board; and

WHEREAS, the Board of Directors has determined to amend the bylaws of the Elderly Advisory Board.

NOW THEREFORE BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby amends the Elderly Advisory Board Bylaws as attached:

CERTIFICATION

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 4 day of October 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

Aaron Payment
Aaron Payment, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians

Cathy Abramson
Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

Alternates
Quorum

**BYLAWS
of the
SAULT STE MARIE TRIBE OF CHIPPEWA INDIANS
ELDERLY ADVISORY COMMITTEE**

ARTICLE I

The name of the organization shall be the Sault Ste. Marie Tribe of Chippewa Indians Elderly Advisory Committee, herein called the Elderly Advisory Committee.

ARTICLE II

This Elderly Advisory Committee and its members are appointed to serve at the discretion of the Board of Directors. The Board of Directors may abolish this Elderly Advisory Committee at any time. The Board of Directors may remove any Elderly Advisory Committee member for any reason.

ARTICLE III

Headquarters of the Elderly Advisory Committee will be The Administration Building, 523 Ashmun Street, Sault Ste Marie, MI. 49783

ARTICLE IV

Section 4.1: Purpose

The Elderly Advisory Committee shall serve to make recommendations to the Board of Directors regarding the needs of the Elderly population of the Sault Ste. Marie Tribe of Chippewa Indians.

Section 4.2: Authority

This Committee shall be responsible for making recommendations to the Tribe Board of Directors regarding elderly programs. This shall include prioritizing the elderly need from the perspective of the Elders and making that recommendation to the Board of Directors. The Elderly Advisory Committee shall be responsible for the oversight of each area subcommittee. This is the only Elder Committee that is capable of applying for any grants on behalf of the Sault Ste. Marie Tribe of Chippewa Indians and their elder members.

Section 4.3: Funds of the Elderly Advisory Committee

The Elderly Advisory Committee funds shall be maintained by the Sault Ste. Marie Tribe of Chippewa Indians Accounting Department.

Section 4.4: Method of Amendment

These Bylaws may be altered amended or repeated and new or other bylaws may be made and adopted at any regular meeting of the Elderly Advisory Committee or at a special meeting for the purpose of the affirmative vote of a majority of the Elderly Advisory Committee present and to do all such further work as may be beneficial to the Sault Ste. Marie Tribe of Chippewa Indians elderly tribal population. After adoption by the Elderly Advisory Committee the amended Bylaws are to be submitted to the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors for approval-adoption.

ARTICLE V

Section 5.1: Membership

Membership may be open to any individual, age 60 or over, residing in the Tribal Service Area who is a member of the Sault Ste. Marie Tribe of Chippewa Indians.

Section 5.2: Appointment

Any Sault Ste. Marie Tribe of Chippewa Indians elder may be appointed to the Elderly Advisory Board by the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors upon recommendation from an area Subcommittee.

Section 5.3: Composition

The Elderly Advisory Committee shall be made up of two (2) members and two (2) alternate members from each of the five units of the Sault Ste. Marie Tribe of Chippewa Indians for a total membership of ten (10) elder members and ten (10) alternate members. For the units with one area subcommittee, the subcommittee will recommend two (2) members and two (2) alternate members from their membership to the Board of Directors for appointment to the Elderly Advisory Committee. For the units with two area subcommittees, each subcommittee will recommend one (1) member and one (1) alternate member from their membership to the Board of Directors for appointment to the Elderly Advisory Committee.

Section 5.4: Ex Officio Members

The Elderly Advisory Committee may have the assistance of individuals with special expertise as Ex Officio members. There will be two (2) types of Ex Officio members. The first type will consist of Non-Tribal employees. The second type will be employees of the Tribe. The Elderly Advisory Committee must request the Board of Directors to appoint Non-Tribal employee Ex Officio members to participate in Elderly Advisory Committee activities. The Committee may request Tribal employee Ex Officio members to participate in Committee activities without appointment by the Board of Directors. An Ex Officio member will not be entitled to vote.

Section 5.5: Meetings

- a.) Meetings of members may be held at such place as may be designated by the Elderly Advisory Committee or by the officers calling such a meeting.
- b.) The date and hour of the meeting shall be determined not less than three (3) nor more than forty (40) days before the date of the meeting, except for special meetings.
- c.) The Elderly Advisory Committee will meet monthly.
- d.) Special meetings may be held at any time on the call of the Chairperson or at the request of two (2) Elderly Advisory Committee Members.

Section 5.6: Voting

The Chairperson does not vote unless there is a tie. The voting of a majority of the members present shall be necessary for the adoption of any matter. Each member shall be entitled to one vote. Occasionally, phone votes are necessary to accommodate immediate action without the ability to call a special meeting. The results of the phone vote shall be permanent but must be reaffirmed at the next regular meeting. Alternate members may only vote in the event that the regular member is not present at a meeting or in the case of a phone vote, when the regular member is not available.

Section 5.7: Quorum

A majority of members of the Elderly Advisory Committee (regular members and in the case when regular members are absent, alternate members) shall constitute a quorum for the transaction of business at any meeting of the Elderly Advisory Committee.

Section 5.8: Terms of Office

The term of office shall be four (4) years and staggered. For the initial appointments three (3) shall be for two (2) year terms. In the case of an appointment to fill a vacancy, the appointment shall only be for the length of the unexpired term. Each member of the Committee shall hold office until his successor has been appointed and has qualified.

Section 5.9: Removal of Elderly Advisory Committee Members

Any Elderly Advisory Committee member may be removed by majority of the Elderly Advisory Committee whenever, in their judgment, the best interest of the Elderly Advisory Committee will be served thereby, including, but not limited to, three (3) consecutive meetings without being excused.

ARTICLE VI

Section 6.1: Officers

The officers of the Elderly Advisory Committee shall consist of a Chairperson, Vice-Chairperson and a Secretary. The officers shall be elected from the regular members by the Elderly Advisory Committee.

Section 6.2: Chairperson

The Chairperson shall preside at all meetings of the members of the Elderly Advisory Committee. He/she shall have active management of the business of the Elderly Advisory Committee will have power to accept and receive donations, gifts and bequests made to the Elderly Advisory Committee. The Chairperson shall see that all orders and resolutions of the Elderly Advisory Committee are carried into effect.

Section 6.3: Vice-Chairperson

The Vice-Chairperson shall have all powers and perform all duties in the absence or incapacity of the Chairperson. He will perform also such other duties as may be assigned from time to time by the Elderly Advisory Committee.

Section 6.4: Secretary

The Secretary will keep full minutes of all meetings of the members and Elderly Advisory Committee and shall act as clerk thereof and record all the acts and votes and the minutes of all proceedings in a book to be kept for that purpose. A copy of the executed minutes of meetings is to be provided to the Sault Ste. Marie Tribe Chippewa Indians Board of Directors. He/she will give or cause to be given notice of all meetings of members unless notice thereof be waived, and will perform such other duties as may be assigned from time to time.

ARTICLE VII

Section 7.1: Subcommittees

The Elderly Advisory Committee by resolution duly adopted may appoint special committee not having and exercising the authority of the Elderly Advisory committee, but created to aid and assist the Elderly advisory Committee for a duration established by resolution of the Elderly Advisory.

Section 7.2: Area Subcommittees

The Elderly Advisory Committee shall appoint area subcommittees for any geographical area within the seven county service area that it deems necessary upon approval by the Board of Directors. The area subcommittees may meet as often as necessary. Each area subcommittee will be limited to seven (7) members. Each area subcommittee within each of the five units will meet quarterly as a unit. This meeting must include the Unit representatives to the Board of Directors and the Unit representatives to the Elderly advisory Committee. Therefore, the quarterly meetings shall not be on a Tuesday.

Section 7.3: Notice of Subcommittee

The Board of Directors shall receive notice of the membership and the purpose of all subcommittees.

ARTICLE VIII

All property received by the Elderly Advisory Committee by bequest, devise, and gift or otherwise shall be the property of the Sault Ste. Marie Tribe of Chippewa Indians for the benefit of the Elderly Advisory Committee. It may only be disposed of with the consent of the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors.

ARTICLE IX

Information received by Elderly Advisory Committee members in connection with their duties as Elderly Advisory Committee members is confidential and shall be used only to perform the duties of the Elderly Advisory Committee as defined by the Elderly advisory Committee and the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors. All such confidential information and documents including all copies thereof, and any other information not specifically designated by the Tribe for release to the public that may come into the possession of the Elderly Advisory Committee members in the course of the Elderly Advisory Committee's work shall be maintained confidentially and shall be delivered to the Tribe when requested to do so without making or retaining copies or excerpts of such information.



RESOLUTION NO: 2005-148
AMENDMENT TO THE BYLAWS OF THE
SAULT STE. MARIE TRIBE OF CHIPPEWA INDIANS
UNIT 1 ELDERLY ADVISORY SUBCOMMITTEE

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, 25 U.S.C. 467 et seq; and

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Commission**

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians has created the Elderly Advisory Board; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians has created subcommittees within each of the five Units which report to the Elderly Advisory Board; and

WHEREAS, the Board of Directors has determined to amend the bylaws each of the Elderly Advisory Unit Subcommittees.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby amends the bylaws of Unit 1 Elderly Advisory Subcommittee as attached:

CERTIFICATION

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 4 day of October 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

Aaron A. Payment
Aaron Payment, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians

Cathy Abramson
Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

BYLAWS
of the
SAULT STE. MARIE TRIBE OF CHIPPEWA INDIANS
UNIT 1 ELDERLY ADVISORY SUBCOMMITTEE
Sault Area

ARTICLE I

The name of the organization shall be the Unit 1 Elderly Advisory Subcommittee, herein called the Subcommittee. It is a Subcommittee of the Sault Ste. Marie Tribe of Chippewa Indians Elderly Advisory Committee. It is adopted pursuant to the authority of the Elderly Advisory Committee's Bylaws Section 7.2.

ARTICLE II

This Subcommittee and its members are appointed to serve at the discretion of the Board of Directors. The Board of Directors may abolish this Subcommittee at any time. The Board of Directors may remove any Subcommittee member for any reason.

ARTICLE III

Headquarters of the organization will be the Administration Building, 523 Ashmun Street, Sault Ste. Marie, Michigan 49783.

ARTICLE IV

Section 4.1: Purpose

Each Elderly Advisory Subcommittee shall endeavor to serve the Tribal elderly population as well as the entire Tribal community by providing a forum for elders in their area to get together to discuss needs and concerns and to provide a formal means by which those needs and concerns along with recommended action can be conveyed to the Tribal governing Board of Directors.

Section 4.2: Funds of the Subcommittee

The Subcommittee shall maintain an account of all funds obtained by its own activities. The Subcommittee Secretary/Treasurer shall report on the status of funds. The Subcommittee shall not apply for any grants.

Section 4.3: Method of Amendment

These Bylaws may be altered, amended or repealed and new and other Bylaws may be made and adopted at any regular meeting of the Elderly Advisory Committee or at a special meeting. After adoption by the Elderly Advisory Committee, the amended Bylaws are to be submitted to the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors for approval-adoption.

ARTICLE V

Section 5.1: Membership

Membership may be open to any individual, age 60 or over, residing in the Sault Area and who is a member of the Sault Ste. Marie Tribe of Chippewa Indians or the spouse of a Tribal elder.

Section 5.2: Composition

The subcommittee shall have seven (7) regular and two (2) alternate members. No more than two (2) members may be a non-native spouse.

Section 5.3: Appointment

Any Sault Ste. Marie Tribe of Chippewa Indians elder who resides in the Sault Area may be appointed to the Subcommittee by the Sault Ste. Marie Tribe of Chippewa Indians Elderly Advisory Committee upon approval of the Board of Directors. They must first present a letter of interest and three separate letters of recommendation by Sault Ste. Marie Tribe of Chippewa Indians members to the Elderly Advisory Committee.

Section 5.4: Meetings

- a.) Meetings of members may be held at such place as may be designated by the Subcommittee or by the officers calling such a meeting.
- b.) The date and hour of the meeting shall be determined not less than three (3) not more than forty (40) days before the date of the meeting, except for special meetings.
- c.) The Subcommittee shall meet as often as necessary.
- d.) Special meetings may be held at any time on the call of the Chairperson or at the request of two (2) Subcommittee members.
- e.) All meetings shall be open to any member of the community.
- f.) The Subcommittee shall meet at least quarterly with the Unit 1 Sault Area Elders Advisory Subcommittee, Board Members from Unit 1 and the Representatives to the Elder Advisory Committee. This meeting shall not be on a Tuesday to allow the Board Members to attend.

Section 5.5: Voting

The Chairperson does not vote unless there is a tie. The voting of a majority of the members present shall be necessary for the adoption of any matter. Each member shall be entitled to one vote. Occasionally, phone votes are necessary to accommodate immediate action without the ability to call a special meeting. The results of the phone vote shall be permanent but must be reaffirmed at the next regular meeting. Alternate members may only vote in the event that the regular member is not present at a meeting or in the case of a phone vote, when the regular member is not available.

Section 5.6: Quorum

A majority of members of the subcommittee (regular members and in the case when regular members are absent, alternate members) shall constitute a quorum for the transaction of business at any meeting of the subcommittee.

Section 5.7: Terms of Office

The term of office shall be four (4) years and staggered. For the initial appoints three (3) shall be for two (2) year terms. In the case of an appointment to fill a vacancy, the appointment shall only be for the length of the unexpired term. Each member of the Subcommittee shall hold office until his/her successor has been appointed and has qualified.

Section 5.8: Removal of Subcommittee Members

Any Subcommittee member may be removed by majority of the Subcommittee whenever, in their judge, the best interest of the Subcommittee will be served thereby, including, but not limited to, three (3) consecutive meetings without being excused.

ARTICLE VI

Section 6.1: Officers

The officers of the subcommittee shall consist of a Chairperson, Vice-Chairperson and a Secretary/Treasurer. The officers shall be elected annually at a regular or special meeting called for that purpose from the regular members by the subcommittee.

Section 6.2: Chairperson

The Chairperson shall preside at all meetings of the members of the Subcommittee. He/she will have power to accept and receive donations, gifts and bequests made to the Subcommittee and agree to any conditions or limitations thereto that miscellaneous properties bequested remain tribal property and to give receipts therefore. The Chairperson shall see that all orders and resolutions of the Subcommittee are carried into effect.

Section 6.3: Vice-Chairperson

The Vice-Chairperson shall have all powers and perform all duties in the absence or incapacity of the Chairperson. He/she will perform also such other duties as may be assigned from time to time by the Subcommittee.

Section 6.4: Secretary/Treasurer

The Secretary and/or Recording Secretary will keep full minutes of all meetings of the members and Subcommittee and shall act as clerk thereof and record all the acts and votes and the minutes of all proceedings in a book to be kept for that purpose. Copies of the executed minutes of meetings are to be provided to the Sault Ste. Marie Tribe of Chippewa Indians Elderly Advisory Committee and the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors. He/she will give or cause to be given notice of all meetings of members, unless notice thereof be waived, and will perform such other duties as may be assigned from time to time. The Treasurer shall be responsible for maintaining the account to the Subcommittee for any funds that the Subcommittee shall obtain through their own activities. The Treasurer shall report at each meeting on the status of the account.

ARTICLE VIII

All property received by the Subcommittee by bequest, devise, and gift or otherwise shall be the property of the Sault Ste. Marie Tribe of Chippewa Indians for the benefit of the Subcommittee. It may only be disposed of with the consent of the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors.

ARTICLE IX

Information received by Subcommittee members in connection with their duties as Subcommittee members is confidential and shall be used only to perform the duties of the Subcommittee as defined by the Elderly Advisory Committee and the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors. All such confidential information and documents including all copies thereof, and any other information not specifically designated by the Tribe for release to the public that may come into the possession of the Subcommittee members in the course of the Subcommittee's work shall be maintained confidentially and shall be delivered to the Tribe when requested to do so without making or retaining copies or excerpts of such information.



RESOLUTION NO: 2005-149
AMENDMENT TO THE BYLAWS OF THE
SAULT STE. MARIE TRIBE OF CHIPPEWA INDIANS
ANAAMIANAG NOPAMING COMMUNITY CENTER UNIT 2 ELDERLY
ADVISORY SUBCOMMITTEE

Min Waban Dan

**Administrative
Office**

523 Ashmun Street

Sault Ste. Marie

Michigan

49783

Phone

906.635.6050

Fax

906.635.4969

**Government
Services**

**Membership
Services**

**Economic
Development
Commission**

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, 25 U.S.C. 467 et seq; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians has created the Elderly Advisory Board; and

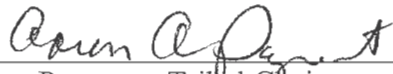
WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians has created subcommittees within each of the five Units which report to the Elderly Advisory Board; and

WHEREAS, the Board of Directors has determined to amend the bylaws each of the Elderly Advisory Unit Subcommittees.

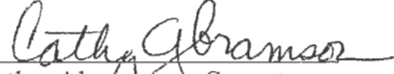
NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby amends the bylaws of the Anaamianag Nopaming Community Center Unit 2 Elderly Advisory Subcommittee as attached:

CERTIFICATION

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 4 day of October 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.



Aaron Payment, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians



Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

BYLAWS
of the
SAULT STE. MARIE TRIBE OF CHIPPEWA INDIANS
ANAAMIANAG NOPAMING COMMUNITY CENTER
UNIT 2 ELDERLY ADVISORY SUBCOMMITTEE
Hessel Area

ARTICLE I

The name of the organization shall be the Anaamianag Nopaming Community Center Unit 2 Elderly Advisory Subcommittee, herein called the Subcommittee. It is a Subcommittee of the Sault Ste. Marie Tribe of Chippewa Indians Elderly Advisory Committee. It is adopted pursuant to the authority of the Elderly Advisory Committee's Bylaws Section 7.2.

ARTICLE II

This Subcommittee and its members are appointed to serve at the discretion of the Board of Directors. The Board of Directors may abolish this Subcommittee at any time. The Board of Directors may remove any Subcommittee member for any reason.

ARTICLE III

Headquarters of the organization will be Hessel Tribal Center, 3355 North 3-Mile Road, Hessel, Michigan 49745.

ARTICLE IV

Section 4.1: Purpose

Each Elderly Advisory Subcommittee shall endeavor to serve the Tribal elderly population as well as the entire Tribal community by providing a forum for elders in their area to get together to discuss needs and concerns and to provide a formal means by which those needs and concerns along with recommended action can be conveyed to the Tribal governing Board of Directors.

Section 4.2: Funds of the Subcommittee

The Subcommittee shall maintain an account of all funds obtained by its own activities. The Subcommittee Secretary/Treasurer shall report on the status of funds. The Subcommittee shall not apply for any grants.

Section 4.3: Method of Amendment

These Bylaws may be altered, amended or repealed and new and other Bylaws may be made and adopted at any regular meeting of the Elderly Advisory Committee or at a special meeting. After adoption by the Elderly Advisory Committee, the amended Bylaws are to be submitted to the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors for approval-adoption.

ARTICLE V

Section 5.1: Membership

Membership may be open to any individual, age 60 or over, residing in the Hessel Area and who is a member of the Sault Ste. Marie Tribe of Chippewa Indians or the spouse of a Tribal elder.

Section 5.2: Composition

The subcommittee shall have seven (7) regular and two (2) alternate members. No more than two (2) members may be a non-native spouse.

Section 5.3: Appointment

Any Sault Ste. Marie Tribe of Chippewa Indians elder who resides in the Hessel Area may be appointed to the Subcommittee by the Sault Ste. Marie Tribe of Chippewa Indians Elderly Advisory Committee upon approval of the Board of Directors. They must first present a letter of interest and three separate letters of recommendation by Sault Ste. Marie Tribe of Chippewa Indians members to the Elderly Advisory Committee.

Section 5.4: Meetings

- a.) Meetings of members may be held at such place as may be designated by the Subcommittee or by the officers calling such a meeting.
- b.) The date and hour of the meeting shall be determined not less than three (3) not more than forty (40) days before the date of the meeting, except for special meetings.
- c.) The Subcommittee shall meet as often as necessary.
- d.) Special meetings may be held at any time on the call of the Chairperson or at the request of two (2) Subcommittee members.
- e.) All meetings shall be open to any member of the community.
- f.) The Subcommittee shall meet at least quarterly with the Unit 2 Hessel Area Elders Advisory Subcommittee, Board Members from Unit 2 and the Representatives to the Elder Advisory Committee. This meeting shall not be on a Tuesday to allow the Board Members to attend.

Section 5.5: Voting

The Chairperson does not vote unless there is a tie. The voting of a majority of the members present shall be necessary for the adoption of any matter. Each member shall be entitled to one vote. Occasionally, phone votes are necessary to accommodate immediate action without the ability to call a special meeting. The results of the phone vote shall be permanent but must be reaffirmed at the next regular meeting. Alternate members may only vote in the event that the regular member is not present at a meeting or in the case of a phone vote, when the regular member is not available.

Section 5.6: Quorum

A majority of members of the subcommittee (regular members and in the case when regular members are absent, alternate members) shall constitute a quorum for the transaction of business at any meeting of the subcommittee.

Section 5.7: Terms of Office

The term of office shall be four (4) years and staggered. For the initial appointments three (3) shall be for two (2) year terms. In the case of an appointment to fill a vacancy, the appointment shall only be for the length of the unexpired term. Each member of the Subcommittee shall hold office until his/her successor has been appointed and has qualified.

Section 5.8: Removal of Subcommittee Members

Any Subcommittee member may be removed by majority of the Subcommittee whenever, in their judge, the best interest of the Subcommittee will be served thereby, including, but not limited to, three (3) consecutive meetings without being excused.

ARTICLE VI

Section 6.1: Officers

The officers of the subcommittee shall consist of a Chairperson, Vice-Chairperson and a Secretary/Treasurer. The officers shall be elected annually at a regular or special meeting called for that purpose from the regular members by the subcommittee.

Section 6.2: Chairperson

The Chairperson shall preside at all meetings of the members of the Subcommittee. He/she will have power to accept and receive donations, gifts and bequests made to the Subcommittee and agree to any conditions or limitations thereto that miscellaneous properties bequested remain tribal property and to give receipts therefore. The Chairperson shall see that all orders and resolutions of the Subcommittee are carried into effect.

Section 6.3: Vice-Chairperson

The Vice-Chairperson shall have all powers and perform all duties in the absence or incapacity of the Chairperson. He/she will perform also such other duties as may be assigned from time to time by the Subcommittee.

Section 6.4: Secretary/Treasurer

The Secretary and/or Recording Secretary will keep full minutes of all meetings of the members and Subcommittee and shall act as clerk thereof and record all the acts and votes and the minutes of all proceedings in a book to be kept for that purpose. Copies of the executed minutes of meetings are to be provided to the Sault Ste. Marie Tribe of Chippewa Indians Elderly Advisory Committee and the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors. He/she will give or cause to be given notice of all meetings of members, unless notice thereof be waived, and will perform such other duties as may be assigned from time to time. The Treasurer shall be responsible for maintaining the account to the Subcommittee for any funds that the Subcommittee shall obtain through their own activities. The Treasurer shall report at each meeting on the status of the account.

ARTICLE VIII

All property received by the Subcommittee by bequest, devise, and gift or otherwise shall be the property of the Sault Ste. Marie Tribe of Chippewa Indians for the benefit of the Subcommittee. It may only be disposed of with the consent of the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors.

ARTICLE IX

Information received by Subcommittee members in connection with their duties as Subcommittee members is confidential and shall be used only to perform the duties of the Subcommittee as defined by the Elderly Advisory Committee and the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors. All such confidential information and documents including all copies thereof, and any other information not specifically designated by the Tribe for release to the public that may come into the possession of the Subcommittee members in the course of the Subcommittee's work shall be maintained confidentially and shall be delivered to the Tribe when requested to do so without making or retaining copies or excerpts of such information.



RESOLUTION NO: 2005-150
AMENDMENT TO THE BYLAWS OF THE
SAULT STE. MARIE TRIBE OF CHIPPEWA INDIANS
TAHQUAMENON AREA UNIT 2 ELDERLY ADVISORY
SUBCOMMITTEE

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, 25 U.S.C. 467 et seq; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians has created the Elderly Advisory Board; and

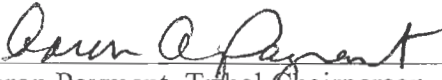
WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians has created subcommittees within each of the five Units which report to the Elderly Advisory Board; and

WHEREAS, the Board of Directors has determined to amend the bylaws each of the Elderly Advisory Unit Subcommittees.

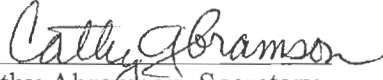
NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby amends the bylaws of the Tahquamenon Area Unit 2 Elderly Advisory Subcommittee as attached:

CERTIFICATION

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 4 day of October 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.



Aaron Payment, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians



Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

Min Waban Dan

**Administrative
Office**

523 Ashmun Street

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Michigan

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Fax

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**Government
Services**

**Membership
Services**

**Economic
Development
Commission**

BYLAWS
of the
SAULT STE. MARIE TRIBE OF CHIPPEWA INDIANS
TAHQUAMENON AREA UNIT 2 ELDERLY ADVISORY SUBCOMMITTEE
Newberry Area

ARTICLE I

The name of the organization shall be the Tahquamenon Area Unit 2 Elderly Advisory Subcommittee, herein called the Subcommittee. It is a Subcommittee of the Sault Ste. Marie Tribe of Chippewa Indians Elderly Advisory Committee. It is adopted pursuant to the authority of the Elderly Advisory Committee's Bylaws Section 7.2.

ARTICLE II

This Subcommittee and its members are appointed to serve at the discretion of the Board of Directors. The Board of Directors may abolish this Subcommittee at any time. The Board of Directors may remove any Subcommittee member for any reason.

ARTICLE III

Headquarters of the organization will be the Newberry Tribal Center, PO Box 155, Newberry, Michigan 49868.

ARTICLE IV

Section 4.1: Purpose

Each Elderly Advisory Subcommittee shall endeavor to serve the Tribal elderly population as well as the entire Tribal community by providing a forum for elders in their area to get together to discuss needs and concerns and to provide a formal means by which those needs and concerns along with recommended action can be conveyed to the Tribal governing Board of Directors.

Section 4.2: Funds of the Subcommittee

The Subcommittee shall maintain an account of all funds obtained by its own activities. The Subcommittee Secretary/Treasurer shall report on the status of funds. The Subcommittee shall not apply for any grants.

Section 4.3: Method of Amendment

These Bylaws may be altered, amended or repealed and new and other Bylaws may be made and adopted at any regular meeting of the Elderly Advisory Committee or at a special meeting. After adoption by the Elderly Advisory Committee, the amended Bylaws are to be submitted to the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors for approval-adoption.

ARTICLE V

Section 5.1: Membership

Membership may be open to any individual, age 60 or over, residing in the Newberry Area and who is a member of the Sault Ste. Marie Tribe of Chippewa Indians or the spouse of a Tribal elder.

Section 5.2: Composition

The subcommittee shall have seven (7) regular and two (2) alternate members. No more than two (2) members may be a non-native spouse.

Section 5.3: Appointment

Any Sault Ste. Marie Tribe of Chippewa Indians elder who resides in the Newberry Area may be appointed to the Subcommittee by the Sault Ste. Marie Tribe of Chippewa Indians Elderly Advisory Committee upon approval of the Board of Directors. They must first present a letter of interest and three separate letters of recommendation by Sault Ste. Marie Tribe of Chippewa Indians members to the Elderly Advisory Committee.

Section 5.4: Meetings

- a.) Meetings of members may be held at such place as may be designated by the Subcommittee or by the officers calling such a meeting.
- b.) The date and hour of the meeting shall be determined not less than three (3) not more than forty (40) days before the date of the meeting, except for special meetings.
- c.) The Subcommittee shall meet as often as necessary.
- d.) Special meetings may be held at any time on the call of the Chairperson or at the request of two (2) Subcommittee members.
- e.) All meetings shall be open to any member of the community.
- f.) The Subcommittee shall meet at least quarterly with the Unit 2 Newberry Area Elders Advisory Subcommittee, Board Members from Unit 2 and the Representatives to the Elder Advisory Committee. This meeting shall not be on a Tuesday to allow the Board Members to attend.

Section 5.5: Voting

The Chairperson does not vote unless there is a tie. The voting of a majority of the members present shall be necessary for the adoption of any matter. Each member shall be entitled to one vote. Occasionally, phone votes are necessary to accommodate immediate action without the ability to call a special meeting. The results of the phone vote shall be permanent but must be reaffirmed at the next regular meeting. Alternate members may only vote in the event that the regular member is not present at a meeting or in the case of a phone vote, when the regular member is not available.

Section 5.6: Quorum

A majority of members of the subcommittee (regular members and in the case when regular members are absent, alternate members) shall constitute a quorum for the transaction of business at any meeting of the subcommittee.

Section 5.7: Terms of Office

The term of office shall be four (4) years and staggered. For the initial appointments three (3) shall be for two (2) year terms. In the case of an appointment to fill a vacancy, the appointment shall only be for the length of the unexpired term. Each member of the Subcommittee shall hold office until his/her successor has been appointed and has qualified.

Section 5.8: Removal of Subcommittee Members

Any Subcommittee member may be removed by majority of the Subcommittee whenever, in their judge, the best interest of the Subcommittee will be served thereby, including, but not limited to, three (3) consecutive meetings without being excused.

ARTICLE VI

Section 6.1: Officers

The officers of the subcommittee shall consist of a Chairperson, Vice-Chairperson and a Secretary/Treasurer. The officers shall be elected annually at a regular or special meeting called for that purpose from the regular members by the subcommittee.

Section 6.2: Chairperson

The Chairperson shall preside at all meetings of the members of the Subcommittee. He/she will have power to accept and receive donations, gifts and bequests made to the Subcommittee and agree to any conditions or limitations thereto that miscellaneous properties bequested remain tribal property and to give receipts therefore. The Chairperson shall see that all orders and resolutions of the Subcommittee are carried into effect.

Section 6.3: Vice-Chairperson

The Vice-Chairperson shall have all powers and perform all duties in the absence or incapacity of the Chairperson. He/she will perform also such other duties as may be assigned from time to time by the Subcommittee.

Section 6.4: Secretary/Treasurer

The Secretary and/or Recording Secretary will keep full minutes of all meetings of the members and Subcommittee and shall act as clerk thereof and record all the acts and votes and the minutes of all proceedings in a book to be kept for that purpose. Copies of the executed minutes of meetings are to be provided to the Sault Ste. Marie Tribe of Chippewa Indians Elderly Advisory Committee and the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors. He/she will give or cause to be given notice of all meetings of members, unless notice thereof be waived, and will perform such other duties as may be assigned from time to time. The Treasurer shall be responsible for maintaining the account to the Subcommittee for any funds that the Subcommittee shall obtain through their own activities. The Treasurer shall report at each meeting on the status of the account.

ARTICLE VIII

All property received by the Subcommittee by bequest, devise, and gift or otherwise shall be the property of the Sault Ste. Marie Tribe of Chippewa Indians for the benefit of the Subcommittee. It may only be disposed of with the consent of the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors.

ARTICLE IX

Information received by Subcommittee members in connection with their duties as Subcommittee members is confidential and shall be used only to perform the duties of the Subcommittee as defined by the Elderly Advisory Committee and the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors. All such confidential information and documents including all copies thereof, and any other information not specifically designated by the Tribe for release to the public that may come into the possession of the Subcommittee members in the course of the Subcommittee's work shall be maintained confidentially and shall be delivered to the Tribe when requested to do so without making or retaining copies or excerpts of such information.



RESOLUTION NO: 2005-151
AMENDMENT TO THE BYLAWS OF THE
SAULT STE. MARIE TRIBE OF CHIPPEWA INDIANS
UNIT 3 ELDERLY ADVISORY SUBCOMMITTEE

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, 25 U.S.C. 467 et seq; and

Min Waban Dan

Administrative Office

523 Ashmun Street

Sault Ste. Marie

Michigan

49783

Phone

906.635.6050

Fax

906.635.4969

Government Services

Membership Services

Economic Development Commission

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians has created the Elderly Advisory Board; and

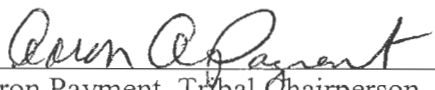
WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians has created subcommittees within each of the five Units which report to the Elderly Advisory Board; and

WHEREAS, the Board of Directors has determined to amend the bylaws each of the Elderly Advisory Unit Subcommittees.

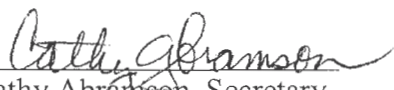
NOW THEREFORE BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby amends the bylaws of the Unit 3 Elderly Advisory Subcommittee as attached:

CERTIFICATION

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 4 day of October 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.



Aaron Payment, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians



Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

**BYLAWS
of the
SAULT STE. MARIE TRIBE OF CHIPPEWA INDIANS
UNIT 3 ST. IGNACE ELDERLY ADVISORY SUBCOMMITTEE
St. Ignace Area**

ARTICLE I

The name of the organization shall be the Unit 3 St. Ignace Elderly Advisory Subcommittee, herein called the Subcommittee. It is a Subcommittee of the Sault Ste. Marie Tribe of Chippewa Indians Elderly Advisory Committee. It is adopted pursuant to the authority of the Elderly Advisory Committee's Bylaws Section 7.2.

ARTICLE II

This Subcommittee and its members are appointed to serve at the discretion of the Board of Directors. The Board of Directors may abolish this Subcommittee at any time. The Board of Directors may remove any Subcommittee member for any reason.

ARTICLE III

Headquarters of the organization will be

ARTICLE IV

Section 4.1: Purpose

Each Elderly Advisory Subcommittee shall endeavor to serve the Tribal elderly population as well as the entire Tribal community by providing a forum for elders in their area to get together to discuss needs and concerns and to provide a formal means by which those needs and concerns along with recommended action can be conveyed to the Tribal governing Board of Directors.

Section 4.2: Funds of the Subcommittee

The Subcommittee shall maintain an account of all funds obtained by its own activities. The Subcommittee Secretary/Treasurer shall report on the status of funds. The Subcommittee shall not apply for any grants.

Section 4.3: Method of Amendment

These Bylaws may be altered, amended or repealed and new and other Bylaws may be made and adopted at any regular meeting of the Elderly Advisory Committee or at a special meeting. After adoption by the Elderly Advisory Committee, the amended Bylaws are to be submitted to the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors for approval-adoption.

ARTICLE V

Section 5.1: Membership

Membership may be open to any individual, age 60 or over, residing in the St. Ignace Area and who is a member of the Sault Ste. Marie Tribe of Chippewa Indians or the spouse of a Tribal elder.

Section 5.2: Composition

The subcommittee shall have seven (7) regular and two (2) alternate members. No more than two (2) members may be a non-native spouse.

Section 5.3: Appointment

Any Sault Ste. Marie Tribe of Chippewa Indians elder who resides in the St. Ignace Area may be appointed to the Subcommittee by the Sault Ste. Marie Tribe of Chippewa Indians Elderly Advisory Committee upon approval of the Board of Directors. They must first present a letter of interest and three separate letters of recommendation by Sault Ste. Marie Tribe of Chippewa Indians members to the Elderly Advisory Committee.

Section 5.4: Meetings

- a.) Meetings of members may be held at such place as may be designated by the Subcommittee or by the officers calling such a meeting.
- b.) The date and hour of the meeting shall be determined not less than three (3) not more than forty (40) days before the date of the meeting, except for special meetings.
- c.) The Subcommittee shall meet as often as necessary.
- d.) Special meetings may be held at any time on the call of the Chairperson or at the request of two (2) Subcommittee members.
- e.) All meetings shall be open to any member of the community.
- f.) The Subcommittee shall meet at least quarterly with the Unit 3 St. Ignace Area Elders Advisory Subcommittee, Board Members from Unit 3 and the Representatives to the Elder Advisory Committee. This meeting shall not be on a Tuesday to allow the Board Members to attend.

Section 5.5: Voting

The Chairperson does not vote unless there is a tie. The voting of a majority of the members present shall be necessary for the adoption of any matter. Each member shall be entitled to one vote. Occasionally, phone votes are necessary to accommodate immediate action without the ability to call a special meeting. The results of the phone vote shall be permanent but must be reaffirmed at the next regular meeting. Alternate members may only vote in the event that the regular member is not present at a meeting or in the case of a phone vote, when the regular member is not available.

Section 5.6: Quorum

A majority of members of the subcommittee (regular members and in the case when regular members are absent, alternate members) shall constitute a quorum for the transaction of business at any meeting of the subcommittee.

Section 5.7: Terms of Office

The term of office shall be four (4) years and staggered. For the initial appoints three (3) shall be for two (2) year terms. In the case of an appointment to fill a vacancy, the appointment shall only be for the length of the unexpired term. Each member of the Subcommittee shall hold office until his/her successor has been appointed and has qualified.

Section 5.8: Removal of Subcommittee Members

Any Subcommittee member may be removed by majority of the Subcommittee whenever, in their judge, the best interest of the Subcommittee will be served thereby, including, but not limited to, three (3) consecutive meetings without being excused.

ARTICLE VI

Section 6.1: Officers

The officers of the subcommittee shall consist of a Chairperson, Vice-Chairperson and a Secretary/Treasurer. The officers shall be elected annually at a regular or special meeting called for that purpose from the regular members by the subcommittee.

Section 6.2: Chairperson

The Chairperson shall preside at all meetings of the members of the Subcommittee. He/she will have power to accept and receive donations, gifts and bequests made to the Subcommittee and agree to any conditions or limitations thereto that miscellaneous properties bequested remain tribal property and to give receipts therefore. The Chairperson shall see that all orders and resolutions of the Subcommittee are carried into effect.

Section 6.3: Vice-Chairperson

The Vice-Chairperson shall have all powers and perform all duties in the absence or incapacity of the Chairperson. He/she will perform also such other duties as may be assigned from time to time by the Subcommittee.

Section 6.4: Secretary/Treasurer

The Secretary and/or Recording Secretary will keep full minutes of all meetings of the members and Subcommittee and shall act as clerk thereof and record all the acts and votes and the minutes of all proceedings in a book to be kept for that purpose. Copies of the executed minutes of meetings are to be provided to the Sault Ste. Marie Tribe of Chippewa Indians Elderly Advisory Committee and the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors. He/she will give or cause to be given notice of all meetings of members, unless notice thereof be

waived, and will perform such other duties as may be assigned from time to time. The Treasurer shall be responsible for maintaining the account to the Subcommittee for any funds that the Subcommittee shall obtain through their own activities. The Treasurer shall report at each meeting on the status of the account.

ARTICLE VIII

All property received by the Subcommittee by bequest, devise, and gift or otherwise shall be the property of the Sault Ste. Marie Tribe of Chippewa Indians for the benefit of the Subcommittee. It may only be disposed of with the consent of the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors.

ARTICLE IX

Information received by Subcommittee members in connection with their duties as Subcommittee members is confidential and shall be used only to perform the duties of the Subcommittee as defined by the Elderly Advisory Committee and the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors. All such confidential information and documents including all copies thereof, and any other information not specifically designated by the Tribe for release to the public that may come into the possession of the Subcommittee members in the course of the Subcommittee's work shall be maintained confidentially and shall be delivered to the Tribe when requested to do so without making or retaining copies or excerpts of such information.



RESOLUTION NO: 2005-152
AMENDMENT TO THE BYLAWS OF THE
SAULT STE. MARIE TRIBE OF CHIPPEWA INDIANS
UNIT 4 KEWADIN ELDERLY ADVISORY SUBCOMMITTEE

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, 25 U.S.C. 467 et seq; and

Min Waban Dan

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523 Ashmun Street

Sault Ste. Marie

Michigan

49783

Phone

906.635.6050

Fax

906.635.4969

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians has created the Elderly Advisory Board; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians has created subcommittees within each of the five Units which report to the Elderly Advisory Board; and

WHEREAS, the Board of Directors has determined to amend the bylaws each of the Elderly Advisory Unit Subcommittees.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby amends the bylaws of the Unit 4 Kewadin Elderly Advisory Subcommittee as attached:

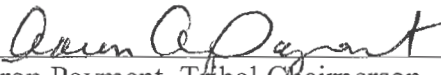
CERTIFICATION

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 4 day of October 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

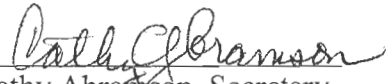
**Government
Services**

**Membership
Services**

**Economic
Development
Commission**



Aaron Payment, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians



Cathy Abranson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

BYLAWS
of the
SAULT STE. MARIE TRIBE OF CHIPPEWA INDIANS
UNIT 4 KEWADIN TRIBAL ELDERS ADVISORY SUBCOMMITTEE
Manistique Area

ARTICLE I

The name of the organization shall be the Unit 4 Manistique Area Elderly Advisory Subcommittee, herein called the Subcommittee. It is a Subcommittee of the Sault Ste. Marie Tribe of Chippewa Indians Elderly Advisory Committee. It is adopted pursuant to the authority of the Elderly Advisory Committee's Bylaws Section 7.2.

ARTICLE II

This Subcommittee and its members are appointed to serve at the discretion of the Board of Directors. The Board of Directors may abolish this Subcommittee at any time. The Board of Directors may remove any Subcommittee member for any reason.

ARTICLE III

Headquarters of the organization will be the Manistique Tribal Center, 153 Mukwa Drive, Manistique, Michigan 49854.

ARTICLE IV

Section 4.1: Purpose

Each Elderly Advisory Subcommittee shall endeavor to serve the Tribal elderly population as well as the entire Tribal community by providing a forum for elders in their area to get together to discuss needs and concerns and to provide a formal means by which those needs and concerns along with recommended action can be conveyed to the Tribal governing Board of Directors.

Section 4.2: Funds of the Subcommittee

The Subcommittee shall maintain an account of all funds obtained by its own activities. The Subcommittee Secretary/Treasurer shall report on the status of funds. The Subcommittee shall not apply for any grants.

Section 4.3: Method of Amendment

These Bylaws may be altered, amended or repealed and new and other Bylaws may be made and adopted at any regular meeting of the Elderly Advisory Committee or at a special meeting. After adoption by the Elderly Advisory Committee, the amended Bylaws are to be submitted to the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors for approval-adoption.

ARTICLE V

Section 5.1: Membership

Membership may be open to any individual, age 60 or over, residing in the Manistique Area and who is a member of the Sault Ste. Marie Tribe of Chippewa Indians or the spouse of a Tribal elder.

Section 5.2: Composition

The subcommittee shall have seven (7) regular and two (2) alternate members. No more than two (2) members may be a non-native spouse.

Section 5.3: Appointment

Any Sault Ste. Marie Tribe of Chippewa Indians elder who resides in the Manistique Area may be appointed to the Subcommittee by the Sault Ste. Marie Tribe of Chippewa Indians Elderly Advisory Committee upon approval of the Board of Directors. They must first present a letter of interest and three separate letters of recommendation by Sault Ste. Marie Tribe of Chippewa Indians members to the Elderly Advisory Committee.

Section 5.4: Meetings

- a.) Meetings of members may be held at such place as may be designated by the Subcommittee or by the officers calling such a meeting.
- b.) The date and hour of the meeting shall be determined not less than three (3) not more than forty (40) days before the date of the meeting, except for special meetings.
- c.) The Subcommittee shall meet as often as necessary.
- d.) Special meetings may be held at any time on the call of the Chairperson or at the request of two (2) Subcommittee members.
- e.) All meetings shall be open to any member of the community.
- f.) The Subcommittee shall meet at least quarterly with the Unit 4 Manistique Area Elders Advisory Subcommittee, Board Members from Unit 4 and the Representatives to the Elder Advisory Committee. This meeting shall not be on a Tuesday to allow the Board Members to attend.

Section 5.5: Voting

The Chairperson does not vote unless there is a tie. The voting of a majority of the members present shall be necessary for the adoption of any matter. Each member shall be entitled to one vote. Occasionally, phone votes are necessary to accommodate immediate action without the ability to call a special meeting. The results of the phone vote shall be permanent but must be reaffirmed at the next regular meeting. Alternate members may only vote in the event that the regular member is not present at a meeting or in the case of a phone vote, when the regular member is not available.

Section 5.6: Quorum

A majority of members of the subcommittee (regular members and in the case when regular members are absent, alternate members) shall constitute a quorum for the transaction of business at any meeting of the subcommittee.

Section 5.7: Terms of Office

The term of office shall be four (4) years and staggered. For the initial appoints three (3) shall be for two (2) year terms. In the case of an appointment to fill a vacancy, the appointment shall only be for the length of the unexpired term. Each member of the Subcommittee shall hold office until his/her successor has been appointed and has qualified.

Section 5.8: Removal of Subcommittee Members

Any Subcommittee member may be removed by majority of the Subcommittee whenever, in their judge, the best interest of the Subcommittee will be served thereby, including, but not limited to, three (3) consecutive meetings without being excused.

ARTICLE VI

Section 6.1: Officers

The officers of the subcommittee shall consist of a Chairperson, Vice-Chairperson and a Secretary/Treasurer. The officers shall be elected annually at a regular or special meeting called for that purpose from the regular members by the subcommittee.

Section 6.2: Chairperson

The Chairperson shall preside at all meetings of the members of the Subcommittee. He/she will have power to accept and receive donations, gifts and bequests made to the Subcommittee and agree to any conditions or limitations thereto that miscellaneous properties bequested remain tribal property and to give receipts therefore. The Chairperson shall see that all orders and resolutions of the Subcommittee are carried into effect.

Section 6.3: Vice-Chairperson

The Vice-Chairperson shall have all powers and perform all duties in the absence or incapacity of the Chairperson. He/she will perform also such other duties as may be assigned from time to time by the Subcommittee.

Section 6.4: Secretary/Treasurer

The Secretary and/or Recording Secretary will keep full minutes of all meetings of the members and Subcommittee and shall act as clerk thereof and record all the acts and votes and the minutes of all proceedings in a book to be kept for that purpose. Copies of the executed minutes of meetings are to be provided to the

Sault Ste. Marie Tribe of Chippewa Indians Elderly Advisory Committee and the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors. He/she will give or cause to be given notice of all meetings of members, unless notice thereof be waived, and will perform such other duties as may be assigned from time to time. The Treasurer shall be responsible for maintaining the account to the Subcommittee for any funds that the Subcommittee shall obtain through their own activities. The Treasurer shall report at each meeting on the status of the account.

ARTICLE VIII

All property received by the Subcommittee by bequest, devise, and gift or otherwise shall be the property of the Sault Ste. Marie Tribe of Chippewa Indians for the benefit of the Subcommittee. It may only be disposed of with the consent of the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors.

ARTICLE IX

Information received by Subcommittee members in connection with their duties as Subcommittee members is confidential and shall be used only to perform the duties of the Subcommittee as defined by the Elderly Advisory Committee and the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors. All such confidential information and documents including all copies thereof, and any other information not specifically designated by the Tribe for release to the public that may come into the possession of the Subcommittee members in the course of the Subcommittee's work shall be maintained confidentially and shall be delivered to the Tribe when requested to do so without making or retaining copies or excerpts of such information.



RESOLUTION NO: 2005 - 153
AMENDMENT TO THE BYLAWS OF THE
SAULT STE. MARIE TRIBE OF CHIPPEWA INDIANS
UNIT 4 ESCANABA AREA ELDERLY ADVISORY SUBCOMMITTEE

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, 25 U.S.C. 467 et seq; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians has created the Elderly Advisory Board; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians has created subcommittees within each of the five Units which report to the Elderly Advisory Board; and

WHEREAS, the Board of Directors has determined to amend the bylaws each of the Elderly Advisory Unit Subcommittees,

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby amends the bylaws of the Unit 4 Escanaba Area Elderly Advisory Subcommittee as attached:

CERTIFICATION

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 4 day of October 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.

Aaron A. Payment
Aaron Payment, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians

Cathy Abramson
Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

Min Waban Dan

**Administrative
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BYLAWS
of the
SAULT STE. MARIE TRIBE OF CHIPPEWA INDIANS
UNIT 4 ESCANABA AREA ELDERS ADVISORY SUBCOMMITTEE
Escanaba Area

ARTICLE I

The name of the organization shall be the Unit 4 Escanaba Area Elderly Advisory Subcommittee, herein called the Subcommittee. It is a Subcommittee of the Sault Ste. Marie Tribe of Chippewa Indians Elderly Advisory Committee. It is adopted pursuant to the authority of the Elderly Advisory Committee's Bylaws Section 7.2.

ARTICLE II

This Subcommittee and its members are appointed to serve at the discretion of the Board of Directors. The Board of Directors may abolish this Subcommittee at any time. The Board of Directors may remove any Subcommittee member for any reason.

ARTICLE III

Headquarters of the organization will be Escanaba Tribal Center, 524 Ludington Street, Escanaba, MI. 49829.

ARTICLE IV

Section 4.1: Purpose

Each Elderly Advisory Subcommittee shall endeavor to serve the Tribal elderly population as well as the entire Tribal community by providing a forum for elders in their area to get together to discuss needs and concerns and to provide a formal means by which those needs and concerns along with recommended action can be conveyed to the Tribal governing Board of Directors.

Section 4.2: Funds of the Subcommittee

The Subcommittee shall maintain an account of all funds obtained by its own activities. The Subcommittee Secretary/Treasurer shall report on the status of funds. The Subcommittee shall not apply for any grants.

Section 4.3: Method of Amendment

These Bylaws may be altered, amended or repealed and new and other Bylaws may be made and adopted at any regular meeting of the Elderly Advisory Committee or at a special meeting. After adoption by the Elderly Advisory Committee, the amended Bylaws are to be submitted to the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors for approval-adoption.

ARTICLE V

Section 5.1: Membership

Membership may be open to any individual, age 60 or over, residing in the Escanaba Area and who is a member of the Sault Ste. Marie Tribe of Chippewa Indians or the spouse of a Tribal elder.

Section 5.2: Composition

The subcommittee shall have seven (7) regular and two (2) alternate members. No more than two (2) members may be a non-native spouse.

Section 5.3: Appointment

Any Sault Ste. Marie Tribe of Chippewa Indians elder who resides in the Escanaba Area may be appointed to the Subcommittee by the Sault Ste. Marie Tribe of Chippewa Indians Elderly Advisory Committee upon approval of the Board of Directors. They must first present a letter of interest and three separate letters of recommendation by Sault Ste. Marie Tribe of Chippewa Indians members to the Elderly Advisory Committee.

Section 5.4: Meetings

- a.) Meetings of members may be held at such place as may be designated by the Subcommittee or by the officers calling such a meeting.
- b.) The date and hour of the meeting shall be determined not less than three (3) not more than forty (40) days before the date of the meeting, except for special meetings.
- c.) The Subcommittee shall meet as often as necessary.
- d.) Special meetings may be held at any time on the call of the Chairperson or at the request of two (2) Subcommittee members.
- e.) All meetings shall be open to any member of the community.
- f.) The Subcommittee shall meet at least quarterly with the Unit 4 Escanaba Area Elders Advisory Subcommittee, Board Members from Unit 4 and the Representatives to the Elder Advisory Committee. This meeting shall not be on a Tuesday to allow the Board Members to attend.

Section 5.5: Voting

The Chairperson does not vote unless there is a tie. The voting of a majority of the members present shall be necessary for the adoption of any matter. Each member shall be entitled to one vote. Occasionally, phone votes are necessary to accommodate immediate action without the ability to call a special meeting. The results of the phone vote shall be permanent but must be reaffirmed at the next regular meeting. Alternate members may only vote in the event that the regular member is not present at a meeting or in the case of a phone vote, when the regular member is not available.

Section 5.6: Quorum

A majority of members of the subcommittee (regular members and in the case when regular members are absent, alternate members) shall constitute a quorum for the transaction of business at any meeting of the subcommittee.

Section 5.7: Terms of Office

The term of office shall be four (4) years and staggered. For the initial appointments three (3) shall be for two (2) year terms. In the case of an appointment to fill a vacancy, the appointment shall only be for the length of the unexpired term. Each member of the Subcommittee shall hold office until his/her successor has been appointed and has qualified.

Section 5.8: Removal of Subcommittee Members

Any Subcommittee member may be removed by majority of the Subcommittee whenever, in their judge, the best interest of the Subcommittee will be served thereby, including, but not limited to, three (3) consecutive meetings without being excused.

ARTICLE VI

Section 6.1: Officers

The officers of the subcommittee shall consist of a Chairperson, Vice-Chairperson and a Secretary/Treasurer. The officers shall be elected annually at a regular or special meeting called for that purpose from the regular members by the subcommittee.

Section 6.2: Chairperson

The Chairperson shall preside at all meetings of the members of the Subcommittee. He/she will have power to accept and receive donations, gifts and bequests made to the Subcommittee and agree to any conditions or limitations thereto that miscellaneous properties bequested remain tribal property and to give receipts therefore. The Chairperson shall see that all orders and resolutions of the Subcommittee are carried into effect.

Section 6.3: Vice-Chairperson

The Vice-Chairperson shall have all powers and perform all duties in the absence or incapacity of the Chairperson. He/she will perform also such other duties as may be assigned from time to time by the Subcommittee.

Section 6.4: Secretary/Treasurer

The Secretary and/or Recording Secretary will keep full minutes of all meetings of the members and Subcommittee and shall act as clerk thereof and record all the acts and votes and the minutes of all proceedings in a book to be kept for that purpose. Copies of the executed minutes of meetings are to be provided to the Sault Ste. Marie Tribe of Chippewa Indians Elderly Advisory Committee and the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors. He/she will give or cause to be given notice of all meetings of members, unless notice thereof be waived, and will perform such other duties as may be assigned from time to time. The Treasurer shall be responsible for maintaining the account to the Subcommittee for any funds that the Subcommittee shall obtain through their own activities. The Treasurer shall report at each meeting on the status of the account.

ARTICLE VIII

All property received by the Subcommittee by bequest, devise, and gift or otherwise shall be the property of the Sault Ste. Marie Tribe of Chippewa Indians for the benefit of the Subcommittee. It may only be disposed of with the consent of the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors.

ARTICLE IX

Information received by Subcommittee members in connection with their duties as Subcommittee members is confidential and shall be used only to perform the duties of the Subcommittee as defined by the Elderly Advisory Committee and the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors. All such confidential information and documents including all copies thereof, and any other information not specifically designated by the Tribe for release to the public that may come into the possession of the Subcommittee members in the course of the Subcommittee's work shall be maintained confidentially and shall be delivered to the Tribe when requested to do so without making or retaining copies or excerpts of such information.



RESOLUTION NO: 2005-154
AMENDMENT TO THE BYLAWS OF THE
SAULT STE. MARIE TRIBE OF CHIPPEWA INDIANS
UNIT 5 NISHINABE MOCCASIN BIIYAABKOS (TELEGRAPH)
ELDERLY ADVISORY SUBCOMMITTEE

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, 25 U.S.C. 467 et seq; and

Min Waban Dan

**Administrative
Office**

523 Ashmun Street

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Michigan

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**Government
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**Membership
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WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians has created the Elderly Advisory Board; and

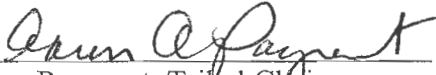
WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians has created subcommittees within each of the five Units which report to the Elderly Advisory Board; and

WHEREAS, the Board of Directors has determined to amend the bylaws each of the Elderly Advisory Unit Subcommittees.

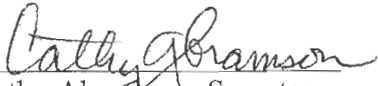
NOW THEREFORE BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby amends the bylaws of the Unit 5 Nishinabe Moccasin Biiyaabkos (Telegraph) Elderly Advisory Subcommittee as attached.

CERTIFICATION

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 4 day of October 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.



Aaron Payment, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians



Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians



RESOLUTION NO: 2005-155
AMENDMENT TO THE BYLAWS OF THE
SAULT STE. MARIE TRIBE OF CHIPPEWA INDIANS
UNIT 5 MARQUETTE AREA ELDERLY ADVISORY SUBCOMMITTEE

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, 25 U.S.C. 467 et seq; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians has created the Elderly Advisory Board; and


WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians has created subcommittees within each of the five Units which report to the Elderly Advisory Board; and

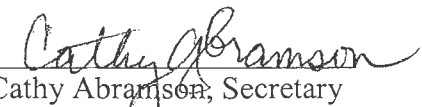
WHEREAS, the Board of Directors has determined to amend the bylaws each of the Elderly Advisory Unit Subcommittees,

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby amends the bylaws of the Unit 5 Marquette Area Elderly Advisory Subcommittee as attached:

C E R T I F I C A T I O N

We, the undersigned, as Chairperson and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom 12 members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the 4 day of October 2005; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of 11 members for, 0 members against, 0 members abstaining, and that said resolution has not been rescinded or amended in any way.


Aaron Payment, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians


Cathy Abramson, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

Min Waban Dan

**Administrative
Office**

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BYLAWS
of the
SAULT STE. MARIE TRIBE OF CHIPPEWA INDIANS
UNIT 5 MARQUETTE AREA ELDERS ADVISORY SUBCOMMITTEE
Marquette Area

ARTICLE I

The name of the organization shall be the Unit 5 Marquette Area Elderly Advisory Subcommittee, herein called the Subcommittee. It is a Subcommittee of the Sault Ste. Marie Tribe of Chippewa Indians Elderly Advisory Committee. It is adopted pursuant to the authority of the Elderly Advisory Committee's Bylaws Section 7.2.

ARTICLE II

This Subcommittee and its members are appointed to serve at the discretion of the Board of Directors. The Board of Directors may abolish this Subcommittee at any time. The Board of Directors may remove any Subcommittee member for any reason.

ARTICLE III

Headquarters of the organization will be _____ .

ARTICLE IV

Section 4.1: Purpose

Each Elderly Advisory Subcommittee shall endeavor to serve the Tribal elderly population as well as the entire Tribal community by providing a forum for elders in their area to get together to discuss needs and concerns and to provide a formal means by which those needs and concerns along with recommended action can be conveyed to the Tribal governing Board of Directors.

Section 4.2: Funds of the Subcommittee

The Subcommittee shall maintain an account of all funds obtained by its own activities. The Subcommittee Secretary/Treasurer shall report on the status of funds. The Subcommittee shall not apply for any grants.

Section 4.3: Method of Amendment

These Bylaws may be altered, amended or repealed and new and other Bylaws may be made and adopted at any regular meeting of the Elderly Advisory Committee or at a special meeting. After adoption by the Elderly Advisory Committee, the amended Bylaws are to be submitted to the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors for approval-adoption.

ARTICLE V

Section 5.1: Membership

Membership may be open to any individual, age 60 or over, residing in the Marquette Area and who is a member of the Sault Ste. Marie Tribe of Chippewa Indians or the spouse of a Tribal elder.

Section 5.2: Composition

The subcommittee shall have seven (7) regular and two (2) alternate members. No more than two (2) members may be a non-native spouse.

Section 5.3: Appointment

Any Sault Ste. Marie Tribe of Chippewa Indians elder who resides in the Marquette Area may be appointed to the Subcommittee by the Sault Ste. Marie Tribe of Chippewa Indians Elderly Advisory Committee upon approval of the Board of Directors. They must first present a letter of interest and three separate letters of recommendation by Sault Ste. Marie Tribe of Chippewa Indians members to the Elderly Advisory Committee.

Section 5.4: Meetings

- a.) Meetings of members may be held at such place as may be designated by the Subcommittee or by the officers calling such a meeting.
- b.) The date and hour of the meeting shall be determined not less than three (3) not more than forty (40) days before the date of the meeting, except for special meetings.
- c.) The Subcommittee shall meet as often as necessary.
- d.) Special meetings may be held at any time on the call of the Chairperson or at the request of two (2) Subcommittee members.
- e.) All meetings shall be open to any member of the community.
- f.) The Subcommittee shall meet at least quarterly with the Unit 5 Marquette Area Elders Advisory Subcommittee, Board Members from Unit 5 and the Representatives to the Elder Advisory Committee. This meeting shall not be on a Tuesday to allow the Board Members to attend.

Section 5.5: Voting

The Chairperson does not vote unless there is a tie. The voting of a majority of the members present shall be necessary for the adoption of any matter. Each member shall be entitled to one vote. Occasionally, phone votes are necessary to accommodate immediate action without the ability to call a special meeting. The results of the phone vote shall be permanent but must be reaffirmed at the next regular meeting. Alternate members may only vote in the event that the regular member is not present at a meeting or in the case of a phone vote, when the regular member is not available.

Section 5.6: Quorum

A majority of members of the subcommittee (regular members and in the case when regular members are absent, alternate members) shall constitute a quorum for the transaction of business at any meeting of the subcommittee.

Section 5.7: Terms of Office

The term of office shall be four (4) years and staggered. For the initial appoints three (3) shall be for two (2) year terms. In the case of an appointment to fill a vacancy, the appointment shall only be for the length of the unexpired term. Each member of the Subcommittee shall hold office until his/her successor has been appointed and has qualified.

Section 5.8: Removal of Subcommittee Members

Any Subcommittee member may be removed by majority of the Subcommittee whenever, in their judge, the best interest of the Subcommittee will be served thereby, including, but not limited to, three (3) consecutive meetings without being excused.

ARTICLE VI

Section 6.1: Officers

The officers of the subcommittee shall consist of a Chairperson, Vice-Chairperson and a Secretary/Treasurer. The officers shall be elected annually at a regular or special meeting called for that purpose from the regular members by the subcommittee.

Section 6.2: Chairperson

The Chairperson shall preside at all meetings of the members of the Subcommittee. He/she will have power to accept and receive donations, gifts and bequests made to the Subcommittee and agree to any conditions or limitations thereto that miscellaneous properties bequested remain tribal property and to give receipts therefore. The Chairperson shall see that all orders and resolutions of the Subcommittee are carried into effect.

Section 6.3: Vice-Chairperson

The Vice-Chairperson shall have all powers and perform all duties in the absence or incapacity of the Chairperson. He/she will perform also such other duties as may be assigned from time to time by the Subcommittee.

Section 6.4: Secretary/Treasurer

The Secretary and/or Recording Secretary will keep full minutes of all meetings of the members and Subcommittee and shall act as clerk thereof and record all the acts and votes and the minutes of all proceedings in a book to be kept for that purpose. Copies of the executed minutes of meetings are to be provided to the Sault Ste. Marie Tribe of Chippewa Indians Elderly Advisory Committee and the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors. He/she will give or cause to be given notice of all meetings of members, unless notice thereof be waived, and will perform such other duties as may be assigned from time to time. The Treasurer shall be responsible for maintaining the account to the Subcommittee for any funds that the Subcommittee shall obtain through their own activities. The Treasurer shall report at each meeting on the status of the account.

ARTICLE VIII

All property received by the Subcommittee by bequest, devise, and gift or otherwise shall be the property of the Sault Ste. Marie Tribe of Chippewa Indians for the benefit of the Subcommittee. It may only be disposed of with the consent of the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors.

ARTICLE IX

Information received by Subcommittee members in connection with their duties as Subcommittee members is confidential and shall be used only to perform the duties of the Subcommittee as defined by the Elderly Advisory Committee and the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors. All such confidential information and documents including all copies thereof, and any other information not specifically designated by the Tribe for release to the public that may come into the possession of the Subcommittee members in the course of the Subcommittee's work shall be maintained confidentially and shall be delivered to the Tribe when requested to do so without making or retaining copies or excerpts of such information.

ROLL CALL MATRIX

Date: 10-4-05

Res. Number	138	139	140	141	142	143	144	145
Unanimous	U	U	U	U	U	U		U
Cathy Abramson			1				A	1
Joe Eitrem					1		Y	
Todd Gravelle	1	1				1	Y	2
Dennis McKelvie							2Y	
Paul Shagen		2		1		2	1Y	
Lana Causley				2	2		Y	
Bob LaPoint							Y	
Fred Paquin	2		2				Y	
Rob Lambert							Y	
Denise Chase							Y	
Tom Miller <i>Absent</i>	Absent							
Vic Matson							Y	
Aaron Payment								

- 1 = Made Motion
- Y = Voted Yes
- A = Abstained
- 2 = Second/Support Motion
- N = Voted No
- U = Unanimous

ROLL CALL MATRIX

Date: 10-4-05

Res. Number	146	147	148	149	150	151	152	153
Unanimous	U	U	U	U	U	U	U	U
Cathy Abramson		2						
Joe Eitrem	2							
Todd Gravelle								
Dennis McKelvie			2	2	2	2	2	2
Paul Shagen	1	1	1	1	1	1	1	1
Lana Causley								
Bob LaPoint								
Fred Paquin								
Rob Lambert								
Denise Chase								
Tom Miller		A	b	sent				
Vic Matson								
Aaron Payment								

- 1 = Made Motion
- Y = Voted Yes
- A = Abstained
- 2 = Second/Support Motion
- N = Voted No
- U = Unanimous

ROLL CALL MATRIX

Date: 10-14-05

	Res. Number								
		154	155						
	Unanimous	U	U						
	Cathy Abramson								
	Joe Eitrem								
	Todd Gravelle								
	Dennis McKelvie	2	2						
	Paul Shagen	1	1						
	Lana Causley								
	Bob LaPoint								
	Fred Paquin								
	Rob Lambert								
	Denise Chase								
	Tom Miller <i>absent</i>	<i>Absent</i>							
	Vic Matson								
	Aaron Payment								

- 1 = Made Motion
- 2 = Second/Support Motion
- Y = Voted Yes
- N = Voted No
- A = Abstained
- U = Unanimous