

Sault Ste. Marie Tribe of Chippewa Indians

2007 ANNUAL REPORT



After the Great Flood, Turtle volunteered to carry the new earth on his back.

The turtle is a symbol of successful communication.

Turtle is the king of the fish clan, scholars and teachers who help children develop their skills and spirits.

The fish clan helps resolve disputes between leaders.

Several significant and historical events took place in 2007, which included our first Secretarial Election and amendment to our Constitution; ratification of a new agreement on the future of our treaty rights regarding gathering, hunting and inland fishing; and the completion of the final draft of a new proposed Constitution.

At the state and national level, our tribe was more active than ever before. Legislation regarding our reservation status in St. Ignace, the Charlotte Beach Land Claims, future government funding for educational programs and the fight for the continuation of the Indian Tuition Waiver, all initiated in 2007, has progressed positively and continues to move forward today.

Locally, a new and beautiful health facility was completed in Munising, a recent impact study shows Kewadin Casino has a regional economic impact of \$325 million annually and the latest statistics show our tribe has grown to over 38,000 members.

Our Greektown Casino expansion continued to progress with the completion of a new attached parking garage. The new hotel is starting to take shape and becoming the newest fixture of the city skyline.

Many other important events have taken place and to further highlight the Tribe's most significant accomplishments of this past year, the following summaries have been provided:

Secretarial Election

The Sault Tribe's first ever Secretarial Election took place on May 1, 2007. The Bureau of Indian Affairs administered the election, which was held to gain a vote of the tribal membership regarding candidate eligibility for elected officials and whether board members can serve as an elected official while also hired as a tribal employee.

In the Secretarial Election, 6,206 tribal members voted, which accounted for 66.74 percent of registered voters. Results released by the Secretarial Election Committee indicated 5,310 voted to approve the constitutional amendment while 883 voted to disapprove.

The following Constitutional amendment was added to the Sault Tribe Constitution:

"Any person elected or appointed to a position on the board, who is either an employee or independent contractor of the tribe shall voluntarily resign his or her employment position and/or surrender any rights under any contract with the tribe prior to assuming the duties of office or taking the oath of office. Failure to voluntarily resign and/or terminate the contractual relationship with the tribe shall bar the elected or appointed individual from assuming the duties of office or taking the oath of office."

Fight for Tuition Waiver

The United Tribes met with key staff from Governor Jennifer Granholm's office on May 25, 2007, in Sault Ste. Marie to address the status of the Michigan Indian Tuition

Waiver (MITW), which still remains in limbo due to the passing of Proposal 2, which eliminated affirmative action and race-based programs.

Michigan's tribes have formed a united front, arguing that the waiver is not a race-based program but rather a trust responsibility that must be continued and honored by the state.

Congressional Hearing on Shores Casino

The House of Representatives Natural Resources Committee held a legislative hearing on June 13, 2007, on House Bill H.R. 2120, which "directs the Secretary of the Interior to proclaim as reservation a parcel of land now held in trust by the United States." This refers to the reservation and trust land in St. Ignace, which includes land the new Shores Casino now occupies.

If the legislation passes, the Kewadin Shores Casino property would be deemed "lands contiguous to the reservation" and thus eligible for gaming.

The National Indian Gaming Commission previously ruled the new casino does not occupy land that is eligible for gaming.

The casino floor was temporarily located in a newly attached structure, which is on land that meets the strict gaming requirements.

Both verbal and written testimony was provided to Congress with the hope of resolving the reservation-land dispute.

Chairman Payment addressed Congress by testifying, "The inability to use our land as we believe it should be used is entirely the fault of the United States. The tribe requested two different times that the United States proclaim the 1983 parcel a reservation. In 1988, the United States got so far as to inform the local governments that a reservation proclamation was impending."

House Bill H.R. 2120 has yet to be voted on for final approval, however, until this legislation is officially passed, the tribe has pledged to continue its litigation against the United States to resolve the issue.

June Curran Porcaro Day

Nov. 6, 2007, was officially proclaimed June Curran Porcaro Day in honor of her love, dedication and over 30 years of service to our tribe.

June Curran Porcaro, a tribal elder who recently turned 80,



After a year and a half of meeting every other weekend and a project cost of nearly \$300,000, the Constitution Committee submitted its final draft to the board of directors to approve the language with the intent of further submitting the new Constitution to a vote of the people.



The Inland Consent Decree was ratified by 84 percent of the voting members of the Sault Tribe. Four other Michigan Tribes also approved the agreement. Above (L-R) is Bay Mills President Jeff Parker, Sault Tribe Chairperson Aaron Payment, Little Traverse Chairperson Frank Ettawageshick, MDNR Director Rebecca Humphries, Interim U.S. Attorney for the Western District of Michigan Charles Gross, Grand Traverse Chairperson Bob Kewaygoshgum and Little River Ogema Larry Romanelli.

has been operating a foster home and runaway shelter for over three decades. She has helped over 2,000 tribal and non-tribal youth.

Kewadin Casinos Regional Impact at \$325.4 million

Kewadin Casino brings a total annual economic output of \$325.4 million to the eastern Upper Peninsula, according to a recent study by the Lansing-based firm, Michigan Consultants. Additionally, total gross annual wage impact for the region was found to be \$103.1 million with a gross annual regional employment impact of 3,001 positions.

Shores Gaming Floor Opens

On Aug. 28, 2007, the U.S. District Court issued a preliminary injunction allowing immediate gaming on the main casino floor of the new Kewadin Shores Casino in St. Ignace.

Over 600 slot machines and 26 table games were moved from the temporary gaming

structure to the original casino gaming floor.

"We have worked diligently to pursue all available remedies to resolve the issue of our inability to operate gaming as it was intended in our new \$41 million casino in St. Ignace," said Chairman Payment. "After all of our hard work, this is a major victory for our tribe."

The other remedy (which is still in progress) was federal legislation. This legislation cleared the U.S. House of Representatives and is slated for approval in the Senate.

Tribes, State Sign Historic Inland Rights Agreement

Representatives from five of Michigan's Indian tribes, the state and U.S. government, signed an agreement on Oct. 25, 2007, designed to end decades of legal issues surrounding members' hunting and inland fishing rights and in the 1836 Treaty ceded territory.

The U.S. District Judge later

signed the decree Nov. 5, 2007, in the final step to resolving the 4-year-old lawsuit and giving the tribes the power to issue their own hunting and fishing licenses and write their own regulations.

The deal recognizes the rights of tribal members under the 1836 Treaty for subsistence hunting, fishing and plant gathering activities on 13.8 million acres of public land and inland waters defined in the treaty area.

The agreement balances conservation efforts while respecting important aspects of Native American culture and traditions.

As part of the agreement, commercial fishing, gill nets and snagging will be prohibited on inland lakes with the settlement granting a longer firearm hunting season by four months and increased hunting property for the tribes. Tribal members will need to attain permission to hunt on private land.

On Oct. 17, 2007, tribal members approved a referendum regarding the new inland treaty rights agreement, by a 3,476 to 678 vote.

Constitution Committee

The tribe's board of directors wrapped up its review session with the Constitution Committee regarding a new proposed Constitution on Oct. 9, 2007.

Constitution Committee Chairman John Causley Jr. said, "As Chairman of this Constitution Committee, it is my intent to complete our process. We plan to meet as a committee as a whole to discuss concerns and recommendations from the membership, board of directors and the committee itself. Once this is complete, we as a committee will again schedule review meetings with our membership to discuss any changes and recommendations that were incorporated into the final draft document."

The new Constitution was first presented to the board on June 6, 2007, in St. Ignace.

Charlotte Beach Settlement Gains Support

On Nov. 14, 2007, Michigan Gov. Jennifer Granholm urged members of the U.S. Congress to approve legislation that would settle the Sault Tribe's Charlotte Beach land claim settlement, ending a dispute that dates back more than 100 years.

Bill H.R. 4115, would ratify a December 2002 settlement agreement between the state of Michigan and the Sault Tribe that would resolve a long-standing land claim dispute over the ownership of lands near Charlotte Beach.

Under the agreement, the Sault Tribe would receive small parcels of land in southeast Michigan in exchange for settling the dispute. Work to further the legislation continued in 2008.

Greektown Casino Parking Structure Opens

Greektown Casino took a significant step to improve guest service and level its competitive position in the Detroit gaming market by opening a spectacular new 3,000-space parking garage on Nov. 15.



The grand opening for the new tribal health center in Munising took place on Aug. 7, 2007. The three-story, 21,000 square-foot building located at 622 W. Superior in Munising, is named the Victor Matson, Sr. Community Center and is also known as the Grand Island Chippewa Center (Gchi-Minis Ednakiyaany Gamig). Originally built in 1915 as Lincoln School, the newly renovated facility houses a health clinic and a community center with meeting rooms and a kitchen.

Board of Directors



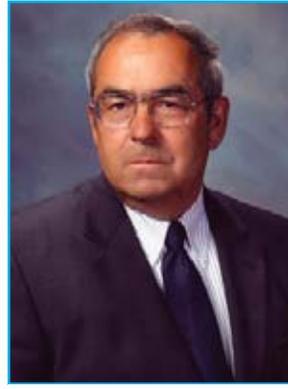
Dennis McKelvie
Vice Chairman
Unit I Representative



Lana Causley
Secretary
Unit II Representative



Cathy Abramson
Treasurer
Unit I Representative



Joseph Eitrem
Unit I Representative



Todd K. Gravelle
Unit I Representative



DJ Hoffman
Unit I Representative



Robert LaPoint
Unit II Representative



Keith Massaway
Unit III Representative



Fred Paquin
Unit III Representative



Denise Chase
Unit IV Representative



Thomas Miller
Unit IV Representative



Shirley Petosky
Unit V Representative

Sault Ste. Marie Tribe of Chippewa Indians Units



Sault Tribe's Seven-County Service Area.

The Sault Tribe's service area is divided into five units covering seven counties in the eastern Upper Peninsula of Michigan.

Board Officers' and Directors' Phones

(906 area code)

- Dennis McKelvie**, Vice-Chairman, 632-7267
- Lana Causley**, Secretary, 484-2954
- Cathy Abramson**, Treasurer, 635-3054
- Joseph Eitrem**, Unit I, 632-8567
- Todd K. Gravelle**, Unit I, 635-5740
- DJ Hoffman**, Unit I, 635-6945
- Robert LaPoint**, Unit II, 493-5311
- Keith Massaway**, Unit III, 643-6981
- Fred Paquin**, Unit III, 643-8878
- Denise Chase**, Unit IV, 341-6993(w); 341-6783(h)
- Thomas Miller**, Unit IV, 644-2527
- Shirley Petosky**, Unit V, 387-2101

Chairperson's Office



Aaron Payment
Chairperson

Aaron Payment,
Chairperson
635-6050 (w)
632-2446 (h)

206 Greenough St.
Sault Ste Marie,
MI 49783

Tribal Centers

- | | |
|---------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| Sault Tribe Administration
523 Ashmun St.
(906) 635-6050 | Manistique Tribal Community Center
5698 W US-2
(906) 341-8469 |
| St. Ignace Lambert Center
225 Wah Seh Dr.
(906) 643-8103 | Grand Island Chippewa / Victor Matson, Sr. Community Center
622 W. Superior Street, Munising
(906) 387-4721 |
| Hessel Tribal Center
3535 Nopaming Dr.
(906) 484-2727 | Newberry Health and Community Building
4935 Zee-Ba-Tic Lane
(906) 293-8181 |
| Escanaba Tribal Center
3500 Ludington St., Suite 210
(906) 786-9211 | |

Inside ...

Health Services4	Housing Authority..... 11	Kewadin Casinos 16
ACFS.....5-6	Human Resources 12	Greektown Casino..... 17
Education Division.....7	Tribal Court..... 13	Financials 18
Cultural Division.....8	Law Enforcement..... 13	Self Sufficiency 19
Elders Services.....9	ITFAP..... 14	Community Contributions..... 20
Recreation Division 10	Non Gaming Business..... 15	

MENTAL HEALTH ACHIEVEMENTS

Mental Health received a full, three-year accreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF).

Mental Health created and implemented a new Adolescent and new Adult assessment that incorporates CARF standards relating to mental health needs.

With the support of billing staff we submitted paperwork to begin third-party billing. Mental Health collected \$13,146.58 in third party revenue for part of 2007.

We developed a fully operational play therapy room in the Sault area, and obtained limited-available space to provide play therapy services in our Munising clinic. Various staff received specific play therapy supervision in addition to attending specific trainings.

Standards of practice were developed for Mental Health staff; a minimum of 60 percent of time is spent in face-to-face contact with clients. Therapists improved time spent in face-to-face contacts, from 9 percent in 2006 to 28 percent in 2007. We increased our face-to-face contacts from 1,939 in 2006 to 2,137 in 2007.

We increased the relationship and availability of integrated services with medical personnel. For example, we changed the urgent care schedule to provide consistent care in availability of services. Staff carry a pager and began incorporating American Indian Substance Abuse (AISA) into urgent care coverage as needed.

An Employee Assistance Program (EAP) program was developed for Sault Tribe employees and presentations made to medical staff on suicidal and other mental health related matters. We began a "brown bag educational luncheon" series to promote education about several mental health topics.

Mental Health increased client referrals, client attendance and client willingness to participate in services by providing sufficient clinician availability, rapport and treatment. A tracking system for attendance, no shows and cancellations was developed. Staff initiated daily reminder calls in an attempt to improve client attendance. Furthermore, there is no longer a waiting list for clients, thus increasing the likelihood of satisfaction and accessibility to services.

Staff continued to incorporate the services of traditional medicine and traditional healers and provided a high level of integration and culturally sensitive services to all clients as it relates to assessment and the treatment planning process.

COMMUNITY HEALTH

Community Health continued efforts to improve diabetes care and patient outcomes as shown on the annual diabetes audit and implementation of our Indian Health Service diabetes grants. Diabetes education was provided to individuals and groups, with over 60 group diabetes classes taught in 2007. Our diabetes grant



Officials cut the ribbon on the new Manistique Tribal Health and Community Center.

continued to provide funding for five diabetes medications: Actos, Coreg, Diovan, Glucotrol XL and Lantus insulin.

The goal of treating diabetes is to prevent its long-term complications, such as heart disease. We encouraged patients to manage their "ABCs" to lower their risks of complications. Sault Tribe adopted the ABCs as primary targets for control:

A: Control blood sugar to maintain healthy A1C levels.

B: Keep blood pressure near normal.

C: Keep cholesterol and blood fats under control.

The Sault Tribe's 2007 diabetes audit results showed improvements in ABC outcomes compared to 2006.

A. Control blood sugar to maintain healthy A1C levels: 61 percent of people with diabetes had A1C levels under 7 percent (ideal control), compared to 53 percent in 2006.

B. Blood Pressure: 38 percent had blood pressures under 130/80, compared to 30 percent in 2006.

C. Cholesterol: 57 percent had LDL cholesterol levels less than 100 (42 percent in 2006), and 43 percent had triglyceride levels less than 150 (44 percent in 2006).

Under our breast, cervical cancer control program (BCCCP) agreement with the Luce, Mackinac, Alger and Schoolcraft (LMAS) District Health Department and Michigan Department of Community Health, we enrolled and screened women for breast and cervical cancer. We enrolled 279 women into the BCCCP program in our tribal health clinics.

We continued our systems approach to tobacco cessation under combined efforts of community health educators, pharmacy, medical / nursing staff at all health center facilities. An additional medication, Chantix, was added to the tobacco cessation program in January 2007, and \$84,971 was spent on tobacco cessation pharmaceuticals (medications) to assist clients.

Continued implementation of

Healthy Heart Project (Diabetes Cardiovascular Risk Reduction) grant. FY 2007 was the third year of funding and the second year of active patient enrollment and services for this project.

"Honoring the Gift of Heart Health," a six-class education series, continued, as well as individual case management for clients with diabetes. This grant project was expanded to the tribe's rural health clinic sites in 2007 — 103 participants enrolled in intensive diabetes case management for this project.

A new grant for HIV prevention for Native American women was implemented. The "IKWE – Indigenous Knowledge Worth Knowing" HIV prevention project is funded by the Office of Women's Health. The two-year project started Sept. 1, 2006.

"Steps to a Healthier US: a community focused asthma, diabetes and obesity prevention project" grant continued into its fourth year. This is a five year project to support primary prevention efforts aimed at asthma, diabetes and obesity incorporating physical activity, nutrition, tobacco cessation, reduction to second hand smoke exposure and stress management. 2007 services included casino wellness activities, programming at Bahweting School, physical activity programming and other prevention efforts.

AMERICAN INDIAN SUBSTANCE ABUSE (AISA)

Client satisfaction surveys were successfully completed for all counselors and staff followed by implementation of strategies in response to client remarks on surveys.

We continued efforts in integration of Behavioral Health services into Health Division and successfully achieved three-year CARF accreditation.

We received acknowledgment of future funding from Substance Abuse and Mental Health Services Administration (SAMHSA) for 2007-2010 access to recovery program, written and coordinated through Inter-tribal Council of Michigan,

Inc. The grant makes available potential reimbursement for many services, to be utilized to support and expand AISA services to Sault Tribe members and their families.

AISA Prevention Program served 1,248 children and adults in life skills, Shedawin 12-Step support meetings, Shedawin craft night, women's and men's spiritual gatherings and spring and fall spiritual gatherings.

An AISA Quality Improvement Committee was established to evaluate client satisfaction surveys and client record review. Through evaluation, they prepare planned interventions, which include staff input and administrative approval.

SAULT TRIBE HEALTH CENTER

The patient registration, data entry and billing departments play an important part in making sure that our third party revenue goal is met each year. 2007's goal was \$4.37 million. Total revenue for FY07 was \$4.76 million. We began billing for mental health and psychology services. Dental revenues significantly increased due to the implementation of Dentrax in 2006.

Kinross Community Clinic continued to provide excellent care to tribal members and surrounding communities. Providers coverage changed in August 2007. Dr. Werner began providing service three days per week on Monday, Wednesday and Thursday. Dr. Sherman provided pediatric care two full days on Tuesday and Friday. In 2007, over 3,400 patient care visits were provided.

The tribal health center organized and fully supported the preparation, application and CARF review and we successfully achieved first-time CARF accreditation for the behavioral health program in March 2007.

Completed the preparation, application and completion of policy and procedure review and site visit by Accreditation Association for Ambulatory Health Care (AAHC) in April 2007. We received the best outcome possible — a full three-year accreditation in April 2007.

We completed a large flu clinic exercise that resulted in immunizing over 3,000 community members for the second consecutive year.

Assisted in the planning and funding of the second annual Rural and Ready Infectious Disease Emergency Preparedness Conference held at LSSU with over 150 attendees from Michigan and Canada. The conference featured nationally known keynote speakers with over 60 emergency response agencies attending the conference.

We recruited and hired an experienced pharmacist to work at the Lambert Clinic pharmacy.

The combined total of all prescriptions filled from STHC, Lambert and Manistique pharmacies was 135,000 prescriptions. This represents a 6.2 percent increase in prescription volume over the previous year.

The health program administration and department heads



The health programs provide high quality patient-centered health care that is responsive, courteous and sensitive to individual, family, community and cultural needs with an emphasis on disease prevention and health promotion.

worked on layout for the new Lambert Center in St. Ignace.

An Avon Foundation grant was successfully sought to continue to support our breast health initiatives. Avon awarded our facility \$50,000 to provide these services in 2008.

The traditional medicine program recorded 2,396 patient visits for the year. This was a drop of 4.4 percent reflecting the loss of one provider.

The Sault Tribe Health Program was recognized by the state of Michigan Department of Community Health at the emergency preparedness coordinators annual meeting in Grand Rapids for our great efforts of collaboration in emergency preparedness.

RURAL HEALTH

We relocated and brought to 100 percent operation the new Grand Island Chippewa Community Center-Victor Matson Sr. Community Center.

All pharmaceutical services from the Lambert Center Pharmacy were transferred to the new Manistique Tribal Community Center Pharmacy, which processes all prescription requests for the tribe's western seven-county service area (approximately four to five counties).

Successfully attained CARF accreditation and maintained AAHC accreditation survey of all Health Division facilities within the rural Health Program, to include the brand new facility in Munising.

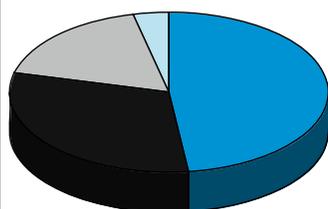
The new center was equipped with \$180,000 in Indian Health Service funding to provide modern, up-to-date office and community gathering spaces furnishings, computer, medical and facility maintenance equipment.

Contacts

TRIBAL HEALTH CENTERS

Marquette.....	228-3593
Escanaba.....	786-9211
Hessel.....	484-2727
Kincheloe.....	495-5745
St. Ignace.....	643-8689
Manistique.....	341-8469
Munising.....	387-4614
Newberry.....	293-8181
Sault Ste. Marie.....	632-5200
DeTour Medical Ctr.....	297-3204
Substance Abuse.....	635-6075
Community Care Clinic.....	635-4401

Health Services 2007 Funding Sources



IHS Corporate Tax	\$12,700,020 (48%)
Third Party	\$8,170,354 (30.9%)
Other	\$4,636,043 (17.5%)
	\$941,990 (3.6%)
Total	\$26,448,407

Anishinaabek Community & Family Services

Anishnaabek Community and Family Services (ACFS) provides human services or social services for the Sault Tribe.

In November 2007, ACFS Director Christine McPherson resigned. Services have continued throughout 2007 without changes under the guidance of interim director, Juanita Bye.

ACFS managed 30 grant contracts with funding from the Bureau of Indian Affairs, Indian Health Services, US Department of Health and Human Services, Department of Justice, USDA, state of Michigan and tribal support. The contracts are combined to provide the most efficient services within three primary components Child Placement, Advocacy Resources and Direct Assistance.

Child Placement

The Binogii Placement Agency is a tribal child placement agency licensed by the state of Michigan and funded through the purchase of a service contract that allows ACFS to provide foster care and adoption services to all children ages 0-18.

This agency provides foster home licensing services and adoptive home studies to our tribal families who live in the service area. This allows many of our tribal relative foster homes to become licensed and access financial resources to help care for our children. It allows us to coordinate adoptions for tribal members who may have to pay for services if they were to use outside agencies.

Foster Care

Foster care case management services are provided to families and children when the court has determined that the children cannot be safely maintained in their homes without the court's intervention and the children are removed from the home. The primary goal of these services is to safely reunify the family as soon as is feasible and appropriate.

In 2007, there were 96 children in foster care. Including parents, there were 174 tribal household members served by the foster care program. Of these 96 children serviced by the agency, 27 (28 percent) were removed from one parent but placed with their other parent, 47 (49 percent) were placed with relatives, 11 (11.5 percent) were placed within other native homes and 11 (11.5 percent) were placed in non-native homes.

Substance abuse, mental health and domestic violence



Jessica Gillotte, child placement case aide, and Tara Stevens-Calder, child advocacy coordinator, (L-R) play with Arnold and Amber Visnaw's children at the ACFS Child Advocacy Center. Amber is an ACFS Secretary and she and her husband are foster parents and adoptive parents for Binogii Placement Agency. ACFS accountant Lisa Bumstead painted the Winnie the Pooh mural.

are the leading cause of out-of-home placement for our tribal children. Of the 96 children in care with the agency: 24 (25 percent) came into care due to a parental mental health issue, 29 (30 percent) came into care due to a parental substance abuse issue, 31 (32 percent) came into care due to parental substance abuse and mental health issues, 12 (13 percent) came into care due to parental domestic violence issues.

Reunification

Reunification services provide support to the family and children during the transition from foster care to safely returning home.

One of the services that the agency provides is for supervised parenting time. In 2007, case aides supervised 460 visits between foster children and their parents.

Of the 96 children in the agencies care: 37 (39 percent) were reunified with a parent and one child was placed in a relative guardianship, 28 (29 percent) had parents who released their parental rights; the court terminated the parental rights of their parents, aged out of foster care, 31 (32 percent) have an ongoing reunification plan in place.

Adoption

The Binogii Placement Agency provides adoptive services to Sault Tribe children available for adoption in the seven-county service area. Binogii performs adoption activities that consist of adoptive family recruitment, adoption placement, supervision, case management and court-related support.

In 2007, Sault Tribe Binogii Placement Agency completed seven adoptions.

The agency has 17 children

awaiting adoption. Of the 17 children, 12 have identified relative placement options, four have identified tribal placement options and one has a non-native foster parent option identified.

Adoption and Foster Care Promotion and Recruitment

The Binogii Placement Agency is authorized to complete adoptive home studies and license foster homes and relative placements located within the tribe's seven-county service area.

In 2007, 74 percent of our tribal foster children were placed with another parent or relative. Another 11.5 percent were placed with other native families and 11.5 percent were placed with non-native families.

The primary goal of the agency is to reunify the child with the parents, if at all possible. However, if the child cannot return safely to their parents' care, permanency can be achieved through adoptions or guardianships with relatives or permanent foster family agreements.

Child Protection

Child Protective Services is not a voluntary program. Under Tribal Code Chapter 30, this agency is delegated as the agency responsible for gathering and investigating any allegations of abuse or neglect. The overall goal is to protect children from abuse and neglect and promote the integrity and stability of families.

In 2007, there were 316 reports of suspected child abuse or neglect, 161 of those cases were screened out, 41 were substantiated requiring further action, and 114 were unsubstantiated with referrals made to other programs and prevention services offered.

Protective services activities are implemented so children can continue to remain safely in their own homes.

Adolescent In-Home Assistance

The AIHA program was designed in response to a need to provide services to the adolescent population who are at risk for becoming involved with the criminal justice system.

In 2007, AIHA provided services to 22 identified adolescents and services to their entire family for a total of 80 household members served by the program.

The goal of the program is to reduce the number of youth removed from their homes as a result of delinquency and assist in the early return of youth to their homes that have been removed.

The program provides advocacy, support and connections with community based services that enable families to remain together.

In-Home Care

This program provides intensive in-home services to families at risk of having their children placed in foster care due to a substantiated abuse or neglect issue. These services focus on the safety and risk issues identified during an investigation where the decision is made that children can be maintained safely in the home. These cases can be voluntary or can involve court jurisdiction.

In 2007, 24 children received in-home care services and a total of 37 household members were served.

Family Continuity Program

This is a support service that is designed to help the family to succeed with the goal of maintaining their children in their home safely. These services generally involve crisis intervention, counseling, parenting skills training, housing assistance, day care and financial assistance.

If these services were not available, we would have an increased number of out-of-home placements. In 2007, 36 children received family continuity services for a total of 69 household members served.



The ACFS mission is to promote, advocate and develop programs that will maintain individual dignity, support family life and promote personal growth within our culture and spiritual heritage.

Prevention

Prevention Services for families is a home-based, family-focused program designed to prevent child abuse and neglect by preserving and strengthening family life. The goal of the program is to assist families in recognizing their needs and help develop and maintain their own support network.

In 2007, prevention services were provided for 28 children and 47 household members. This program is in place as a preventative measure to avoid the protective services or foster care component of ACFS.

In 2007, there were 110 tribal children and 270 overall household members served by the AIHA, in-home care, family continuity, and prevention programs.

Indian Child Welfare Monitoring

The Indian Child Welfare Act (ICWA) applies to any state proceeding in which a child cannot be returned to the custody of the parent upon request. ICWA gives the tribe the legal right to intervene in all state proceedings involving an Indian child other than custody or Tribal Court proceedings. The caseworker's role is to monitor the case and present to the Sault Tribe Child Welfare Committee (CWC) to ensure that the provisions of ICWA are followed.

In 2007, Binogii Placement Agency monitored 127 cases, 13 of these cases were within the tribe's seven-county service area and 114 were outside of the service area.

The agency processed 403 inquires pertaining to information requests and referrals.

Advocacy Resources

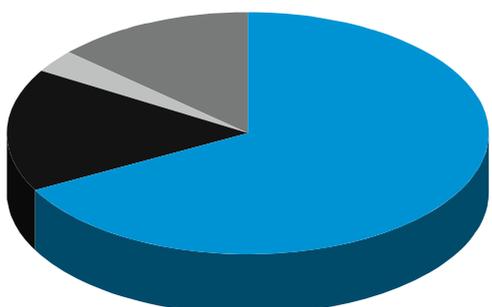
The Advocacy Resource Center (ARC) provides comprehensive assistance to victims of crime. Staff are dedicated to providing a wide variety of services to all victims of crime, with a special focus on women and children who are in abusive relationships. The ARC consists of three components which include Advocacy, Legal Aid, and Lodge of Bravery (domestic violence shelter.)

Advocacy for Crime Victims

The ARC employs three victim advocates to provide assistance to victims of crime to manage their trauma and assist with resolution of victimization.

(Continued on page 6)

2007 ACFS Expenditures



Federal
\$3,571,700—68%

State
\$868,770 — 16%

Other
\$156,044 — 3%

Tribal
\$710,235 — 13%

Anishinaabek Community & Family Services

Victim advocates may assist with the completion of crime victim compensation applications or filing for personal protection orders. Information on how the criminal justice system works and case status is provided to those with criminal cases pending. Victim Advocates may attend court hearings to provide emotional support, as well as provide testimony on behalf of a victim.

In 2007, 257 persons received advocacy services, including crisis counseling, follow up contacts, criminal justice support, information and referrals, and transportation assistance. There were 3,800 contacts made to, or on behalf, of victims, including face-to-face contacts, telephone or mail and contacts to other service providers.

2008 Goals for the ARC include:

- Increase public awareness activities
- Increase outreach education activities
- Increase number of staff from outside the ARC program
- Regional Financial Management Training to administration
- Attend Tribal Consultation
- Data Collection System
- Services for Men (Men's Gathering)
- Talking Circle in St. Ignace
- Provision of training to non-native service providers working with tribal members
- Implementation of support group services with the Diane Pepler Resource Centers.

Lodge of Bravery

For women and child victims of domestic violence in need of safety, the domestic violence shelter provides a safe place to stay. In 2007, a total of 1,423 shelter nights were provided to 51 women and children. An increase of 75 percent from 2006.

Various remodeling work on the lodge was completed in 2007 which also involved installing a new telephone system. The number of shelter workers increased from 3 to 4, and the hours of coverage also increased.

Legal Aid Services

Legal aid services are available only to victims of domestic violence, sexual assault and/or stalking to assist with civil court proceedings, such as divorce and child custody/support. The Legal Aid Attorney may also assist with Personal Protection Orders (PPO) and can represent the victim in these matters.

In 2007, clients received legal aid services addressing 165 issues including: 20 for Personal Protections Orders, 39 with divorce assistance, 49 assistance with child custody, 36 assistance with Child Support and 21 contracts issues to outside attorneys in conflict cases. This is a increase of 33 percent over 2006 for Legal Aid Services.

2008 goals for the Legal Aid Program include:

- Branch out into areas of civil legal assistance, including bankruptcy and housing.
- Provide national level training



On Oct. 2, 2007, the Tribe's USDA Food Distribution program was surprised with a \$25,000 check from the Michigan State University (MSU) Extension Michigan Nutrition Network, Family and Consumer Sciences, for the construction of a teaching kitchen.

for local attorneys.

- Provide national level training for Judges.
- Implement Michigan Early Learning Guidelines
- Continue to benefit from collaboration with MI 4C of the UP and the Children's Action Network.
- Work with federal liaison on Tribal Domestic Violence Code and continue to draft a Tribal Domestic Relations Code.
- Hiring a new attorney.

Family Violence Prevention

The objective of the FVP program is to provide timely access to shelter services, provide for shelter costs other than a family violence shelter when deemed appropriate and related assistance such as meals and clothing vouchers if the family has been left without adequate clothing and is not able to gain access to belongings as a result of a family violence situation.

DIRECT ASSISTANCE

General Assistance
Offers temporary financial assistance to members and households of tribal members. Employable adults are provided with employment services. In 2007, 99 tribal members received General Assistance.

Native Employment Works

The employment program assists tribal members to obtain and retain employment through identification of barriers to employment while providing limited supportive services to reduce or eliminate barriers to employment. In 2007, 14 individuals received Native Employment Works services.

Emergency Assistance

Emergency assistance is available to those members who are faced with an emergency situation that is of no fault of their own. In 2007, there were 209 approved for Emergency Assistance.

Community Service Block Grants

The function of this funding is to provide Tribal Emergency Assistance as a safety net to those members of the Tribe facing immediate and urgent needs where sufficient, timely and appropriate assistance is not available from any other source. In 2007, this funding source provided services to 112 applicants.

Employee Emergency Assistance

Emergency assistance is

offered to Sault Tribe employees who are in need of assistance for emergencies related to fire, death, accident and serious medical issues that require out of town travel. In 2007, 270 employees and their household members received emergency services.

Elder Heating Assistance

Funding exists to assist elders 60+ who are not eligible for the federally funded LIHEAP energy program. In 2007, this funding provided 104 elders and their household members with services.

The Low Income Home Energy Assistance Program

This program offers four distinct types of services and eligibility includes Sault Tribal membership, residency in the seven county service area and income guidelines:

- Heating Assistance in which eligible tribal members are provided with a credit on their account with their primary heat provider;
- Crisis Energy Assistance in which members are assisted with disconnect notices for metered services and fills for deliverable fuels (target households receive priority);
- Cooling assistance provides assistance for electrical disconnect notices as a result of increased cost to cool the home and
- Weatherization Assistance provides low cost residential weatherization materials that will reduce the loss of heat from the home.

In 2007, 1547 households received funding for LIHEAP, assisting a total of 3890 family members.

Sanitation Services

The program assists tribal members that are in need of services pertaining to water and/or waste systems including; home improvement projects that are receiving new plumbing and/or an addition to the home, newly built or purchased homes, and homes with existing systems that have failed or are failing. In 2007, a total of 13 families were serviced throughout the tribal service area.

Home Improvement

This program offers home repair in a manner that is consistent with housing regulations (section 8). In addition, a home may be replaced if found to be beyond repair at a reasonable

expense. In 2007, one major rehabilitation project was completed, which included windows, fascia/soffitt, insulation and siding.

Funeral Assistance

All enrolled members of the Sault Ste. Marie Tribe of Chippewa Indians are eligible for funeral assistance from the Sault Tribe Funeral Fund. Each eligible applicant shall be eligible for up to \$3,000.00 for funeral expenses only. The funeral fund will process requests for Burial, Cremation, Burial Lot, and Head Stone. In 2007, 139 applicants for Funeral Assistance were approved.

Child Care Development Fund

ACFS strives to increase the availability, affordability and quality of child care for eligible children. In 2007, 109 families received services for 187 children.

The following are goals and program requirements:

- Develop a Quality Rating Program for Home Providers.
- Develop cultural education materials for non-tribal providers and resources to home child care providers.
- Present the new CCDF plan to the Board of Directors for comment in addition to the required Public Hearing.
- Increase the number of responses from families and providers alike.
- Hold annual child care conference for CCDF providers and families.

Child Care Licensing

Licensed day care providers are needed to provide day care to Sault Tribe children. There are 284 licensed child care providers in the tribe's seven county service area. Three of those are tribally licensed on trust lands. All tribally licensed day care are eligible for the same child care payments that are provided to day cares licensed by the State of Michigan.

USDA Food Commodities

The Tribe strives to provide the tribal membership with nutritionally balanced food for a healthy living style. Services are provided in Alger, Antrim, Benzie, Charlevoix, Cheboygan, Chippewa, Delta, Emmet, Grand Traverse, Leelanau, Luce, Mackinac, Manistee, Marquette and Schoolcraft

counties.

In 2007, USDA provided food to 10,429 participants with a total of \$466,033 in food cost. The FDPIR obtained a grant from Michigan State University for a nutrition kitchen in the amount of \$25,000.

In 2008 USDA looks to expand the food package by adding 2lb beef roast, turkey, hams, 1 percent whole milk and more fresh vegetables.

Fund-Raising and Public Awareness

ACFS is the only department with its own formal fundraising committee. Their mission is to lead fundraising activities to enhance ACFS relations and sponsor youth and family community events.

In 2007, ACFS averaged two fund-raising events per month and provided funding for the March Family Celebration in Sault Ste. Marie, Family Fun Day in St. Ignace, Family Fun Day in Kinross, the Child Advocacy Honor Breakfast, the Chi-Mukwa Teen Lock-in, the Father Daughter Dance, the Children's area and Recycling Plastic at the Sault Tribe Powwow, the Promise Dance, and Nightmare on Bear Street.

ACFS also manages the Children's Christmas Committee for the disadvantaged. This committee spans the seven county service area and works hard each year to assist less fortunate families at Christmas with gifts to the children and a gift card for a food basket.

In 2007, 274 families and 687 children received gifts and/or gift cards for food baskets.

Contacts

Main Office
2864 Ashmun St.
Sault Ste. Marie
632-5250 or (800) 726-0093

Advocacy Resource Center
1111 Minneapolis St.
Sault Ste. Marie
632-1808, 635-7705
or (877) 639-7820

Dawn M. Eavou
Child Advocacy Center
2163 Migisa
Sault Ste. Marie
632-4001

Food Distribution/USDA
3601 Mackinaw Trail
Sault Ste. Marie
635-6076 or (888) 448-8732

Kincheloe Office
60 Kincheloe, Kincheloe
495-1232 or 495-6042

Lambert Center
225 Wa Seh Dr., St. Ignace
643-8103 or (877) 444-5608

Manistique Tribal Center
5698 W. Highway US-2
Manistique
341-6993 or (800) 347-7137

Munising Office
622 W. Superior Street
Munising
387-3906

Head Start/Early Head Start

In 2007, the Head Start and Early Head Start programs provided services for 135 children and five pregnant women.

Early Head Start provides home-based services in Chippewa and Mackinac counties and has expanded to include Newberry and Engadine.

Both programs are also expanding their collaborative agreement with the Child Care Center in Sault Ste. Marie to provide EHS center-based services to infants and toddlers needing full day care.

A grant by the Michigan Psychological Association provided parents with workshops on mental wellness and a Parent Resource Library in 2008.

Child Care Center

The Child Care Center operates under the guidance of the Education Division. The CCC is licensed by the tribe through ACFS under Chapter 30 of the Tribal Child Welfare Code. The center served 72 children with 52 in full-day/full-year care and 20 in our Head Start Program.

The center provides care before and after Head Start hours. The center opened a new classroom to accommodate the waiting list of 3- and 4-year-old children.

The CCC successfully completed its licensing review in May 2007 resulting in a full, two-year license.

Youth Education & Activities

YEA services in Sault Ste. Marie are provided at the Chi Mukwa Community Recreation Center. Activities include: homework lab, computer lab, science club, art club, tribal youth council, media club, game day, Dance-Dance Revolution tournaments, Celebrate Native Health Tribal Youth Council Conference, MSU Day, college night, dances, senior recognition, Halloween haunted house for children, Christmas party for children, health fair, Circle of Life, Little Learners, summer enrichment program, cultural activities, tutoring, five different powwows, carnival, parents night out, family celebration, student transition fair, father daughter dance, anti-bullying and tobacco skits for elementary/middle schools, essay contests judged by Tribal Youth Council, Kick Butts Day and more.

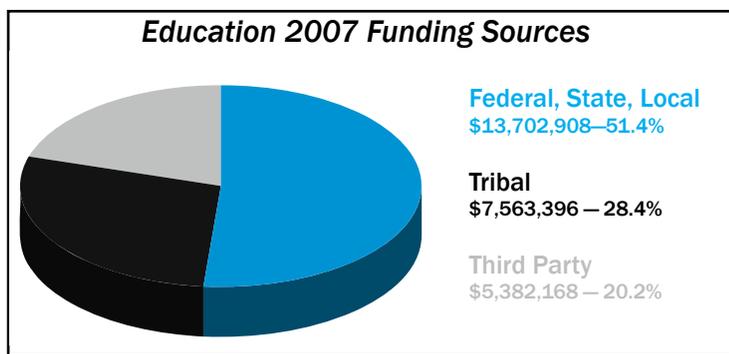
The health fair, one of the year's highlights with 400 attending, was funded through the Celebrate Native Health grant. The free event was held at the Niigaanagiiizik Cultural Building on Dec. 17, 2007.

YEA services in Kinross are provided at the Kinross Recreation Center and at Rudyard Schools. In 2007, the coordinator position was vacant for part of the year. A certified teacher was eventually hired, who now provides the students with classroom learning and one-on-one and small group tutoring.

2007 was a year full of cultural, academic and healthy lifestyle activities. The Bahweting Anishinaabek Tribal Youth Council is working hard to combat childhood obesity by



Munising's Central Elementary School sixth grade teacher Mr. Derwin and his science class worked with Kim Swanberg, Title VII and Cindy Blank, YEA, to complete a permanent indoor wigwam, used for story time, writing journals, and teachings.



educating the community on nutrition and creating healthy lifestyles.

They offered healthy snack preparation, facilitated a Family Fun Fitness Night and worked toward their goal of a policy to help eliminate the causes of obesity.

The Grand Tribal Youth Council, with representatives from all Sault Tribe units Youth Councils, attended training for the Celebrate Native Health project in Phoenix and Oklahoma City.

The DeTour Public School held its first-ever annual student recognition mini-powwow, during school hours. From this event arose the Youth Leadership Council, students eager to learn more about their culture. The council is planning its second annual powwow.

The Anishinaabek history class was presented monthly for K-6 students in Engadine. Character education using the Seven Grandfather teachings was presented weekly at Engadine, DeTour and Newberry.

In St. Ignace, 349 activities were held in 2007, including: homework labs, Tribal Youth Council meetings, culture activities, circle of life, gardening, college night, senior recognition banquets, in-class tutoring, a health fair and spring carnival.

The garden project grew substantially in 2007. A collaborative partnership was established with the MSU Extension Office. Grant funds were acquired through MSU to purchase various garden tools. A grant from the Community Foundation purchased a composter. This project had 14 different classes participate in 2007 with two summer programs utilizing the garden throughout summer. It has tremendous potential as a hands-on learning tool.

The Unit IV YEA organized over 300 activities, including: hang out zone, in-school tutor-

ing, homework labs, Tribal Youth Council meetings, classroom cultural presentations, powwows, New Year's Eve drum social, circle of life summer program, volunteer recognition ice cream social, and a health fair.

A new mentoring program for the Manistique area was sponsored by the MSU Extension Office and Manistique Area Title VII Indian Education Program, operating during school hours on Fridays.

The mentors are students from the Jack Reque Alternative School, grades 9-12, and mentor children from the Emerald Elementary school from grades 1-4. The mentors work with the students on reading, math, social skills and provide support.

The Unit IV and V YEA program provides academic tutoring in the Gwinn, Negaunee and Ishpeming schools.

The Title VII Indian Education coordinators from Gwinn, Negaunee and Ishpeming joined forces with YEA to offer one-on-one tutoring, in-class tutoring, after-school homework lab and cultural presentations during the 2007-08 school year. Evening activities consisted of culture teachings and crafts, or family fitness programs designed to promote health and fitness.

In Munising, activities included Native American history classes for grades 1-6 every Wednesday, homework labs, in-class tutoring, cultural activities, circle of life, self-esteem building overnight camp-outs for teen girls, collaborations with MSU Extensions with Life of Lake Superior, grandparent appreciation community dinner, and senior recognition banquet. This year, YEA tutoring services expanded to Marquette elementary schools.

A permanent wigwam was constructed at the Central

Elementary School. The wigwam is used during story time, writing journals and teachings.

Teen Drop-in Center

The Teen Drop-in Center, 2154 Shunk Road in Sault Ste. Marie, is open six days a week. It is a place for teens to hang out, talk with caring adults, play video games, eat a meal and take part in craft activities. An average of 20 students per day attend the drop-in center.

WIA Programs

There are several employment programs operated with both federal Workforce Investment Act funding and tribal support.

The work experience program offers short-term temporary employment. In 2007, 51 youth participated throughout the seven-county service area.

The on-the-job training program provides opportunities for both employer and participant. Participants learn job skills while working at an actual place of business and the employers are reimbursed 50 percent of a participant's wage for an initial training period. In 2007, 11 adults participated throughout the service area.

The senior employment program provides part-time employment to Sault Tribe members 60 and over. In 2007, 31 seniors participated throughout the service area.

The summer youth employment program provides temporary employment to Native American youth 14-21 for 10 weeks during the summer. In 2007, 157 youth participated in the program; 141 were funded by the tribe and 16 were funded under the WIA program. There have been many changes made to the federal program, including budget cuts and tougher eligibility and reporting requirements.

Higher Education Programs

The number of Sault Tribe members attending college and earning degrees continues to grow. In 2007, there were 184 members receiving need-based higher education grant assistance. The total amount spent on these grants was \$127,218, which comes from BIA funding.

The Self-Sufficiency Incentive was awarded to 1,033 members. The tribe's Self-Sufficiency trust fund paid out \$774,302 for these awards.

Sixteen members received a total of \$19,150 in Sault Tribe honorary and tributary scholarships, funded by the Sault Tribe Golf Scholarship Fund-raiser.

A new scholarship titled, "Special Needs Education Scholarship," was developed, also funded by the Sault Tribe Golf Scholarship Fund-raiser.

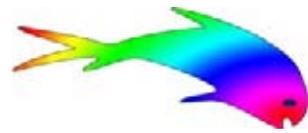
It consists of four awards of \$1,000 each, two to be awarded to students under 18 and two to be awarded to students 18 and older. The scholarships may be used for any education-related need and students must have a documented physical or emotional disability to qualify.

Four tribal members received these scholarships in 2007.

Vocational Assistance

Sault Tribe provides financial assistance for eligible members who wish to pursue a vocational training certificate

The Education Division is dedicated to the concept that all students, from earliest childhood to adulthood, can learn and master basic educational skills. Students can succeed regardless of previous academic history, family background, socio-economic status, gender or ethnic identity. We believe that the primary purpose of our programs is to instill all students with high expectations of academic success and competent thinking skills while fostering growth in social/emotional behaviors and positive attitudes.



and non-degree programs.

In 2007, 47 tribal members received assistance at a maximum of \$3,000 each. The total amount spent was \$117,019, funded through the tribe's Self-Sufficiency Trust Fund.

The tribe also provides smaller awards up to \$500 each to any tribal member (non-need based) who requests help with professional license fees or testing costs to maintain professional certifications or licenses. In 2007, 24 members received awards totalling \$7,981, also funded through the tribe's Self-Sufficiency trust fund.

Adult Education/GED

Through an agreement with Community Consolidated Schools System, the Sault Tribe provides for free Adult Education / GED classes and testing for Sault Tribe members.

In 2007, 20 tribal members earned their high school diploma or equivalency certificate.

Internship Program

In 2007, 19 interns were selected. All were Sault Tribe members attending college who wanted to earn experience in their field of study working for the Sault Tribe.

In addition to working for a tribal department, the interns participated in "Apprentice"-type team challenges, such as fund-raising for the Community Foundation and redesigning the Human Resources Recruitment Program advertising materials.

CONTACTS

Angeline Matson, Education Director, 635-4944

Sylvia Shannon, Secretary 635-7010

Anne Suggitt, Early Childhood Programs, 635-7722

Roberta Verdone, Child Care Center, 632-5258

Janice Lewton, Higher Education, 635-7784

Dee Eggert, Youth & Education Activities (YEA), 635-7010

Brenda Cadreau, WIA Administration, 635-4767

Randy Constantino Teen Drop In Center, 635-7729

Cultural Division

The Cultural Division is comprised of five departments plus overall administration: Language, History, Culture Camp, Training and Repatriations.

Mary Murray Culture Camp: Anishinaabeg Edinokiiwad (Working to Sustain Themselves)

The Mary Murray Culture Camp consists of three full-time staff members who work on the yearly camps and the local powwows.

- Held 12 camps with an average of 28 participants. Four camps were held in the western region of the tribal service area.

- Two new camps were established: rattle making and pipe stone carving.

- Increased amount of Anishinabemowin language into camps.

- Rented Culture Camp to various groups.

- Developed policies and procedures for Culture Camp and powwows.

- Helped establish powwows in Newberry, Munising, Manistique and St. Ignace.

- Continued to coordinate the annual Fourth of July and New Year's Eve powwows

- Expanded Kinross Veterans powwow from one day to two days.

- The Bahweting Singers drum and dancers were invited to Washington D.C. to sing at the Smithsonian Institution's National Museum of the American Indian, as well as at the Vietnam and Korean War memorials.

- The Bahweting Singers drum and dancers represented the Sault Tribe at the 400 year Jamestown Intertribal Celebration in Jamestown, Va.

Training: Kinoomaagewin Maagwid (One Giving Teachings)

The cultural training department researches, develops and delivers cultural awareness of Anishinaabe bimaadziwin, Ojibwe customs and teachings, and presentations that emphasize historical and cultural contributions.

The purpose of the teachings is to enhance the identity of our people by providing them an opportunity to learn and live our unique culture today, tomorrow and the next seven generations.

- Taught "What Was Never Told" curriculum.

- Facilitated tribal department in-service teachings.

- Reviewed and enhanced



Above, Cecil Pavlat, Sault Tribe repatriation specialist, speaks to an assemblage during ancestral re-interment commemoration ceremonies on June 25, 2007, in Sault Ste. Marie. The boulder in the background protects the site of recovered ancestral remains. Below, left, cultural staff travel to Munising to conduct a flute making workshop for eager students. Below, right, is the annual smoked fish camp at the Sugar Island Culture Camp.



Head Start Ojibwe curriculum.

- Gave cultural teachings at youth camps.

- Coordinated women's hand-drum camp.

- Coordinated Sault Fourth of July Powwow Committee.

- Facilitated ikwe women's health workshops.

Repatriation: Naadin Eshpendaagwak (Getting back what is important to us)

The cultural repatriation office is concerned with understanding and accepting our responsibility and obligation that was left to us by our ancestors to protect and preserve our traditions and cultural heritage.

This office is responsible for facilitating the repatriation of ancestral remains and sacred objects removed from their original burial sites. Under

the Native American Grave Protection and Repatriation Act (NAGPRA) this federal law applies to any museum or government agency in possession of these items. They can be returned to the affiliated tribe, when due process has been completed.

Another priority is to educate private landowners so that they have knowledge to make informed decisions concerning the discovery of burial sites, funerary objects and artifacts on their private land. This office addresses current and future tribal member burial issues and assists with special projects within the Cultural Division.

- Administration and completion of National Park Service, Native American Grave Protection and Repatriation Act (NAGPRA) grant for FY2005-06, all requirements and objectives met.

- Reburial of ancestral remains at Wadjiwong (Brady Park) that were disinterred from there in 1855. They were re-interred on June 25, 2007, with a memorial dedication and honor feast.

- Administration of Niigaanagizhik building and

supervision of cultural maintenance position.

- Assisted with Gem Island access road project.

- Facilitated Sugar Island powwow gathering.

- Organized and assisted with annual Anishinaabemowin language conference welcome feast.

- Facilitated re-structuring of cultural leave process:

1. Amended employee policy and procedure.

2. Reviewed and updated all forms.

3. Developed new training regarding Cultural Leave process.

Anishinaabemowin Language (The sound of the Ojibwe)

The goal of this program is to continue offering Anishinaabemowin to as many sites as possible throughout the tribe's service area.

The language program delivered Anishinaabemowin at the following locations with the following annual attendance:

- Manistique Tribal Center (257)

- Hessel Community (615)

- Sault Ste. Marie, Niigaanagizhik (1,155)

- Sault Ste. Marie, Lunch Bunch (289)

The Cultural Division mission statement is to be a resource for tribal members and communities for traditional cultural teachings and knowledge that preserves and perpetuates our Anishinaabe bimaadziwin.



- Rudyard 287 for nine months, September-May, (200)

- Kinross (113) Kinross/at-home instruction (65)

A total of 2,781 tribal members participated in the program in 2007.

A part-time language assistant was also hired in April 2007.

2008 Goals

- Construct nature trail with the help of the Natural Resource Conservation Service and USDA

- Create a competition powwow for the Fourth of July annual powwow

- Expand "What Was Never Told" program to St. Ignace

- Implement Head Start Ojibwe curriculum

- Implement "Learn to Sew Regalia" program

- Implement "learn to powwow dance" program

- Assist with acquisition of Wequayoc Burial site near Hessel.

- Rebuild Wabinoo lodges for Sault, Hessel and Sugar Island powwows.

- Build garage at Niigaanagizhik.

- Assistance with treaty history summit, scheduled for August 13-15, 2008.

CONTACTS

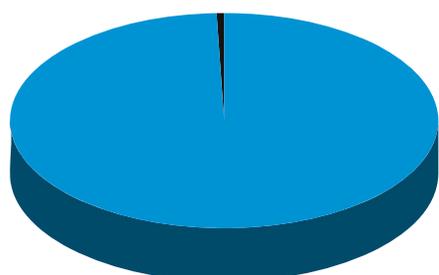
Main Office, 531 Ashmun St., Sault Ste. Marie MI 49783, (906) 632-7494

- Nancy Debassige, Language Instructor
- Josh Homminga, Outreach Coordinator
- Bernard Biron, Culture Camp Program Manager
- Laura Porterfield, Assistant Camp Coordinator
- Elaine Young, Cultural Training Specialist
- Cecil E. Pavlat Sr., Repatriation Manager
- Aagii (Lindel) Clement, Admin. Assistant
- Dr. Art Leighton, Cultural Repatriation

Niigaanagizhik Ceremonial Building, 11 Ice Circle, 632-0239

Mary Murray Culture Camp, 266 Homestead Rd., Sugar Island, 635-5604

Cultural 2007 Funding Sources



Tribal
\$383,793 – 99.9%

Third Party
\$210 – 0.1%

Elder Services

The Elder Service Division is proud to be a part of helping tribal elders with a wide array of services provided by the dedicated team members made of professionals specializing in homecare, transportation and meal programs. About 30 elder service providers are based throughout the service area. In addition to the Sault, Elder Services are located at the Hessel and Manistique Tribal Centers and the McCann building in St. Ignace.

IN-HOME SERVICES

In-home services include personal care, respite care, and homemaker aides. The Elder Service Division offers similar services as area community action agencies and health departments. Surveys show that older disabled persons and their families prefer to receive services in their own homes with their own cultural group, rather than in institutional settings.

Elders prefer to remain at home for as long as possible. In 2007, the Elder Division provided 947 personal care visits and 3,556 homemaker aide visits to elders and their spouses.

The Elders' Health Self-Sufficiency Fund, through which elders can receive dentures, eyeglasses, durable medical equipment and supplies, is also a service of the division.

In-home services consist of:

- personal care
- respite care
- homemaker aide
- Elder Health Self-Sufficiency Fund

ACCESS SERVICES

Access services consist of a non-emergency medical transportation program to transport elders to medical appointments including chemo and radiation therapies. In 2007, the Elder Service Division provided 2,110 transports for elders to their doctor's appointments.

Access services consist of:

- non-emergency medical transportation
- elder times newsletter
- elder recreation

COMMUNITY SERVICES

Community services are comprised of five congregate meal sites; Sault Ste. Marie, St. Ignace, Hessel, Manistique and Mackinac Island. The elders attend daily/weekly meals at the congregate meal programs and homebound elders receive home delivered meals at most of the sites. Elder programming is based at the meal site where

I am proud to be a Chippewa Indian elder. This Indian tribe has done so much for me as an Indian elder. They have provided nutritious meals, rides to the doctors, grocery shopping and banking, that has kept me from being put in a nursing home. Donna Dalimonte has been my caregiver for five years. She became just like a daughter to me."

— Catherine LaPointe, Sault Ste. Marie



Above, Donna Dalimonte with Catherine LaPointe, tribal elder. Dalimonte might be a homemaker aide, but she is much, much more than that to LaPointe.

elders are the focal point with services and programs together for easy accessibility. In 2007, a total of 25,081 congregate meals were served at the sites and 12,629 home delivered meals were served.

Community services include:

- congregate meal programs
- home delivered meals

The Elder Times

The acclaimed elder newsletter "The Elder Times" reaches over 3,500 elders across the nation. These special editions are mailed to the elders home every other month. They are filled with elder news and information about tribal elders everywhere. Reporting on activities and events that are important to elders.

Recreation



Meals are served at sites throughout the service area.

The Elder Recreation fund supports travel activities of various elder groups. Elders plan travel to many popular cities and sites throughout the United States. This fund also funds elder committees with no meal sites. They can gather for a monthly meeting and meal which totaled 3,360 in 2007.

ACCOMPLISHMENTS

Elder service team members travel over 80,000 miles to provide over 40,000 direct service contacts delivering meals, providing homecare visits, transportation and needed medical equipment. The Sault Tribe Elder Services Division is considered a model program in Indian Country, and has been recognized on a national level by other professional organiza-

tions.

Goals for 2008

• Elder Needs Assessment Study: The Elder Division will be conducting a needs assessment study with the elders to develop a strategic plan for all services. The results of the

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



Contact

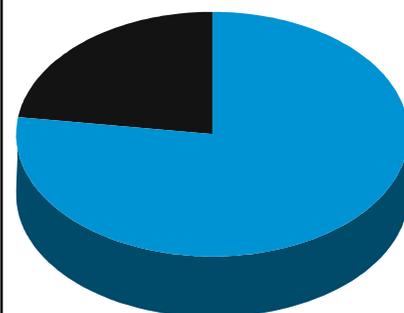
Elder Services Division
2076 Shunk Rd.,
Sault Ste. Marie, MI
49783

Phone: (906) 635-4971
Toll free: (888) 711-7356
Fax: (906) 635-7005

study will help with planning services to elders in the future.

• Hospitality House: A hospitality house for out-of-town elder patients who need affordable accommodation while receiving medical services at one of the tribal health clinics.

Elder 2007 Funding Sources



Tribal
\$732,498 — 77%

Federal, State, Local
\$217,037 — 23%



Photo courtesy Gail Sulander

The elders group in Manistique held its first of many entertainment and potluck events Oct. 18, 2007. The musicians volunteered their time to perform a two-hour concert.



Escanaba elders, their driver Walt Dancingberg of Kewadin Travel, and Sharon Fosmo, tour escort from Passageways Travel, complete the last leg of their June 17-22, tour to Branson, Mo. (Photo by Sault Tribe Elder Betty Majestic)

Recreation Division

The Recreation Division provides recreational opportunities for tribal members in the seven-county service area and for community members in Sault Ste. Marie.

Recreation Agreements

To supplement tribal facilities and programming, the Sault Tribe has negotiated recreation agreements in the following areas at minimal or no charge to tribal members:

- Marquette with NMU.
- Escanaba with the YMCA.
- Sault Ste. Marie, LSSU.
- Manistique with Little Bear West and Manistique Area Schools.
- St. Ignace, Little Bear East.
- Gwinn with the West Branch Fitness Community Center.

Marquette, Escanaba and Gwinn offer full fitness centers and swimming pools. In Sault Ste. Marie, members may use the basketball court and weight room, swimming pools, youth and elder swimming classes and basketball camps.

In Manistique, members have access to the skating rink at Little Bear West and the swimming pool at Manistique Area Schools. In St. Ignace members may use the skating rink and fitness center at Little Bear East and the swimming pool at the LaSalle High School.

Chi Mukwa Community Recreation Center

The Sault Tribe owns and operates the Chi Mukwa (Big Bear) Community Recreation Center in Sault Ste. Marie. This 150,000-square-foot facility features two ice surfaces, a 4,500-square-foot fitness center, basketball and volleyball courts, an aerobic room, conference rooms, concessions, pro shop and a state-licensed child care center that provides after school and summer youth recreation programs for the community and the tribe.

The Chi Mukwa events management department develops and coordinates facility events and activities for tribal and community families, youth and elders, and offers skate rentals to support family activities.

Chi Mukwa concessions department provides over-the-counter vending and vending machines, food services for games and events, and catering for various functions.

The pro shop offers soft-

ball, hockey and figure skating equipment and accessories, skate repair and sharpening.

Chi Mukwa houses the All-in-One Fitness Center which is free to tribe members. The ex-

panded fitness center includes state-of-the-art fitness equipment, a weight room, locker rooms, spas and saunas, indoor walking track, personal training, fitness classes and clubs.

Totzone is for children 5 and under



Totzones are designed for little ones age 5 and under.

The facility organizes children's activities in the basketball court related to the weekly theme. In addition, there is disco lighting and children's music playing.

Participants are encouraged to bring their ride on toys, push toys, trikes, strollers, and

so forth. Adult supervision is required, so this is a great opportunity for parents to meet other parents and for the little ones to interact with other little ones.

The totzones are like large play dates for the children. They get the chance to get out of the cold and meet new friends.

Young and old alike learn to skate



The facility held a learn to skate session in March 2007, which included 24 children and adults. The participants received a 50 minute lesson once a week.

The program teaches participants the basics of skating. The facility's minimum requirement is that participants

can stand alone or with the assistance of a skate aid. The participants must be willing to go on the ice without their parent or guardian, unless, of course, they are registered as a participant.

During practice time, parents and guardians are welcome to go on the ice.

Chi Mukwa Services and Programs

- Public skating
- Learn to skate
- Men's drop-in hockey
- Women's drop-in hockey
- Toddler/adult skate
- Drop-in figure skating
- Drop in basketball
- Drop in volleyball
- Early bird basketball
- Youth spring hockey league
- Adult hockey league
- Youth hockey clinics
- Youth hockey camps
- Adult volleyball leagues
- After school program
- Summer recreation program
- Teen Lock-In
- Totzones
- Ice and space rentals
- Birthday parties
- Meeting space
- Cheerleading programs

Statistics

- More than 4,000 attended the Homier Tool Shows held in August.
- More than 2,400 attended the Nightmare on Bear Street Halloween party.
- More than 1,800 attended the Sault Tribe Children's Christmas party.
- More than 500 attended the New Year's Eve Sobriety Powwow.
- Approximately 2,000 tribal members participated in public skating.
- Approximately 1,500 tribal members participated in open volleyball and basketball.
- A Bear Necessity summer recreation programs had 94 participants (55 percent tribal members).
- A Bear Necessity after school program had an average of 21 participants per month (13 tribal members-62 percent).
- A Bear Necessity collaborative after school program with Bahweting School had an average of 91 participants per month, 66 percent of whom were tribal members.
- The Chi Nodin Running Club had 30 participants and
- 106 Billy Mills Race participants.

2007 Achievements

- Hosted 38 birthday parties and four baby showers.
- Held six totzones with 281 participants.
- Hosted Red Hacker basketball tournament with 52 teams.
- Hosted a community flu clinic with 1,587 vaccinations administered.
- Hosted three adult hockey tournaments and four youth hockey tournaments.
- Expanded A Bear Necessity Summer Recreation program to include morning and afternoon.
- Supplemented Bahweting School's physical education program by hosting middle school classes.
- Hosted 15 school skates or fun days including Sault Tribe Head Start, Early Head Start and Child Care Center.
- Developed women's drop-in hockey with over 75 women

The Recreation Division is dedicated to promoting healthy and happy lifestyles, by providing safe, enjoyable and traditional activities for a variety of ages, while creating bonds of mutual respect between individuals and communities.



participating.

2008 Goals

- Enhance human development and resources by continuing education courses and facility team member trainings.
- Develop and implement facility rules.
- Continual training for staff on emergency procedures and safety protocol, including updating facility evacuation diagrams.
- Preventative maintenance on large facility equipment to minimize expenses on depreciated equipment.
- Develop outside grounds including completion of nature trail and playground equipment.
- Establish agreement with Bahweting Elementary School to provide after school recreational programming for up to 100 students.
- Increase after school program enrollment to average 25 participants per month.
- Establish a coffee and cappuccino club in the concessions department.
- Increase Pro Shop revenue by working with local youth and adult organizations on team orders of merchandise and equipment.
- Develop additional programming for seniors including socials and skating programs.
- Increase totzone attendance to average 30 tots per event.

Contacts

Chi Mukwa Community Recreation Center
2 Ice Circle
Sault Ste. Marie, MI 49783
(906) 635-RINK or
(800) 588-RINK

Events Management
635-4758

Fitness Department
635-4935

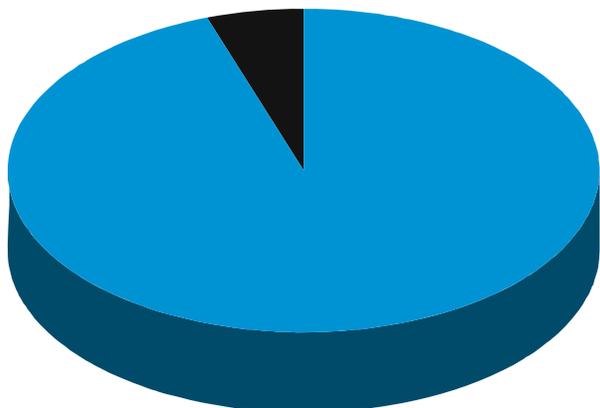
Concessions
635-7465

Pro Shop
635-4906

Tribal Recreation
635-7770

Youth Program
635-4777

Recreation 2007 Funding Sources



Revenues
\$640,901 — 95%

Tribal
\$35,300 — 5%

Housing Authority

The Housing Authority continues to provide a variety of options for tribal members to secure safe, decent and sanitary housing. The Housing Authority's goal is to provide quality, affordable homes and healthy communities for tribal members.

The primary source of funding is the Native American Housing Assistance and Self-Determination Act (NAHAS-DA) block grant provided by the Department of Housing and Urban Development. This grant is funded annually based on Congressional allocations and an approved plan prepared and submitted by Housing Administration.

The Housing Authority manages subsidized rental and homeownership housing programs which offers low-income tribal families affordable, safe, and sanitary housing.

Emergency Housing Assistance

Sault Tribe Housing has a partnership with Anishnabek Community and Family Services to provide emergency housing assistance. The goal of housing assistance is to provide a safety net to tribal members facing homeless situations where sufficient, timely and appropriate assistance is not available from any other source. Eligible applicants may receive up to \$750 for first month's rent, security deposit or a one-time rental payment to keep from being evicted.

During 2007, 25 families were provided financial assistance through this program.

Development Department

Twelve new units of elder housing were completed on the newest housing community, Odenaang "A Place of Many Hearts," named by tribal elders. These units are uniquely situated in a horseshoe shape with each building containing four units of housing. Housing management is very excited to have constructed beautiful one- and two-bedroom units nestled into a peaceful parcel of land away from the hustle and bustle of the casino. Residents moved into the units in October 2007.

A workgroup between the Housing Administration and the tribe's Real Estate Department was forged to develop the necessary policy and procedure to lease the first 27 open market lots to tribal members ready to construct their own home. The Housing Authority started accepting land lease applications in Summer 2007.

Modernization Department

Modernization is a rehabilitation program to repair existing low rental homes and properties developed under the 1937 Housing Act by the Housing Authority.

Modernization staff were responsible for a special project of moisture remediation this year. Whenever there is water there is bound to be a leak whether from the roof, the plumbing or near the foundation. A very talented group of men replaced drywall, windows, sashes, siding, bath tub surrounds and any items related to preventative restoration.

Staff completes a variety of needed work, siding replace-



An open house was held on Oct. 3 to show off Odenaang's new elderly quads.

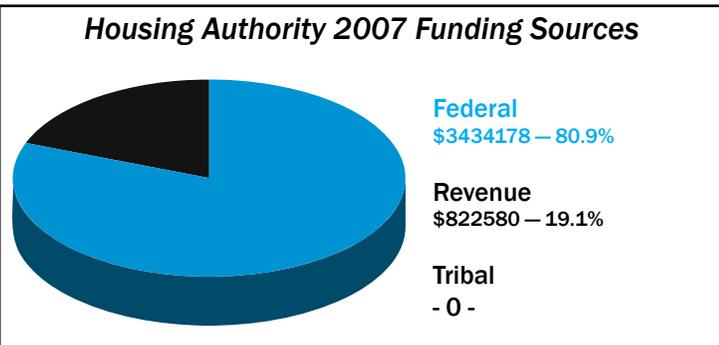


Photo courtesy of The Evening News

Sault Tribe and Central Savings Bank received a \$26,940 grant to help first-time homebuyers in Chippewa, Luce and Mackinac counties. CSB reps Penny Kraft and John Allison with Housing Authority reps Angie Spencer and Joni Talentino.

ment, exterior painting and interior painting, installing new exhaust fans and building handicapped ramps. In 2007, the Modernization Department completed over 181 miscellaneous work orders, 82 interiors and 28 exteriors of homes painted, the powwow grounds in Sault Ste. Marie and all the mailboxes at the St. Ignace site and restored 82 vacant units.

Service Department

The purpose of the Service Department is to maintain safe and sanitary housing for tribal families. This department is responsible for the daily maintenance and repairs of the existing low rental homes along with maintenance and operations of the water systems.

Every three years, the Service Department is responsible for conducting an extensive maintenance assessment for the purpose of budgeting for future large-scale repairs, such as furnace replacement, roof replacement and floor or appliance replacement. In 2007, there were 398 homes inspected to determine what large and small scale issues need to be addressed. The Service Department completed 4,629 routine work orders, 406 after hours emergency work orders and 396 vacant unit maintenance work orders.

Occupancy Department

The focus of this department is maintaining resident files, recertifying current tenants, rent determinations and processing

rental and homeownership applications. In 2007, 334 applications were processed and 57 families moved into homes on nine various housing sites in the seven-county service area.

The new rental assistance voucher program was implemented in 2007. This program allows working families the option to secure housing off the existing housing sites while having a portion of their rent paid. The rent subsidy is the same as those families who live in housing; the family pays 25 percent of their adjusted gross income for rent with Sault Tribe Housing paying the remaining balance up to fair market rent for the county. There were 42 applications processed in 2007.

Number of Housing Sites

Sault Ste. Marie .130 homes
 Manistique 38 homes
 Wetmore 19 homes
 Hessel 23 homes
 St. Ignace 70 homes
 Marquette 10 homes
 Escanaba 25 homes
 Kincheloe 110 homes
 Newberry 24 homes
 Odenaang 59 homes
 Total 508

Resident Services Department

The mission of Resident Services is to assist housing residents with their needs and concerns ensuring their continued occupancy while providing training and counseling curriculums to enhance their quality of life, promote self-sufficiency and build strong communities.

The resident service specialists are responsible for move-ins, fire safety inspections and home visits in both rental units and homeownership units. They provide resources and train residents on various topics such as loss prevention, fire safety, money management, neighbor dispute resolution, and rent/utility collection. In 2007, the staff completed 2,637 homes visits throughout the 508 homes.

Homeownership

Housing management was pleased to offer down payment assistance again in 2007. Eligible first time homeowner applicants can qualify for up to \$5,000 to pay for closing costs and down payment.

The homeownership staff provides a variety of services to tribal members who wish to learn more about becoming a homeowner or are ready to purchase their first home. Education is offered regarding financial management, home maintenance, applying for a mortgage, credit repair, foreclosure prevention, the HUD Section 184 Loan Guarantee program and other mortgage products offered thru USDA and local lenders.

Financial Assistance

Each year the Housing Authority provides financial assistance to each county or township of which housing units are located. The funds are directed to each county government to offset the cost of services such as police, fire protection, ambulance, road maintenance and snow removal. In 2007, the Housing Authority made "Payment in Lieu of Taxes" in the amount of \$74,899.58.

Statistics

- Served 25 families through

Payment in Lieu of Taxes	
Sault Ste. Marie	\$19,950
Soo Twp	\$7,050
Schoolcraft	\$5,700
Alger	\$2,850
Delta	\$3,750
Mackinac	\$13,950
Marquette	\$1,500
Pentland Twp	\$3,649.58
Kinross Chtr Twp	\$16,500
Total	\$74,899.58

the Emergency Housing Assistance program administered through Anishnabek Community and Family Services.

- Seven tribal members each received \$5,000 in down payment assistance to purchase their first home.

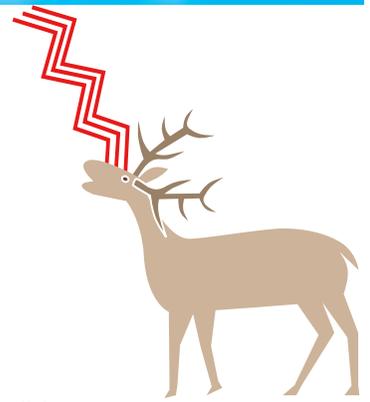
- Ninety-nine tribal members across the state of Michigan accessed and were given HUD Section 184 Loan Guarantee mortgages.

- Modernization department installed 54 new windows in Wetmore, 66 in Manistique rental units.

- Twenty homes in St. Ignace were converted from propane to natural gas.

- 98 percent of Sault Tribe Housing team members are tribal members.

- Moved 12 elders into the newly constructed housing at



Odenaang.

2007 Highlights

- Collaboration with the Sault Tribe Real Estate Office to market and lease 27 lots at Odenaang. Tribal members may construct a home of their choice.

- Partnered with Community Action to complete rehabilitation on a tribal member privately owned home.

- Implemented the newly developed rental assistance voucher program.

- Completed a housing needs assessment of members in the seven-county service area.

- Provided residential inspection certification training for 10 field superintendents and carpenters.

- Hired a grant specialist.

- Two new certified residential inspectors.

- Completed the final elders housing quadplex at Odenaang.

2008 Goals

- Develop a 10-year strategic plan.

- Develop a foreclosure prevention program.

- Develop a credit repair program and offer community sessions.

- Provide lead base paint containment/abatement certification training for field superintendents and carpenters.

- Update and enhance an emergency response plan for all nine housing sites and three offices.

- Convert the remaining 39 homes in St. Ignace to natural gas.

- Replace 46 furnaces/boilers at the St. Ignace site.

- Replace the windows in 46 homes at the St. Ignace site.

- Hire a homebuyer specialist.

- Replace the flooring at the Hessel Community Center.

- Make application for Low Income Housing Tax Credit funding.

- Continue moisture remediation rehabilitation on all units as necessary.

- Replace exterior doors on all Marquette housing units.

- Replace the roof on all Marquette housing units.

Contacts

Administration
 (906) 495-5598
Development
 (906) 495-5555
Home Ownership
 (906) 635-7702
Modernization
 (906) 495-5555
Occupancy/ Applications
 (906) 495-1450
Resident Services
 (906) 495-1450
Service/Maintenance
 (906) 495-5598

Human Resources

The Human Resource Department is comprised of Employment, Training and Compensation along with Human Resource administration, representatives and information systems. It was a busy and productive year in all departments with annual projects completed and some new challenging projects successfully completed.

The annual team member survey was once again distributed and compiled by the Human Resource Department. The survey always requires a large undertaking but the results, as seen in the annual report, are well worth the effort.

In Spring 2007, Human Resources sponsored the 2007 Career Showcase in collaboration with Michigan Works. The event was an amazing opportunity for different departments within Sault Tribe to "showcase" their work environments and careers to local middle school students and encourage them to continue with their education and to work for the tribe after college.

Recruiting for Sault Tribe expanded this past year by developing a stronger relationship between the Human Resources employment and Health Division staff. Healthcare recruiting is a difficult field and a very competitive industry. Stronger relationships within the tribe are making recruiting easier and proving we are a competitive and viable option for employment.

Human Resources was proud to announce the introduction of instructor-led computer training and the grand opening of the training's computer lab.

Over the past year, written curriculum was developed for computer classes that are available to both Sault Tribe employees and tribal members.

2007 Achievements

1. Filled vacant position within the HR representative area.
2. Assisted MIS and Payroll with implementing an updated version of Kronos.
3. Worked with the health center on market studies for health center professionals.
4. Participated in the analysis regarding a state of Michigan minimum wage increase; with board approval, implemented some increases.
5. Developed and conducted



HONORED — Betty Smith (holding plaque) is shown surrounded by family, friends, coworkers and tribal board members after she was presented with the 2007 Human Resources Team Member of the Year Award.



TEAM MEMBER APPRECIATION — Every quarter, Kewadin Casinos hosts team member appreciation parties at all five casino locations, which include food, games, and prizes. Team members from Kewadin Hessel (seated) have fun with Christmas Casino Manager, Cheri Tannehill (back) during a team member appreciation slot tournament.

Career Exploration Day.

6. Created instructor-led classes: beginning, intermediate, and advanced Word, Excel, PowerPoint, GroupWise, beginning computers and beginning Access.

7. Networking with Michigan Native American human resource professionals.

Employment

Employment handles hiring for governmental, casino and enterprise vacant positions. We take a proactive approach to recruit applicants with the necessary education, skills and experience that will best complement departments with open positions.

Our recruiter has been actively attending college and university job fairs. Job openings are advertised in local and major newspapers and journals,

radio stations and over the internet. Daily job openings and updates can be reviewed by calling the toll-free hotline listed.

If you are looking for a different position within the tribe or know of anyone interested in employment with the tribe, check our Web site www.sault-tribe.com for daily job opening updates. For a current listing of our available positions, please call our hotline at (866) 635-7032.

Look for our job postings in newspapers throughout the tribe's service area. A list of open positions can also be found at tribal satellite offices in Hessel, St. Ignace, Manistique, Christmas and Newberry.

Training

Training employs a full staff to ensure our services meet the

team member and organizational needs. We provide a wide range of motivational training classes, as well as management and customer service classes.

Our training facility is located at 2186 Shunk Rd. in the Sault Ste. Marie casino. We have one conference room and a 10-unit computer lab. We also conduct off-site training in the tribe's seven-county service area. Our training classes are open to all Sault Tribe members and their families.

Compensation

Compensation is responsible for job descriptions, organizational charts, market studies, pay plans, establishing appropriate rates of pay for new and existing job titles, evaluations and assisting departments within the organization.

The department studies 20 percent of all job titles within the organization on an annual basis and conducts market studies almost daily so that the tribe is current with the market.

Human Resource Information Systems (HRIS)

Human Resource Information Systems is responsible for reviewing, designing and assessing all systems that deal with compiling and reporting of information.

The objective is to automate or design a better, more efficient system wherever possible with the overall goal to make the Human Resource Department as paperless as possible while providing management with the information necessary to make timely decisions.

HRIS designs and runs query reports provided to management as well as government agencies and maintains systems to ensure efficient processing and generation of reports. HRIS also maintains the personnel files and ensures documents are retained in compliance with applicable laws and policies and administers the HR Intranet and Internet site.

HR Representatives

Human Resources representatives are dedicated to the enhancement of a quality working environment for team members by promoting positive communication among all levels within the workplace. HR representatives assist management in all areas dealing with applicable federal and tribal employment laws.

Representatives assist in the development, interpretation and enforcement of our personnel policies for governmental, casino and enterprise operations.

The HR representatives work to maintain team member relations by promoting consistency in the application of our policies, conducting internal investigations, processing FMLA requests, conducting annual team member surveys, processing background checks and conducting drug testing.

Minimum Wage Increase

The Human Resources Department implemented the second stage of minimum wage

Human Resources promotes a work environment that values customer service, excellence, diversity, creativity and teamwork, while respecting and acknowledging all customers.



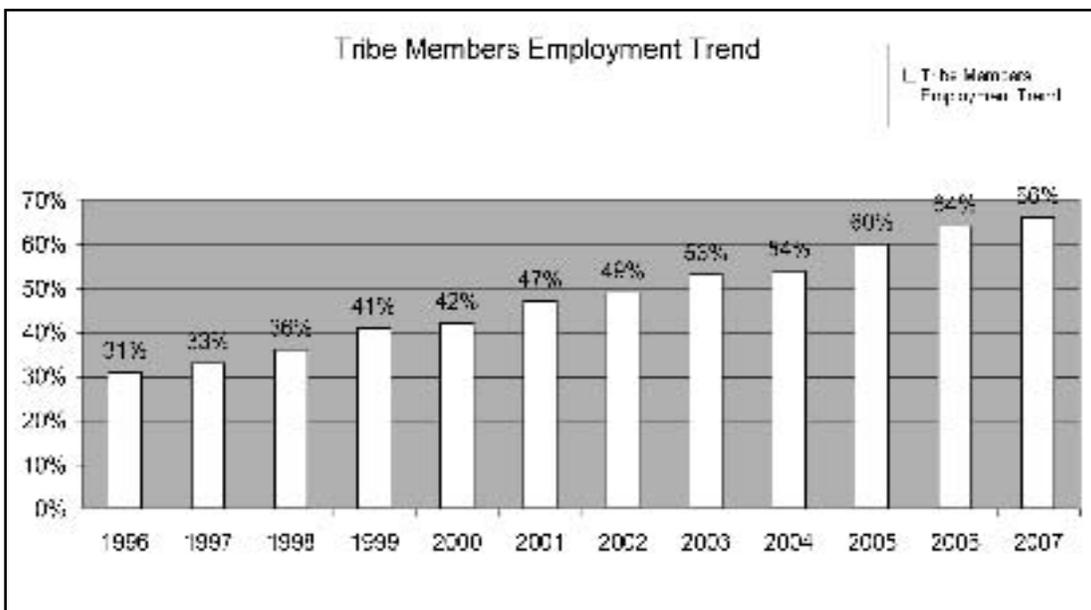
increases. The minimum wage for team members employed with the tribe increased to \$7.15 per hour, which went into effect July 1, 2007.

Approximately, 122-casino team members and 224-governmental team members experienced an hourly wage adjustment due to the new minimum wage.

According to Human Resources Director Cheryl Bernier, "The Sault Tribe chose to keep pace with the state's minimum wage increase. This shows our team members that we value their employment. This also gives us the ability to remain competitive during the hiring and recruiting process."

2008 Goals

1. Work with Health Center on recruiting health professionals.
2. Develop comprehensive class regarding employment law/best practices for supervisors (based on team member survey results).
3. Work more closely with casino, government and enterprise operations to help team member and managers make positive changes in the workplace.
4. Improve the hiring process by scanning paper applications and automating interview packets, which will allow us to email the packets to the supervisors.
5. Train all governmental and enterprise supervisors on the on-line requisition process.
6. Spend more one-on-one time with applicants.
7. Place organizational charts on the Intranet and ensure information is updated regularly.
8. Identify job titles not studied in three years and schedule the study of positions to ensure all job titles are reviewed every five years.



Contacts

HR Administration
Main Line (906) 635-4937
Toll Free (866) 635-7032
Fax (906) 635-4918

Employment Department
Main Line (906) 635-7032
Fax (906) 635-4992

St. Ignace Office
Main Line (906) 643-4176
Fax (906) 635-7021

Manistique Office
Main Line (906) 341-9561
Fax (906) 341-8565

Law Enforcement

In 1983, tribal officers were given responsibility of enforcing the Tribal Law and Order Code on Sault Ste. Marie trust lands. Law Enforcement provides patrol and other police services to all sites.

The department enforces all tribal law codes, the Michigan Motor Vehicle Code as adopted by the Tribal Code and any ordinance enacted by the tribe's board of directors. The department provides assistance to citizens, to all other units of tribal government and to other tribal, state and federal law enforcement agencies. The goal of the tribal police department is to ensure all persons have equal protection under the law and assist all who request help. The department has a sworn duty to maintain order for the protection of life and property.

Patrol activities in 2007 consisted of 2,372 calls to service, which resulted in 255 arrests.

Programs and Services

- Public safety
- Conservation
- Youth detention
- Bike safety classes
- School safety fairs
- Junior Police Academy
- Missing children
- Child abuse, neglect and sexual exploitation
- School violence
- Crimes against elders and disabled
- Juvenile justice
- Crime prevention

Youth Detention Facility

The Youth Detention Facility was created by Law



Sam Gardner of the Sault Tribe Police Department fingerprint a youngster. The department donated bikes to the St. Ignace Family Fun Day last March.

Enforcement to provide a safe, secure, temporary shelter for male and female tribal youth 11-17 charged with tribal, state and federal infractions of the law including status offenses. The facility is available to other youth when space is available.

The youth facility provides structured supervision, support activities, health-related services, substance abuse, mental health services and focuses on youths' educational, cultural and social development.

Its vision is to further the development of positive social skills for the youth and families

we serve and to advance the overall safety of the community in which we live.

Its mission is to provide the highest quality of structured care to our youth through a variety of creative and cultural programs and services that teach accountability and provide protection to the community.

In 2007, the department completed operations at the St. Ignace Sault Tribe Youth Facility with a 100 percent success rate and no major incidents. \$1.16 million in operational money was also secured

for the youth facility.

Joint training for law enforcement agencies was completed, which included the creation of a containment response team.

The department increased conservation patrols as per the 2000 Consent Decree through the purchase of new patrol vehicles with grant funds.

Sault Tribe Law Enforcement served as a national and state model for community policing programs.

Renovations still continue at the Boedne Bay, U.S. Forest Service property. The site is under a 20-year lease and is dedicated for youth camp activities such as the Junior Police Academy.

Conservation

The goal of the Conservation Department is to enforce treaty fishing laws and ensure the tribe's right to self-regulate its fishing activity.

In 1979, the Conservation Department was established and charged with the enforcement of laws governing treaty fishing rights in the ceded waters of the 1836 Treaty. Last year, inland fishing was successfully negotiated and added to the department's charge.

The department has the responsibility to ensure that persons exercising the tribal right obey joint federal regulations, tribal regulations and any other emergency order issued by the tribe's board of directors.

The following permits were issued in 2007: 134 commercial

The Law Enforcement Department conducts conservation, public safety and detention duties. The tribal police department was created to ensure residents and visitors on tribal lands are afforded protection of personal well being and protection of their personal property. The police further have the responsibility to protect all other property, public, private and tribal.



fishing permits, 270 subsistence fishing permits, and 1,323 hunting and fishing permits. Approximately 20,724 monthly catch reports were also filed.

Contacts

Main Office: 2175 Shunk Road, Sault Ste. Marie; 635-6065; Emergency: 635-6063

Satellite Offices: Kincheloe Public Safety, 4884 W. Curtis; 495-5889, St. Ignace Public Safety, 1130 N State St; 643-7100, Manistique Public Safety, 5630 U.S. Highway 2, 341-8317

Detention Office: Sault Tribe Youth Facility, 1130 N. State Street, St. Ignace; 643-0941

Tribal Court

The Tribal Court was established by and in accordance with the tribal Constitution. The court's jurisdiction is established by ordinances adopted by the tribe's board of directors and contained in the Tribal Code. A copy of the Tribal Code is available online at www.saulttribe.com.

Along with the criminal docket, the court has jurisdiction over ordinances concerning civil claims such as traffic, garnishments, worker compensation, tort, juvenile delinquency, abuse and neglect and adoptions.

Hunting, fishing and trapping issues both criminal and civil are also heard in Tribal Court. Tribal Court can also issue personal protection orders.

One way Tribal Court provides services to the membership is by traveling throughout the seven-county service area. Tribal Court is implemented a video conferencing system that allows members to appear for court at times when they might not have otherwise been able. This also provides victims of crime the opportunity to testify in court without facing the perpetrator.

In 1998, the board of directors appointed a three-member appellate court to hear appeals from the tribal court. In 2005, the board of directors added two appointed attorneys to the Appellate Court, creating a five-member panel.

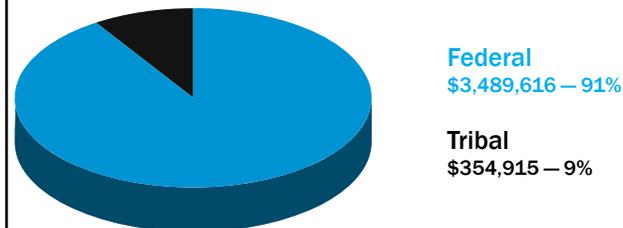
Indigent Defense Counsel

The indigent defense counsel



Court staff (L-R): electronic court reporter Ashley Payment, court administrator / magistrate Kellie LaVictor, adult probation officer Edward McKelvie, clerk of the court Vicki Gardner, juvenile probation officer Jennifer Blair and civil clerk Brenda Brownlee.

Court & Law Enforcement 2007 Funding Sources



is a program ensuring members coming before the court are represented by an attorney. Each year, the tribe sets aside funds to hire attorneys to represent indigent tribal members in Tribal Court proceedings. The tribe also contracts with attorneys to represent the parents and children in child welfare cases and defense counsel to represent persons charged with criminal or juvenile offenses. Eligibility for these services are based on income guidelines and family size.

Gwaiak Miicon (Drug Court)

Gwaiak Miicon is an alternative sentencing mechanism that allows the participants to obtain a full range of services to help them in making a choice to lead alcohol- and drug-free lives.

The program was implemented in 2000 with the aid of a federal grant. After the grant ended in December 2003, Tribal Court continued the program under the Probation Department. The program offers various services including substance abuse treatment, judicial oversight, random

drug screening, assistance in obtaining housing, education, recreation, employment, mental health services, family counseling, traditional teachings and many other services as identified during the assessment phase of the program.

Participants pass through four phases to complete the program over an approximately 15-month period. As they pass from one phase to another, they are awarded a certificate and an appropriate gift such as a journal or a book regarding sobriety.

Adult and Juvenile Probation

The Probation Department offers conventional sentencing when necessary, but also offers alternatives such as community oversight, electronic monitoring, community service, cultural opportunities and in-home detention. The Tribal Court hired two new probation officers in 2007.

Staff are involved with the youth tobacco task force, men's batter's group, EUP Corrections Advisory Board and suicide prevention.

2007 Accomplishments

- In December 2007, court staff attended the National Teen Court Conference with the intent of reviving the previously established Ezhkiniigijig Dibaaknigewin (Teen Court) Program which is anticipated to be up and running again for the 2009-2010 school year.
- In 2007, the Tribal Court hired a civil clerk, electronic court recorder, two probation

officers and a court administrator / magistrate judge, who are all Sault Tribe members.

- Established contract for part-time associate judge.
- Video testimony equipment purchased and installed.
- Donated dress down funds to ACFS for the purchase of Christmas gifts for children in foster care.
- School supplies given to juvenile probationers and donated to Bahweting School.
- Three participants successfully completed the Gwaiak Miicon.

Court Statistics

1,145 hearings were held and 607 new cases were filed in 2007. The following list is a breakdown of cases according to area of interest:

• Adoption	6
• Appeals	2
• Conservation	78
• Civil Infractions	58
• Criminal	137
• Juvenile Delinquency	30
• Garnishment	83
• Child Abuse/Neglect	55
• Guardianship	8
• General Civil	1
• Landlord / Tenant	109
• Personal Protection	12
• Tort	1
• Traffic	27

Contacts

**George K. Nolan Judicial Services Building
2175 Shunk Road
Sault Ste. Marie, MI 49783
635-4963**

Inter-Tribal Fisheries and Assessment Program

The Inter-Tribal Fisheries and Assessment Program (ITFAP) was established in 1981 to provide the three tribes that were litigating for treaty fishing rights in the Great Lakes under *U.S. v Michigan* with the biological expertise necessary to represent tribal interests.

Since that time, ITFAP has expanded to provide Sault Tribe and four other tribes organized under the Chippewa/Ottawa Resource Authority (CORA), with the ability to self-regulate their fishery and act as co-managers of the Great Lakes resource with the State of Michigan and the federal government.

Sault Tribe's federal-based appropriations typically provide 60-65 percent of the annual funding for program operations, along with tribal support funding when necessary.

In addition, through annual subcontracts, funding support for Great Lakes fishery management activities is provided by the four other CORA tribes (Bay Mills Indian Community, Grand Traverse Band of Ottawa/Chippewa Indians, Little River Band of Ottawa Indians and the Little Traverse Bay Bands of Odawa Indians); and for the fisheries enhancement (hatchery) activities, funding support is provided by Bay Mills and Grand Traverse Band.

Managing a shared resource of this magnitude is a complex task, especially when many other governments (states, federal, Canadian) and user groups are involved. Biological information must be collected, analyzed and presented on a variety of fish species that are widely spread over three Great Lakes with many management sub-units. This information must then be compared or combined with similar information collected by other agencies and in previous years. As a result, ITFAP has a very broad and complex scope of work.

The staff consists of four biologists, one environmental coordinator, four technicians, one fisheries aide and one executive secretary. Some of the most notable ITFAP activities include:

1) Assessment and Research. ITFAP staff conduct many field collections throughout the year on fish species important to the tribal fishery. The

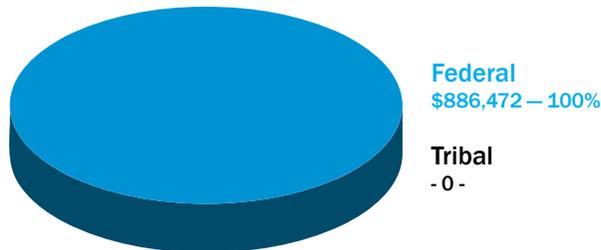


Greg Wright tends walleye eggs at the tribe's fish hatchery.



Fishery Technician Rich Reining collects biological data on lake trout.

ITFAP 2007 Funding Sources



purpose for this work is to assess the health of the fish populations and to develop appropriate harvest limits/guidelines.

2) Harvest and effort statistics. Staff collect monthly fish harvest reports from tribal commercial and subsistence fishers, process that information into a computer database and provide summarized data to tribal officials for a variety of management purposes.

3) Representation and co-management. As co-managers of the Great Lakes fisheries, ITFAP staff participate in many inter-governmental management and research committees and projects. The most important of these is the Technical Fisheries Committee, which was formed under the 2000 Consent Decree. One of the more important mandates for this committee is to produce annual fish harvest limits and guidelines for certain fish species.

4) Environmental. Envi-

ronmental issues on the Great Lakes have increase dramatically in recent years, many of which have the potential to greatly impact tribal fishing opportunities. ITFAP staff have been heavily involved in these issues. Three of the most important issues relate to are invasive species, contaminant levels in fish and pollution and diversion of Great Lakes waters.

5) Fisheries enhancement. In addition to the fisheries management focus, ITFAP oversees a small fisheries enhancement (hatchery) program for walleye. ITFAP also oversees assessment and weir collection of salmon at the Nunns Creek Fishery Enhancement Facility. Similar to the fisheries management program, the hatchery program also receives funding support from Bay Mills and Grand Traverse Band.

6) Special projects. In addition to the duties required for the activities described above, issues routinely arise that require special attention by ITFAP staff. For example, the rapid increase in cormorant populations in the treaty waters of the Great Lakes during the 1990s, resulted in ITFAP staff initiating a variety of cormorant control activities that now routinely require considerable staff time.

Statistics

- 151 field trips to monitor tribal fish catches, or conduct assessments.
- 12,777 fish samples collected; 11,830 fish aged, 3,324 processed.
- 1,705 commercial catch reports and 1,200 subsistence harvest reports processed.
- 135 tribal or inter-governmental fisheries and environmental meetings or conference calls for Great Lakes issues.
- Determined harvest limits/guidelines for whitefish and lake

trout in 30 management units.

- Authored or co-authored 23 reports/presentations/position papers to one or more of the CORA member tribes, Conservation Committees, or CORA board.

- Authored or co-authored 46 reports/presentations related to Great Lakes fisheries and environmental activities and issues.
- 19 oral presentations to various governments or organizations.

- Conducted five peer reviews of articles proposed for publication.

- Raised and stocked 586,000 walleye summer and fall fingerlings into treaty waters.

- 18 meetings/conference calls related to inland rights negotiations or implementation.

Achievements:

- Completion of research grant from the Great Lakes Fishery Trust to examine natural mortality factors in whitefish in lakes Huron and Michigan.

- Administered activities on a research grant from USFWS to determine whitefish distribution in Lake Huron.

- Participated in the inter-agency process to determine harvest limits for certain commercial and sport fish species.

- Served as chairpersons for the Lake Huron Committee, Lake Superior Technical Committee,

- St. Marys River Binational Public Advisory Council (co-chair). Represented tribal interests on over 30 intergovernmental fisheries and environmental committees and task groups.

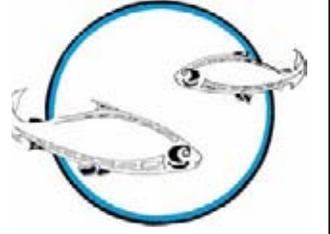
- Appointed to represent CORA on the National Aquatic Nuisance Species Task Force, the grant review team for the Great Lakes Restoration Act and the Great Lakes Fishery Trust.

- Conducted fish contaminant monitoring program in Lake Superior.

- Assisted with organizing tribal action with environmental issues in the St. Marys River, particularly sewage treatment issues around Sugar Island.

- Participated in securing a grant from the Great Lakes Inter-tribal Council to continue fish contaminant monitoring and provide public information re-

The Inter-tribal Fisheries and Assessment Program (ITFAP) provides biological, environmental and fishery management services on matters related to the 1836 Treaty resources of Lakes Huron, Michigan and Superior. ITFAP provide the Tribes with the biological expertise to act as co-managers, along with the State of Michigan and the federal government, in the management and regulation of the Great Lakes fishery resource.



lated to fish consumption.

- Participated in the negotiations related to inland treaty rights and implementation activities of the inland consent decree.

- Continued addressing the management implications and actions related to a new fish virus in the Great Lakes, Viral Hemorrhagic Septicemia.

- Continued to push for controls against further invasion of non-native species into the Great Lakes, which included assisting the LTBB chairman by drafting written testimony related to the ballast discharge/invasive species for his hearing before a House subcommittee.

- Implemented a cormorant control program in northern Lake Michigan and the St. Marys River.

- Secured a grant with USDA for construction of a walleye rearing pond on tribal land.

- Secured a grant with USDA for construction of a walleye rearing pond on tribal land.

2008 Goals:

- Seek adequate base federal funding support for 2009.

- Continue to address biological and inter-jurisdictional issues confronting commercial and subsistence fisheries.

- Achieve stocking targets for summer and fall fingerling walleye; begin construction of new walleye rearing pond on tribal land near Barbeau.

- Conduct cormorant control efforts in treaty waters.

- Assist with implementation of the Inland Consent Decree.

- Participate in activities promoting national legislation aimed at eliminating the invasion of non-native species into the Great Lakes.

- Assist with improving computer models designed to determine fish harvest limits.

- Assist with marketing initiatives for tribal commercial fishing.

- Complete improvements at the walleye rearing pond site, including securing a grant to reduce utility costs.

- Assist with the inland treaty rights implementation process.

Contacts

ITFAP Main Office
176 W. Three Mile Rd.,
Sault Ste. Marie, MI 49783,
(906) 632-0072.

Non-Gaming Businesses

The tribe's non-gaming businesses provide many benefits to tribal members, including job opportunities, tax revenues that fund member programs and products and services that support the tribe's gaming operations. Tribal members are employed in non-gaming businesses as retail sales agents, certified professional cleaners, hotel managers and more. Not all of our non-gaming businesses succeed. We have closed businesses that failed to produce profits, which reflects sound fiscal management of resources.

Gaming remains our largest and most stable source of income, yet there are non-gaming businesses the tribe will continue to consider either to bring jobs closer to our reservations or to provide more services to our members.

Like Kewadin Casinos, the non-gaming enterprises pay tribal taxes to help fund the tribe's membership programs and services. In 2007, the non-gaming enterprises paid \$971,046 in tribal taxes.

Hotel Enterprises

Our Kewadin Casino Lakefront Inn property located at 1131 N. State St., St. Ignace, is the only enterprise hotel. It is the perfect spot to stay when visiting the St. Ignace area. The hotel overlooks Mackinac Island, on the shores of Lake Huron and offers direct access to snowmobile and ATV trails, gaming and the many views of Mother Nature.

Kewadin Casino Lakefront Inn has 71 spacious units and an indoor recreation center with the largest heated pool in the area complete with whirlpool and arcade that overlooks Lake Huron. The Inn offers nightly casino packages, a deluxe continental breakfast and a full service concierge who are able to obtain discounted area attraction tickets.

In 2007, the Corner Store was added offering logo items. All year round the Lakefront Inn offers AAA, AARP, government, Northern Reward Club member, tribal member, employee and health center discounts.

A complimentary shuttle service is also provided to Kewadin Shores Casino and to the various Mackinac Island ferry docks.

Retail and Service Enterprises

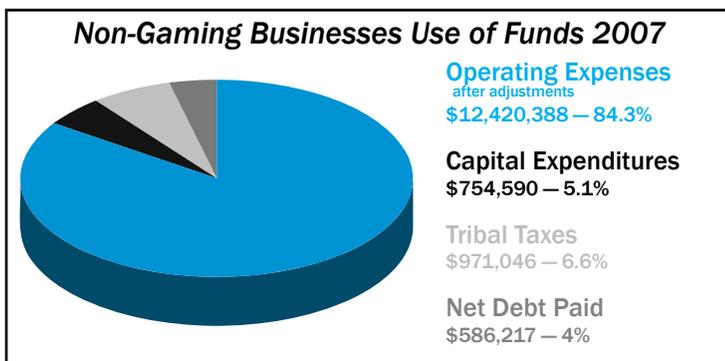
The tribe's two Midjim convenience stores are located on reservation lands in Sault Ste. Marie and St. Ignace.

The stores share the tribe's tax-exempt status on gasoline and cigarettes and offer price discounts on these items to tribe members. The Midjims share the tribe's tax-exempt status on cigarettes by contributing to the tribe's health program for smoking cessation. The Midjims pay taxes to support programs and services for tribal elders. The stores also provide convenient access to food, gasoline and other basic items for members who live on or near the reservations.

Team members can deduct their purchases from their pay-



DeMawating implemented a "Pay On Time" incentive to decrease past due accounts with monthly drawings for a \$50 gift certificate from a local establishment. Quarterly DeMawating gave away larger prizes to those who paid their rent on time for three months. The incentive has proven to be a great success with a substantial reduction in DeMawating's past due accounts. Two 2007 quarterly winners Regina Rolstone and Kirk Mortinsen, each winning a gas grill, presented by Theresa Germaine (left).



checks, which increases revenues for the MidJim stores and provides team members with a unique method of paying for their purchases.

A new sign and canopy for the Sault Midjim was also completed in 2007.

Due to the problem with its tank, the Midjim will now carry two less grades.

The Midjim in St. Ignace has a new coffee program and coffee bar. Credit cards can now be used at the pump and members can now use their tribal card and a credit card simultaneously.

There are now an additional seven outlying gas stations for tribal members to utilize.

Midjim 2008 Goals

Both stations are working with the casinos to take their gift certificates. This will increase sales as employees from the casino will now be able to cash in their gift certificates to purchase gas and other items from the Midjim.

- To increase store revenue, management is looking into selling pull tabs again.
- Employees will be sporting work uniforms in 2008.
- Plans have also been developed to install a new AC unit.

Northern Hospitality

Northern Hospitality (NH) is a complete furniture and floorcovering dealer. NH provides product to the general public, tribal employees and all tribal entities. The business also offers expertise advice on specialty product for the tribe's casinos and hotels and enhances the tribe's purchasing power by providing product and services to Greektown Casino that result

in lower prices for the tribe as a whole.

NH has over 35 years of combined experience in the floorcovering and furniture field.

Tribal members in the agreement area are able to take advantage of tax exemption when purchasing anything at Northern Hospitality. Team members can also payroll deduct their purchases from their paychecks, which increases revenues for NH and provides team members with a unique and exclusive method of payment not available to the normal customer.

In 2007, Northern Hospitality completed the transition from its previous location to a new location at 827 Ashmun St. in Sault Ste. Marie.

NH continues to work on the warehouse portion of the new location in an effort to make efficient use of the space. NH also completed the sixth floor renovation of the Kewadin Hotel in the Sault.

Retail business increased 10 percent over 2006 and 11 percent over 2005. Retail margins were also up 5 percent over 2006. Overall expenses were down 17 percent from 2006.

Northern Hospitality 2008 Goals

- Continue to work toward a larger market share of the retail business in the area.
- Continue to bid on as many commercial projects available.

Tribal Real Estate & Property Management

DeMawating Development, Sawyer Village and Eagle Ridge are property management companies and economic enterprises

of the Sault Tribe.

DeMawating Development is located on approximately 130 acres of tribal trust land in Kinross Township of Chippewa County, Mich. and consists of 207 properties. DeMawating offers both sales and rental properties to tribal members and others of all income levels and primarily serves an affordable housing population who work within a 40-mile radius.

The 2007 year end occupancy rate was at 90 percent, which is a 4 percent increase over the prior year end occupancy rate.

DeMawating completed the installation of new windows in 14 units in accordance with the companies 10-year plan to replace all the windows.

DeMawating sold all the remaining as-is units to Native Americans.

DeMawating completed the office renovations and created and installed new signage on the buildings and company vehicles.

DeMawating created policies and procedures to garnish state income taxes on those individuals who vacated a DeMawating unit with monies owing. In 2007, this process was implemented and over \$2,500 was collected.

DeMawating increased its hours of business to better meet the needs of its customers. DeMawating is now open from 7:30 a.m. to 6 p.m., Tuesday through Thursday.

Sawyer Village is located on the former KI Sawyer Air Force Base in Gwinn and consists of 275 housing rentals, two hangars, warehouse, daycare center and shoppette. Sawyer Village offers rental properties to tribal members and others of all income levels. Sawyer Village management was able to increase company's occupancy rate by year-end and continues to provide outstanding value and customer service to current and prospective residents.

The Sawyer Village team also manages Eagle Ridge Apartments, located on Divi-

sion Street in Marquette. Eagle Ridge consists of 16 apartments that are available to tribal members and others of all income levels. Eagle Ridge held a 98 percent occupancy rate in 2007.

In 2007, Sawyer Village installed windows in the final three townhouse buildings, installed siding and gable roofs on the final eight buildings. New address numbers were also made and placed on the Explorer and Fortress Street townhouses. The Sawyer Village Team also completed its new Web site.

Eagle Ridge replaced windows in four apartments, installed new siding on building 2529, installed a ventilation system in building 2525, improved landscaping at both buildings, installed new lighting on the exterior of the buildings and repainted the lines and numbers in the parking lot.

Sawyer Village/Eagle Ridge 2008 Goals

- Sawyer Village scheduled their goals for 2008 capital expenditure projects last year but due to the tribe's deficit, all capital expenditure projects have been placed on hold for 2008. However, Sawyer Village will go forward with remaining goals not connected with the capital expenditure projects. Some of these items are to clean up the grounds, plant trees and shrubs, hold resident retention incentives, hold customer appreciation days, attend mandatory training and focus on ways to improve our occupancy rate.

Eagle Ridge plans to replace windows in four apartments, replace siding on building 2525 and install a ventilation system in building 2529.

Contacts

Northern Hospitality
Jeff Behling
General Manager
827 Ashmun Street
Sault Ste. Marie, MI 49783
906-635-4800

MidJim Convenience Store
2205 Shunk Road
Sault Ste. Marie, MI 49783
Phone: (906) 635-4782
Fax: (906) 635-4972

MidJim Convenience Store
3045 Mackinaw Trail
St. Ignace, MI 49781
Phone: (906) 643-9906
Fax: (906) 643-0604

Sawyer Village/Eagle Ridge
250 Voodoo Avenue
Gwinn, MI 49841
Phone: (906) 346-3919
Fax: (906) 346-4028
www.sawyervillage.com

Kewadin Casino
Lakefront Inn
1131 N. State St.
St. Ignace,
Phone: 1-800-322-8411
www.kewadin.com

DeMawating Development
42 Wood Lake Drive
Kincheloe MI
Phone: (906) 495-2800

Kewadin Casinos

With five locations in Michigan's Upper Peninsula, Kewadin Casinos has grown to become one of the largest and most prestigious entertainment destinations in the state. In 2007, the organization posted a steady revenue stream despite operating during an economic downturn and with increased casino competition. Much of this is attributed to an increase in targeted marketing efforts along with improved customer service.

Regional impact: \$325.4 million annually

With an organization as large and successful as Kewadin, the impacts it has on the economy can be substantial.

A 2007 economic impact study, conducted by Lansing based Michigan Consultants, found that Kewadin Casino brings a total economic output of \$325.4 million annually to the eastern Upper Peninsula (EUP). Additionally, total gross annual wage impact for the region was found to be \$103.1 million with a gross annual regional employment impact of 3,001 positions.

Originally, \$700,000 was invested in the first Kewadin Sault Ste. Marie facility in 1985 and over \$44 million committed to the expansion of the same facility in the late 1990s. Even relatively smaller Christmas, Hessel and Manistique facilities have required a total investment of over \$17 million and the most recent major investment is the new hotel and casino in St. Ignace with an initial cost figure of \$36 million.

Kewadin's capital investment program which included upgrades and renovations at the Sault and St. Ignace casinos during the time period 2001 – 2005 also showed a significant influence on the area. During this time frame, an additional \$230.3 million was poured into the area along with gross regional wages of \$74.6 million.

The study outlined other significant factors demonstrating the casinos' importance in the local tourism industry. On average 2.2 million people per year visit the casinos, 83 percent of whom are from outside the Upper Peninsula showing an annual off site yearly spending of \$20 million. This figure includes spending at off site food, beverage, lodging, and recreation, tolls and petroleum businesses by tourists in the area to



SHORES GAMING FLOOR OPENS TO LABOR DAY CROWD — On Aug. 28, 2007, the U.S. District Court issued a preliminary injunction allowing immediate gaming on the main casino floor of the Sault Tribe's new Kewadin Shores Casino in St. Ignace. By Aug. 31, the gaming floor was 90 percent operational. Pictured above (L-R) are casino patrons with casino management and tribal board members: Joseph and Mary Meyers of Houghton Lake, Unit III Director Keith Massaway, Unit I Director Todd Gravelle, casino Manager Darcy Chase, tribal Chairperson Aaron Payment, Chief Operating Officer Tony Goetz, and Joseph Paszkowski, Joseph and Dorothy Siwicki also of Houghton Lake.

visit the casino.

"This strongly supports that the Kewadin facilities represent a major tourism lure in the area," said Jake Miklojick, president of Michigan Consultants.

Indirect employment based on these figures is estimated at 284 jobs in the region. In May 2006, 1,467 individuals were on the casino's payroll, with 75 percent of these employees residing in the EUP. That year, gross wages for the five casino properties exceeded \$30.8 million.

Other key statistics outlined in the report include:

- \$325.4 million in gross economic impact created on an annual basis by the five Kewadin casinos in the EUP.
- \$103.1 million gross annual wage impact for the region.
- 3,001 annual total employment positions in the region.
- \$230.3 million in gross economic output from construction from 2001 – 2005
- \$74.6 million in gross earnings impact from construction from 2001 – 2005
- 1,703 gross employment from construction from 2001 – 2005

Less quantifiable impacts include:

- Better governmental services which may not have been possible without the funding from Kewadin.
- Support of health care system by benefits provided to employees: Employees are eligible



Kewadin Casino's Kewadin Shores exterior view.



for a variety of benefits, including health care for families. Rural areas in general have been hard pressed in recent times to have the resources necessary to assure quality services. These employee benefits by Kewadin help provide a foundation for the region.

- Welfare reduction. Jobs created at the casino help address this challenge thus reducing overall governmental costs and or allowing resources to flow to others.

- More attractive area to visit, purchase a seasonal home. Even for those who do not game at the facilities, they provide an additional element of attraction to the region.

Kewadin team members: The heart of our operations

Kewadin team members

make sure our casino operations run smoothly day in and day out. This year Kewadin honored five outstanding team members with the annual "Team Member of the Year" award for their service, dedication and commitment to the facility, team members and customers: Justina Hershman (cage vault cashier, Kewadin St. Ignace), Angie Meffer (cage vault cashier, Kewadin Manistique), James Hancock (line cook, Kewadin Sault), Linda Roe (shift manager, Kewadin Hessel), and Sue LaBean (shift manager, Kewadin Christmas.)

Team members get involved

There's no better time of year to see how much "Kewadin Cares" than the holidays. This year, every casino organized a fund-raiser event to

help others during the Christmas season.

- Christmas team members stepped up to the plate with a team member can food drive for St. Vincent's food pantry. The team also adopted a local family and purchased them gifts for the holiday.

- The giving staff in St. Ignace hosted a local toys for tots drive to collect new toys for needy families. They also sponsored a non-perishable food drive for the local food pantry.

- The Manistique team members partnered with other local businesses and TV 6 in Marquette for a Can-a-thon drive.

- The Kewadin Sault and Kewadin Hessel also opened their hearts to help needy families through an adopt a family program through the Family Independent Agency.

Looking ahead to 2008

Anticipating the maturing gaming market in Michigan, Kewadin is taking steps to be competitively positioned. All facilities are supported by incredible team members who provide top notch customer service and old fashioned friendliness. In addition, increased customer service trainings, quarterly team member appreciation parties, and free wellness programs are in place to improve team member knowledge and moral.

Kewadin is also partnering with area organizations to help promote tourism in the area whenever possible. One of the most recent partnerships is with the State of Michigan, Travel Michigan and area tribes on a campaign promoting Native American casinos.

In order to keep and grow Kewadin's competitive edge, the Red Circle Agency of Minneapolis, Minn., was brought on as the casino's advertising and marketing agency. This group has extensive experience in the Indian gaming industry. Red Circle and Kewadin's marketing department have been developing a new branding campaign that will set the facility apart from the competition. All of this will compliment the ages and desires of Kewadin's current and potential customers. The new campaign will begin in June 2008 and continue throughout the year.

For more information on Kewadin Casinos, visit www.kewadin.com or call 1-800-KEWADIN.

Kewadin Casinos ~ Northern Casino Operations Featured Statistics for the year ending Dec. 31, 2007

Total Salaries & Wages	\$ 28 million
Total Fringe Benefit Cost	\$ 8.7 million
Total Slot Payouts	\$ 356 million
Total Table Payouts	\$ 24 million
Total Keno Payouts	\$ 1.2 million
Total Bingo Payouts	\$ 0.3 million
Fiscal Year 2% Payments (Local Taxes)	\$ 1.9 million
Life-To-Date 2% Payments	\$ 26.3 million

Kewadin Casinos use of Funds for 2007*

SOURCE OF FUNDS	
Operating Revenue	\$127,484,707
Loan	\$70,000,000
Cash	\$4,029,048
Total	\$201,513,755



*Includes Kewadin Management

Operating Expenses \$96,910,613 (48%)

Capital Expenditures \$5,473,561 (2.7%)

Transfer Greektown \$35,000,000 (17.3%)

Transfer Tribal Government \$9,690,598 (5%)

Tribal Taxes \$17,000,004 (8.4%)

Debt and Interest Payments \$87,433,979 (43.6%)

Contacts

Kewadin Casinos Sault
632-0530

Kewadin Casinos St. Ignace
643-7071

Kewadin Casinos Manistique
341-5510

Kewadin Casinos Christmas
387-5475

Kewadin Slots Hessel
484-2903

Greektown Casino

Permanent Greektown Casino under Construction

Greektown Casino opened its long-awaited attached garage and continued building its 400-room hotel and expanded gaming floor, despite operational challenges posed by a weakening economy and on-site and I-375 freeway construction in 2007.

Since opening in November 2000, Greektown Casino's lack of an attached garage put the casino at a substantial competitive disadvantage with MGM Grand, Motor City Casino and Casino Windsor. All three of Greektown Casino's market competitors have provided attached parking to guests since opening.

By comparison, parking for Greektown guests was available in nearby garages, surface lots, and the casino's valet.

"In terms of having convenient parking for gaming customers, our new garage moves Greektown Casino from worst to first in the market," said Greektown Casino CEO Craig Ghelfi. "Parking at Greektown Casino is now the most convenient in the Detroit gaming market."

Greektown Casino guests can now exit at Lafayette Street from southbound I-375 and almost immediately turn right into the garage.

However, soon after the garage opened, major construction began on northbound and southbound I-375, slowing daily commutes to and from downtown Detroit for tens of thousands of vehicles.

Construction Schedule

In addition to opening the garage, construction continued on the casino's 400-room hotel and 25,000-square-foot expansion to the gaming floor. The gaming floor expansion is expected to be completed in summer 2008, while the hotel will open in early 2009.

Once completed, the Sault Tribe's total investment in the permanent Greektown Casino project will be about \$500 million.

Management Board Explores Greektown Partner

In another move aimed at strengthening the competitive position of Greektown Casino and the financial strength of the Sault Tribe, the casino's management board explored the possibility of adding an equity partner in the Detroit gaming property in 2007 and early 2008.

A final agreement could not be reached with one party. The Greektown Casino management board is still negotiating with another interested party to acquire a minority stake in the casino. It is the goal of the



management board for the Sault Tribe to remain majority owners of the property.

Before Greektown Casino opened in November 2000, the tribe and team of Detroit developers were equal partners in the casino, with both parties holding 50-percent interests in the property.

Circumstances nearly eight years ago made it necessary for the tribe to assume a greater share of ownership in Greektown Casino than was initially intended.

One of Detroit's Largest Employers

Greektown Casino is one of Detroit's largest employers and taxpayers. As a commercial casino, Greektown pays all federal, state and local taxes and fees and many additional casino-specific fees levied by the state and City of Detroit. Because Greektown Casino is entirely owned by Michigan residents, all profits stay in Michigan.

General Information

- Grand Opening: November 10, 2000
- Current Casino Investment: \$275 Million
- Team Members: 1,900
- Gaming: 2,300 slot machines, 70 table games
- Gaming Space: 75,000 square feet

Jobs, Revenues and Investments for Detroit & Michigan

Greektown Casino provides good jobs with full benefits to 1,900 team members, about half of whom are City of Detroit residents. Greektown Casino generates thousands of construction jobs, has paid hundreds of millions of dollars in taxes to Detroit and the state, supports local businesses, and attracts about 15,000 visitors every day to Detroit's famous Greektown Entertainment District.

Statistics

- Capital Investment in Detroit after completion of permanent casino: \$500 million
- Comp Program \$7 million/year with Detroit-based businesses
- Attracting Visitors: 15,000/day average
- Creating Meeting Space: 25,000 square feet
- Adding Hotel Rooms: 400 rooms
- Charitable Donations: Nearly \$4 million to date

Greektown Casino Taxes & Fees State Gaming Tax—Highest in the Nation

The three Detroit casinos pay the highest state gaming tax rate (24%) of any land-based casinos in the country.

Of the 24%, 12.1% is paid to the State of Michigan to support public schools, and 11.9% is paid to the City of Detroit for economic development, public safety and other services and programs.

Since 1999, the Detroit casinos have paid about \$1 billion in Gaming Taxes to the state and more than \$1 billion to the City of Detroit.

Other Casino Payments to the City of Detroit

- Paid city's riverfront \$150 million property debt
- Early payment of \$102 million: development fees to help balance city of Detroit's budget
- Minority Business Development Fund: \$10 million per casino.

Other Taxes Paid by Greektown Casino

- \$10.5 million in Single Business Taxes
- \$13 million in city of Detroit property taxes
- \$3.3 million in Michigan sales taxes
- \$17.8 million in state income taxes
- \$8.5 million in city income taxes

Fees Paid by Detroit's Casinos

- \$9.25 million/year in State Services Fees to fund the Michigan Gaming Control Board
- \$4 - 5 million/year in municipal services fees to Detroit
- \$833,000/year for state problem gambling program
- \$250,000/year in licensing fee

Chapter 11 will Protect Tribal Programs and Services

Looking into 2008, Greektown Casino voluntarily filed for Chapter 11 reorganization in U.S. Bankruptcy Court.

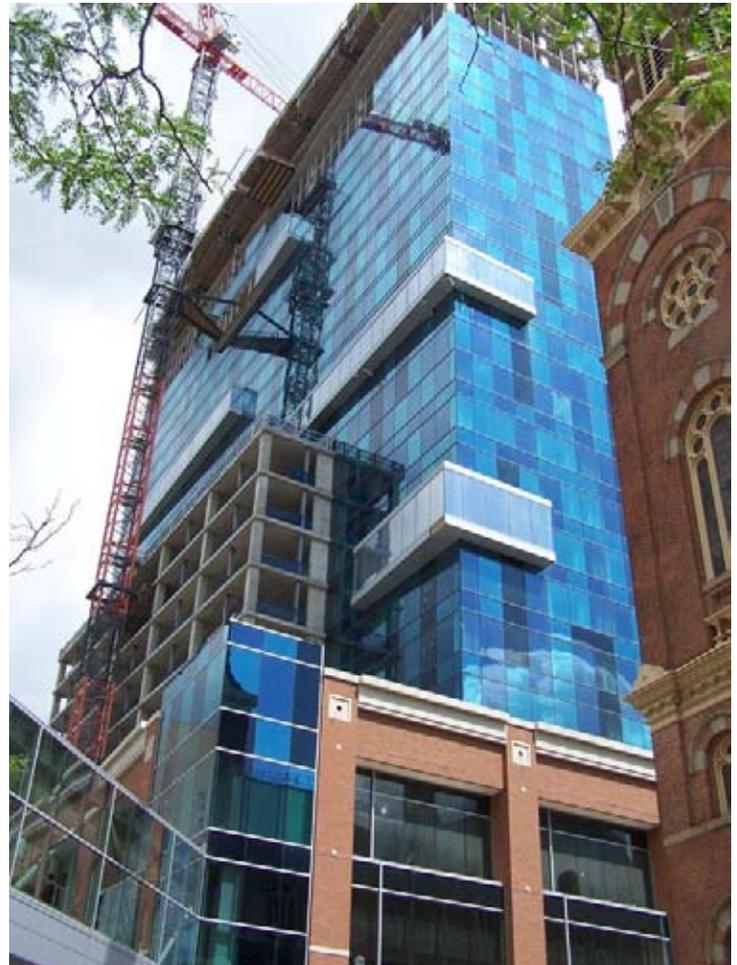
Reorganizations of this nature allow otherwise healthy businesses to continue normal business operations while they reorganize.

The reorganization will have a significant role in protecting funds for tribal member programs and services from being used to pay Greektown's bills.

Greektown Casino remains the Sault Tribe's most significant business asset.

Contacts

General Info: (313) 223-2999
Toll Free: (888) 7714-FUN
Toll Free Hotel Reservations (800) 772-2323
Employment/Jobs: (888) 771-4386



Greektown Casino's 30-story hotel rises in the heart of Detroit's entertainment district. The 400-room hotel is scheduled to open in early 2009 and will include restaurants, a workout facility and state-of-the-art meeting space.

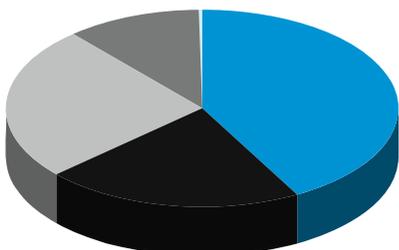


Greektown Casino's new attached parking structure is more convenient for patrons. Pictured is the pedestrian walkway from the casino to the parking garage.



Pictured above is the Monroe Street entrance of Greektown Casino's 2,900-space permanent parking structure.

Greektown Casino Use of Funds for 2007



Operating Expenses	\$177,932,187
State and City taxes	\$90,870,520
Capital Expenditures	\$106,148,069
Interest & Fees Paid	\$47,455,040
Lac Vieux Settlement	\$233,999
Total	\$422,639,815

2006 Source of Funds

Total Revenue	\$340,629,379
Loan Proceeds	\$40,559,521
Cash from Operations	\$6,450,915
Tribal Contribution	\$35,000,000
Total	\$422,639,815

2007 Financial Overview

The tribe's total governmental assets decreased to \$77.2 million or 13.3 percent over the course of operations in 2007 while total assets from business-type activities increased to \$844.2 million or 8.7 percent. Total primary governmental assets increased \$55.9 million or 6.5 percent.

Total liabilities in governmental activities decreased \$7.6 million or 13.7 percent and total liabilities in business-type activities increased \$95.6 million or 15.4 percent. Total primary governmental liabilities increased \$88 million or 13 percent.

The tribe's expenses were \$13.4 million greater than the revenues generated by grants and other revenues for governmental activities.

In the tribe's business-type activities, total revenues decreased by \$15.6 million while total expenses increased by \$31.6 million, the majority of which is from an increase in the cost of non-operating expenses in the Gaming Authority.

Dollars spent on member services increased \$1.3 million or 2.7 percent while grant revenues increased \$1.5 million or 4.2 percent.

The General Fund reported a deficit of \$6.9 million for the year due to increase in debt service payments.

Major capital projects include the completion and opening of the former Lincoln School building as the Munising Community Center. This is used for member services and a community center. Construction also commenced on the permanent Greektown Casino in Detroit. This includes expanded gaming space, a 400-room hotel and a new parking garage that opened November 2007.

Net Assets

The statement of net assets includes all of the government's assets and liabilities. All of the current year's revenues and expenses are accounted for in the statement of activities regardless of when cash is received or paid.

Table A-1 and Table A-2 report the tribe's net assets and how they have changed. Net assets – the difference between the tribe's assets and liabilities – is one way to measure the tribe's financial health or position.

Over time, increases or decreases in the tribe's net assets are an indicator of whether its financial health is improving or deteriorating, respectively.

To assess the overall health of the tribe you need to consider additional non-financial factors such as changes in the gaming industry regulations and changes in federal law.

The government-wide financial statements featured here include:

- Governmental activities – Most of the tribe's basic services such as health and welfare, public safety, education, recreation, and culture. Taxes, federal revenue, state revenue, and charges for services finance most of these activities.
- Business-type activities – The tribe charges fees to customers to help it cover the costs of certain services it provides. The tribe's Gaming Authority and businesses are included here.

The tribe's combined governmental and business-type net assets decreased by 17 percent between fiscal years 2007 and 2006 to \$157,244,403. (See Table A-1.)

Net assets of the tribe's governmental activities decreased 12.49 percent to \$29 million. \$42,836,927 of governmental assets are invested in capital assets (buildings, equipment and so on). The tribe's business-type activities net assets decreased to \$128,104,526 or 18 percent.

Changes in Net Assets

The tribe's total revenues (excluding

Asset Category	Governmental Activities		Business-Type Activities	
	2007	2006	2007	2006
Current and other assets	\$19,732,414	\$31,114,892	\$426,654,973	\$450,560,564
Capital assets	\$57,489,037	\$57,888,669	\$417,584,614	\$325,993,666
Total assets	\$77,221,451	\$89,033,561	\$844,239,587	\$776,554,230
Current liabilities	\$37,012,020	\$36,976,872	\$564,943,529	\$77,112,717
Long-term debt	\$11,069,554	\$18,757,199	\$151,191,532	\$543,390,586
Total liabilities	\$48,081,574	\$55,734,071	\$716,135,061	\$620,503,303
Net assets				
Invested in capital assets, net of related debt	\$42,836,927	\$40,814,394	\$130,704,994	\$122,194,034
Unrestricted (deficit)	(\$13,697,050)	(\$7,514,904)	(\$2,600,468)	(\$33,856,893)
Total net assets	\$29,139,877	\$33,299,490	\$128,104,526	\$156,050,927

Asset Category	Governmental Activities		Business-Type Activities	
	2007	2006	2007	2006
REVENUES				
2006				
Program revenues				
Services, gaming charges	\$11,717,335	\$10,625,063	\$426,506,198	\$462,945,583
Operating, Capital Grants	\$30,234,191	\$28,932,957	-	-
General revenues				
Taxes	\$17,484,610	\$17,711,093	-	-
Investment earnings	\$478,359	\$734,648	\$2,620,681	\$1,137,563
Other	(\$3,136,035)	(\$133,136)	\$19,370,599	-
Total Revenues	\$56,778,460	\$57,870,625	\$448,497,478	\$464,083,146
EXPENSES				
Gaming and Other	-	-	\$397,994,325	\$368,606,397
Judicial	\$1,196,247	\$1,221,637	-	-
Education	\$6,485,037	\$6,670,339	-	-
Health & Welfare	\$37,562,450	\$34,396,389	-	-
Recreation & Culture	\$2,391,228	\$2,460,681	-	-
Public Safety	\$4,154,319	\$4,344,884	-	-
General Government	\$15,094,778	\$15,415,227	-	-
Public Works	\$177,477	\$660,042	-	-
Interest Expense	\$3,103,219	\$1,104,606	\$50,359,794	\$48,106,329
Total Expenses	\$70,164,755	\$66,273,805	\$448,354,119	\$416,712,726
Excess(deficiency)	(\$13,386,295)	(\$8,403,180)	\$143,359	\$47,370,420
Transfers	\$9,226,682	(\$902)	(\$9,226,682)	\$902
Taxes	-	-	(\$18,759,150)	(\$19,311,093)
Changes in net assets	(\$4,159,613)	(\$8,404,082)	(\$27,842,473)	\$28,060,229
Distributions	-	-	(\$103,928)	(\$89,618)
Net assets-Beginning	\$33,299,490	\$41,703,572	\$156,050,927	\$128,080,316
Net assets-Ending	\$29,139,877	\$33,299,490	\$128,104,526	\$156,050,927

special items) decreased by 3.20 percent to \$505,275,938. (See Table A-2.) The tribe's revenue comes mainly from gaming and federal sources.

The total cost of all primary activities increased by \$35,532,343 or 7.36 percent due primarily to higher operating and interest costs in the business-type activities.

The tribe was able to cover the current year's costs for programs and services of governmental operations by utilizing its net assets from prior years.

Table A-2 shows the operations of governmental-type activities and business-type activities separately.

Government

Revenues for the tribe's governmental activities decreased 1.89 percent, while total expenses increased 5.87 percent. Table A-2 presents the cost of each of the tribe's five largest programs—health and welfare, public safety, recreation and culture, education and general government.

- The cost of all governmental activities this year was \$70.2 million.
- The cost of those services was paid from the following:
 - Taxes: \$17.5 million,
 - Service charges: \$11.7 million,
 - Operating grants: \$30.2 million.

Business

Revenues of the tribe's business-type activities decreased by 3.36 percent to \$448,497,478, and expenses increased 7.59 percent to \$448,354,119. (Refer to Table A-2). Factors contributing to these results included:

- Declines of gaming revenues and other revenues.
- Increase in gaming cost of sales and operating expenses.
- Increase in Gaming Authority interest expense.
- Write down of goodwill related to Greektown Casino investment.

Analysis of Government Funds

As the tribe completed the year, its governmental funds reported a combined deficit fund balance of \$25,941,871 and a decrease in combined fund balance of (\$5,737,807) from 2006. The primary reason for the decrease in fund balance is highlighted in the analysis of governmental activities. In addition, these other changes in fund balance should be noted:

- The tribe increased expenditures in health and welfare by \$3.16 million.
- Debt service expenditures were \$8.7 million.
- \$7.1 million was transferred out to other activities from the General Fund.

General Fund Budgetary Highlights

Over the course of the year, the tribe's board of directors made several changes to the tribe's budget. The budget process falls into three categories:

- Original budgets are approved by the board prior to the beginning of the program's fiscal year.
 - Amendments and supplemental appropriations are approved as needed by the programs during the fiscal year.
 - Year-end modifications are made during the calendar year as needed for programs with non-December year ends.
- Even with these adjustments, actual expenditures were \$7.8 million over the final budgeted general fund amounts. The actual excess of revenues over expenses was \$14.7 million less than the final budget anticipated. This is due, in part, to the shortfall in revenues of \$22.5 million from the final budget amounts.

The most significant variances were as follows:

- Tax collection was less than expected.
- Gains and distributions were lower than anticipated thus decreasing amounts available for appropriation.

Capital Assets

At the end of 2007, the tribe has invested \$717.8 million in a broad range of capital assets, including land, machinery and equipment, buildings, roads, and vehicles. The principal change in capital assets consists mainly of casino expansion.

Capital Outlay

This year's major capital asset additions included:

- Gaming equipment and facilities for \$111,621,630.
- Tribal business equipment and improvements of \$754,590.
- All tribal Internal Service Funds of \$2,593,542.

The tribe's fiscal year 2008 capital budget projects spending another \$500,000 for non-gaming capital projects, and \$4 million for casino improvements. The tribe plans to finance these projects with its excess cash reserves.

Greektown has commenced construction on its expanded complex in downtown Detroit. When completed, it will consist of a 400-room hotel, an additional 25,000 square feet of gaming space, 2,900 additional parking spaces, additional bars and restaurants, and convention and entertainment facilities. It is anticipated that the expanded complex will cost approximately \$350 million and will be financed with new debt and member contributions.

Long-Term Debt

At year end, the tribe had \$591 million in bonds, notes, other obligations, and leases outstanding, an increase of \$75 million over the last year. Government debt decreased by \$1,850,280 or 14.29 percent to \$11,095,572. This is due to the financing of tribal debt.

Economic factors and next year's budgets and rates

The following indicators were taken into account when adopting the General Fund budget for fiscal year 2008:

- The value of the Canadian dollar continues to improve in value.
- Greektown Casinos has begun construction on its permanent site.
- The increase in gaming locations in the state of Michigan and the province of Ontario will continue to affect Kewadin Casino's Gaming Authority future gaming revenues.

Amounts appropriated in the General Fund budget for operations is \$7.8 million, which is a decrease from the final fiscal year 2007 budget. The tribe will use its revenues to finance current and expected future programs, program expansions into outlying areas and the expected impact of inflation on those programs.

The largest FY2008 budgeted expenditures are for direct services, consulting / subcontracting and expansion of member services. If these estimates are realized, the tribe's budgetary General Fund balance is expected to remain steady by the close of FY2008.

As for the tribe's business-type activities, it is expected that the 2008 results will also improve based on these items:

- Gaming expansion.
- Reduction in operating costs.

Contacting Financial Management

This financial report is designed to provide tribal members, grantors, investors and creditors with a general overview of the tribe's finances and to demonstrate the tribe's accountability for the money it receives.

CONTACTS

Questions or requests for more information: Administration Office, 523 Ashmun, Sault Ste. Marie, MI 49783.

Self-Sufficiency

The Tribal Self-Sufficiency Program was established to give more tribal members access to more programs and services. In 1996, the tribe's chairman and board of directors crafted a plan to expand membership benefits beyond geographic and income boundaries, though the demand for "need based" programs and services will continue.

The Anishinaabeg principle of planning seven generations ahead guided the self-sufficiency plan. The self-sufficiency program invests funds into interest-earning accounts. Annually, based on the performance of investments, the interest is used to fund specific programs and services, while the principal remains intact.

In the spring of 1996, the board of directors used business revenues to create the first Self-Sufficiency Fund. The fund was established with \$4 million in order to generate \$400,000

annually to help send members to college. Under the plan, each qualifying member could receive up to \$1,000. Since the fund was established, the number of members attending colleges and universities has increased tremendously.

In 2007, members collected \$898,500 from the fund.

In 1998, the board of directors added \$2 million to the fund for members attending vocational or technical schools. The principal in the fund now stands at \$6 million.

The Elder Self-Sufficiency Fund provides significant benefits to our most cherished and deserving members.

In 1998, the 161-year old 1836 Treaty land claim finally became reality, allowing the tribe to establish an elders fund with \$19.6 million in settlement monies from the federal government.

To decide how the land

claim dollars should be used, tribal leaders surveyed members nationwide and held community meetings across the seven-county service area. As a result of suggestions from members, the board of directors created the Elder Self-Sufficiency Fund and deposited the land claim settlement into the account. Interest earned on the principal is used to fund programs and services for elders 60 and older.

Though the national economy and stock markets have decreased in value in the past few years, dividends paid to elders from the Self-Sufficiency Fund have increased every year. The tribal board has decided to continue to appropriate higher amounts even though interest on the fund has not met projections.

Since the program began, the tribe's self sufficiency programs have distributed \$50,705,360, including \$36,267,470 to elders.

Soon, payments from the funds will exceed the amounts originally invested and the principal of each fund will remain intact.

Total payments to members from the tribe's self sufficiency funds include:

- Over \$9 million to education programs.
- More than \$3.8 million to

the Funeral Assistance Program.

• More than \$3.9 million to elder health and employment payments.

As reported in last year's annual report, members support expanding members' benefits through self-sufficiency funds and establishing more funds.

How the Self-Sufficiency Fund Works

Self-sufficiency dollars are provided to the membership in addition to program and services operating expenditures. Interest from the Self-Sufficiency Fund is the annual interest earned by investment of the funds. Only the interest is used for members' payments while the principal remains intact. This maintains the funds' earning power for future generations of members. The tribal payment fee is the

additional fee paid by the tribe to members for the use of the funds to pledge to banking institutions. Without this fee, significantly fewer dollars would be paid out.

2007 Elder Elder Payment Comparison

Payment with Fee	1,600
Payment Without Fee	838

And the circle continues ...



APPRECIATING OUR ELDERS— Hessel elder volunteer (L) honored and (R) June Porcaro Day established.

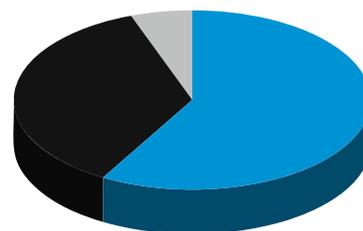


APPRECIATING OUR COMMUNITIES — 2007's Hessel Volunteer and Student Recognition Dinner.



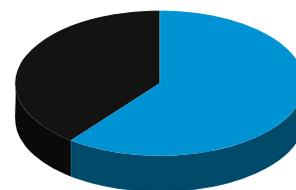
APPRECIATING OUR CHILDREN — (L) 2007's father-daughter dance and (R) a new life.

Education Fund Payment Sources for 2007



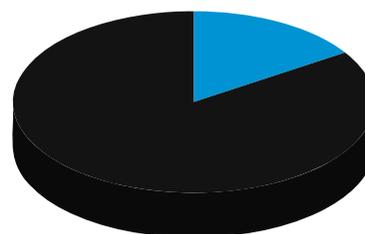
2007 Education Fund Payments Total: \$898,500

Elders' Land Claim Payments for 2007



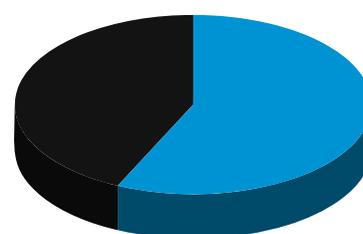
2007 Elders' Land Claim Payments: \$4,957,560

Funeral Fund Payments For 2007



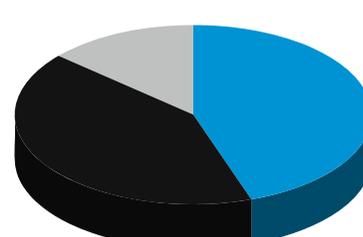
2007 Funeral Fund Payments: \$360,164

Elder Health & Employment Payments for 2007



2007 Elder Health / Employment Payments: \$594,659

Total Self-Sufficiency Payment Sources for 2007



2007 Self-Sufficiency Fund Payments: \$6,810,884

Community Contributions

Kewadin Cares

In 2007, Kewadin donated nearly \$55,000 worth of goods and services to groups such as the Toys for Tots, graduation parties, local benefits, Relay for Life, benefit golf tournaments and many more. In addition, nearly \$120,000 was given to help promote the area in the way of sponsorships for local events such as the I-500, St. Ignace Antique Car Show, Munising 300 and the Mackinac Bridge 50th Anniversary Fireworks Celebration.

Truckloads of bottled water donated to firefighters

Six hundred and thirty cases of bottled water were delivered to the American Red Cross command center in Newberry in August to help the 220 firefighters combating the 2007 Luce County "Sleeper Lake" forest fire. Water was donated to keep members of the firefighting team healthy and hydrated. The water was purchased from the Sault WalMart and was delivered by casino team members.

Volunteer Center Opens

The United Way of Chippewa County and the Sault Tribe teamed up to form a satellite volunteer center, Maagwejjig (pronounced Maa-gway-zhig), which was officially launched on March 16, 2007.

Those who register to become a volunteer go through a basic volunteer training and placement. Once completed, staff identify areas the volunteer is interested in, discuss location, transportation and hours and make the best match for them.

Maagwejjig was honored at a National volunteer week celebration April 16, 2007, when the United Way presented a special award recognizing the strong partnership between the tribe and the volunteer center.

"Congratulations are in order for both the United Way Volunteer Center of Chippewa County and the Sault Tribe. You are now the first Native American community to operate a coordinated volunteer center and we were there to help you do it. We are looking forward



Youthworks! couldn't keep the wood chips coming fast enough for these kids.

to a long-lasting partnership as we work together to serve the needs of your community," said Kristina Beamish, Chippewa County United Way volunteer center director.

400 hours of volunteer service by Youth

Maagwejjig, meaning "gift-givers," began utilizing our tribe's volunteers in 2007 and the impact is already becoming apparent. One of the ways that

manager Jessica Dumback. "We have a nature trail at Big Bear Recreation Center and have been wanting to get it cleaned up, cleared of brush, etc., for a couple of years now and just haven't had any staff or time to work on it," she said.

Children from the Little Learners program stopped by and got some early volunteer experience by helping spread wood chips.

Youthworks! volunteers accomplished a lot. They cleaned miles of ditches on the reservation, folded hundreds of elder newsletters, restored the elders' totem pole, helped elders pack for moving, set up for the powwow, helped with yard work and repainted sheds at the Mary Murray Culture Camp.

To become a volunteer, contact the Maagwejjig volunteer center at (906) 635-6050, volunteer@saulttribe.net, or search volunteer opportunities at www.1800volunteer.org, keyword: Maagwejjig.

Team members come through for United Way

Even though the Michigan economy is at an all time low, Sault Tribe team members have come through again by pledging \$19,654 (This figure includes 2007 cash pledges and pledges payable in 2008).

This is \$3,600 more than we collected for last year's cam-



Maagwejjig serves the tribe is by connecting service organizations and individuals with volunteer opportunities within the tribal community.

Youthworks! is one such organization that has always been interested in volunteering for our tribe. During Summer 2007, Maagwejjig was able to match up Youthworks! with volunteer opportunities.

Between June 18 and Aug. 7, 2007, Youthworks! put in over 400 hours of volunteer service that benefited our tribe.

Youthworks! was welcome news for recreation facility

paigned and \$2,000 more than the 2001 campaign which was our previous high.

The Kewadin Shores and Hessel Casinos were first-time participants this year. Their contributions along with Sault Kewadin meant 58 pledges for \$5,605 which accounts for 29 percent of our total pledges.

For the past 10 years, the Sault Tribe has been one of the top contributors.

2 percent funds help start EMT pilot program

Thanks to \$5,500 in 2 percent funding from the tribe, Engadine Consolidated Schools was able to offer a pilot program to provide juniors and seniors with emergency medical training to certify the students as Michigan first responders. They took the course via interactive television from Marquette General Hospital.

This program is just one of many community services that have been funded through 2 percent payments.

Since 1994, Kewadin Casinos and the Sault Tribe have provided funding for additional safety and health services, along with educational and recreational programs through the "2-for-You Program."

This program is derived from the 1993 Gaming Compact, negotiated with the state, that requires the tribe to earmark 2 percent of its net win from electronic gaming machines to area governments.

As of June 2008, the tribe has awarded more than \$24.6 million to local governments located throughout the Eastern Upper Peninsula.

\$10,000 Donated to Habitat for Humanity

Greektown Casino donated \$10,000 to North Star Habitat for Humanity.

According to Executive Director Ted Curry, there are three Sault Tribe families who are benefiting from North Star Habitat for Humanity homes.

Total Community Contributions for 2007: \$3,767,636

Tribal Board and Administration Contributions \$3,700,896

\$ 1,954,766.....	2% Funds
51,254.....	Children's Christmas Party
141,109.....	Chi-Mukwa Membership Subsidy
16,145.....	Day Care Subsidy
694,248.....	Donations to Tribal Programs
165,400.....	Elder Gift Certificates
3,600.....	Elder Snowplowing
29,709.....	Elder Thanksgiving & Christmas Dinners
148,660.....	Employee Gift Certificates
11,473.....	Foster Care Christmas (Board Subsidy)
360,164.....	Funeral Assistance
8,273.....	Gifts and Flowers
3,111.....	Graduation Parties
102,984.....	Powwows
10,000.....	United Way

Contributions from Team Members and Tribal Community \$66,740

\$ 52,129.....	Dress Down
325.....	Relay for Life
14,286.....	United Way



The annual United Way Chili Cook Off launched the local United Way fund-raising campaign. Above, Sault Tribe member Del Shagen (right) tries some of tribal member Bob Flowers' (left) hot chili while Shagen's twin grandsons, Sam and Jake Hopper, try the mild recipe. A Kewadin Casino's DreamCatcher's Restaurant volunteer keeps it all hot and ready to serve.



Bob Henderson, of Kewadin Casinos, and Red Cross representatives unload bottled water donated by Kewadin Casino, to firefighters battling the Sleeper Lake fire.