



Win Awenen NISITOTUNG

The official newspaper of the Sault Ste. Marie Tribe of Chippewa Indians
November 16, 2007 • Vol. 28 No. 11



November 6, 2007, is June Curran Porcaro Day

The Sault Ste. Marie Tribe of Chippewa Indians hereby proclaims, Nov. 6, 2007, as June Curran Porcaro Day in honor of her love, dedication, and over 30 years of service to our tribe and its families.

June Curran Porcaro, a tribal elder who recently turned 80-years old, has been operating a foster home and runaway shelter for over three decades. She has helped over 2,000 tribal and non-tribal youth. June's door has not only been open to the children and young adults who entered her home, but to the families as a whole, as she worked to honor and strengthen our cultural values of reuniting families.

"The resolution was introduced for June as she had not

only made a difference in the lives of the youth she cared for, but the entire family," said Unit II Director Lana Causley. "June has also shared her own family with all of us and we are very grateful for her years of dedication to our community."

Several local dignitaries and tribal board members, along with various members of the community who were directly affected by June Porcaro, shared words of appreciation in a heart-warming ceremony that generated an applause after each word of thanks. The ceremony, which was held during the Nov. 6 tribal board meeting, generated perhaps the largest crowd for a meeting this year. Many of those in attendance, including family and friends of Ms. Porcaro,

showed up in numbers to honor her.

Chairperson Aaron Payment said, "I'm here to tell you that after learning the hard work that is involved...having kids placed in your home in the middle of the night, working with difficult kids and difficult circumstances, the heartache of trying to help other people when sometimes they don't know they need to be helped, but being there and loving them and offering them compassion no matter what... Personally I would like to thank her for that and for benefitting so many of our people. The people who grew up through June's shelter are very responsible people today because of what she gave them."



Photo by Cory Wilson

Tribal Chairperson Aaron Payment (middle) along with Unit Two Representative Lana Causley (far right), presented June Porcaro with a hand-made birch "blueberry" basket and engraved plaque recognizing June Porcaro's dedication and commitment to area youth. The Sault Tribe officially designated Nov. 6, 2007, as June Porcaro Day in her honor.

Tribes, state sign historic inland rights agreement

BY BRENDA AUSTIN

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

About 100 people gathered at the Odawa Hotel in Petoskey, Mich., to celebrate the understanding of how the tribes' historic treaty rights apply to inland hunting and fishing activities and to sign the new agreement into history, declaring an end to their negotiations.

The five tribes involved in the agreement are the Little Traverse Bay Bands of Odawa Indians, the Bay Mills Indian Community, the Grand Traverse Band of Ottawa and Chippewa Indians, the Little River Band of Ottawa Indians and the Sault Ste. Marie Tribe of Chippewa Indians.

U.S. District Judge Richard Enslen later signed the decree Nov. 5 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. Sault Tribe Communications Director Cory Wilson said, "Currently, the Sault Tribe is working on an implementation plan and the new regulations could go into effect as early as 30 to 60 days from now. Once the implementation plan is finalized, an effective date for the new decree will be announced, indicating when Sault Tribe members will be required to follow the new regulations."

The deal recognizes the rights



Photo by Brenda Austin

Unit I Director Cathy Abramson (L) signs on to the new agreement with Bay Mills Attorney Kathryn Tierney (R) looking on.

of tribal members under the Treaty of 1836 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.

Prior to putting ink to the official document tribal leaders joined state and federal officials for gift giving and a pipe and flag ceremony.

(See Elk Lottery Application on Page 16.)

Kewadin Casinos annual regional impact in EUP \$325.4 million

SAULT STE. MARIE— Kewadin Casino brings a total annual economic output of \$325.4 million to the eastern Upper Peninsula (EUP), 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.

The study came on the 20th anniversary of the casinos and measures the tangible and non-tangible effect the five casino

facilities have in the region. Kewadin has locations in Sault Ste. Marie, St. Ignace, Hessel, Christmas and Manistique. These locations offer two on-site hotels, a convention facility, entertainment center, and Vegas style gaming.

"It is clear that Kewadin has had a significant impression on the eastern Upper Peninsula and even the state with their five casinos," said Jake Miklojick, Michigan Consultants president. "This is seen not only in the total economic output and wages in dollars, but also in other areas such as decreased unemployment numbers (from 12.1 percent in 1990 to 9 percent in 2004 in the five-county EUP region), increase in land values and jobs created because of tourist spending in the area."

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

See "\$325.4 million," page 9

Misdemeanor charges brought against board member

SAULT STE. MARIE — Unit II Board Representative Fred Paquin has been charged with one count of simple assault on Oct. 26, 2007, in 91st District Court in Sault Ste. Marie, Mich.

Under Michigan law, simple assault is punishable by a jail term up to 95 days, up to a \$500 fine. Paquin was arraigned before Judge Michael MacDonald, who read the charges, and was released on his own recognizance after entering a plea of "not guilty." The judge added a stipulation of "no contact" between Paquin and the alleged victim. According to Nov. 9 pretrial court documents, the trial will take place in 91st District Court, to begin at 9 a.m. on Feb. 14, 2008.

Octogenarian takes up challenge, scores big buck



When word came from deer camp that son Philip Roy shot a seven-point buck and nephew Joe Cole shot a seven-point buck and a doe, Pauline Hickman headed out. Not to be outdone, Hickman, an 84-year-old Sault Tribe elder, went hunting and that same day shot herself a large four-point buck. She used her 1920 model 30-30 with open sight, passed down to her by her mother, Lucy Myotte.

Hickman is an active elder who volunteers regularly. She most recently worked at DeMawating Development answering phones. Now she serves on the elder's council and helps out by mailing the elder's newsletters.

Pictured at left is Hickman on one side of her fine catch, and her nephew, Joe Cole, on the other. Cole poses with his deer at right, and Hickman's son, Phil Roy, poses with his catch at bottom, right. When they aren't posing or hunting, they do a little subsistence fishing and smoke themselves some fish. Below, they are smoking mostly salmon and a couple of whitefish.

They forgot to mention where their camp is located!



Photo by Dean Geroux

TRUTH AND JUSTICE — Every year we have a family powwow and this year my son, Lloyd Geroux, and his wife, Janice, surprised us with their bronzed Indian on horseback, landscaped with a dry river bed, at their home in Brighton, Mich. The life-size statue of a Native American warrior on his horse inspired this year's theme for our family's annual powwow — truth and justice — in honor of that symbol of the strength and courage. Lloyd finds that the piece is very appropriate for our heritage. "I don't know a lot about art, but I always heard that it produces an emotional response and the feedback that I have been given is that this bronze work of art produces a sense of tranquility and beauty," he said. Pictured with the statue is Bob Geroux Sr. and his sister, Barbara (Geroux) McVicar. — *From Al and Alice Geroux*

Elder racks up moose

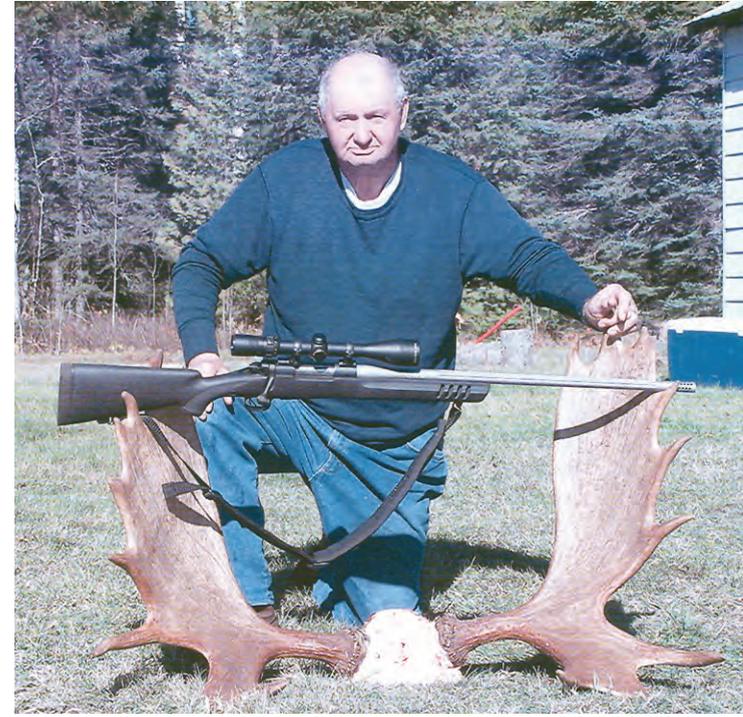


Photo Courtesy Lee Kerridge

Lee Kerridge of Garnet Mich., a tribal elder from Unit II, "Land of the Echoes," in Naubinway, shot this bull moose — 19 points with a 44-inch spread — on the fly during a trip out of White River, Ont. Also on the hunt were three buddies from Manistique: Bill Carlson, Marshall Bradley, and Gary Fuson. A great time was had by all.

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

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

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Indians and is published 13 times a year by the Communications Department. Its mission is to inform tribe members and non-members about the activities of the tribal government, membership programs, services and cultural, social and spiritual activities of Sault Tribe members.

Our name: *Win Awenen Nisitotung*, in our native language means, "One who well or fully understands."

Visit us online: This issue can be viewed online at www.saulttribe.com beginning on its publishing date.

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New tax exemption policy

Effective Sept. 1, 2007

Effective Sept. 1, 2007, all enrolled Sault Tribe members residing in the tax agreement area, and thus eligible to receive tax refunds under the state-tribe tax agreement, must now request a "tax exemption certificate" prior to initiating a significant transaction or purchase that would entitle a tribal member to a Michigan sales tax refund or exemption.

The tax "refund" policy has changed to an exemption, which has resulted in the replacement of tax form 3996 with tax "exemption" form 3998. This new policy specifically applies to the sales and use tax for purchases of a vehicle, modular/mobile homes, building materials/home improvements, treaty commercial fishing expenses and taxes paid on tangible personal property acquired within tribal and trust lands for commercial use. All other provisions of the current tax agreement will remain in effect. Tribal members are still required to submit the 4013 tax form when filing their income taxes if they wish to obtain the annual sales and use tax refund.

The new exemption policy now in effect requires tribal members to obtain and complete a "Tribal Certificate of Exemption for Sales and Use Tax (Form 3998)" prior to a tax exempt purchase. Following the submission of a completed 3998 form, and as long as the tribal member is qualified to receive a tax exemption, a signed "letter of authorization or tax exemption certificate" will be issued. The original certificate must then be provided to the seller/vendor prior to the purchase or at the time of purchase. A copy of the certificate must also be retained by the purchaser.

The tribal member must provide the Sault Tribe Tax Office with the seller's contact information, the purchaser's contact information, and specific details of the item to be purchased, all of which is required on the 3998 tax form. The only way to obtain a 3998 tax form is to contact Candace Blocher from the Sault Tribe Tax Office at (906) 632-6281 or 635-6050. For more information regarding the 3998 tax form, please visit the Sault Tribe's official Web site at www.saulttribe.com or visit www.michigan.gov/treasury.

HIP Program refunded by BIA

Funds have been restored to the BIA-Indian Services budget for 2008. To receive, 2008 funds applications must be received by Nov. 30, 2007.

Repairs are intended for low income homes to bring the condition of the home up to standard conditions. The goal is to eliminate substandard housing for tribal members. Examples can include, but are not limited to, structural repairs, such as roof repairs, foundation, windows, exterior paint or siding; major systems such as plumbing, heating, electrical; and accessibility accommodations, such as ramps, lifts, doorways, bathrooms. In some cases, if the home is too substandard, it is possible to be funded for a new home. Each project is evaluated on a case-by-case based using the following guidelines.

Homeowners meeting the following guidelines are encouraged to apply.

Income guidelines:

- 1 person-\$12,763 or less
- 2 person-\$17,113 or less
- 3 person-\$21,463 or less
- 4 person-\$25,813 or less
- Each additional person add

\$4,350

Additional guidelines include:

- Applicants must live in the seven county service area (Alger, Chippewa, Delta, Luce, Schoolcraft, Mackinac, or Marquette).
- Home must be in substandard condition.
- Must be your year-round residence.
- Must possess a record of deed.
- Must be an enrolled Sault Tribe member.
- Provide a copy of your Social Security card.
- Points are necessary, based on factors such as number of children, age and disabilities.

In addition to the Home Improvement Program, there are other services such as weatherization and sanitation for home improvements, which have other guidelines.

To receive information, contact any ACFS office or ACFS at 2864 Ashmun St., Sault Ste. Marie, on the 3rd floor of the Sault Tribe Health Center, or call (800) 726-0093 or (906) 632-5250.

Cigarette and gasoline quotas increased for remainder of 2007

The Sault Tribe Board of Directors has increased the quota on cigarettes and gasoline for the rest of 2007. The cigarette quota will be six cartons per month instead of five and the gasoline quota will be 90 gallons per month instead of 70. The changes to the system have already been made.

Effective Jan. 1, 2008, quotas will return to their original amounts: cigarettes five cartons per month and gasoline 70 gallons per month.

Reminder: Lowe's of Gaylord does not accept tax certificates

Per its policy, Lowe's of Gaylord will not accept exemption certificates from tribal members living in the tax agreement area. So, members who choose to purchase materials at Lowe's must pay taxes. The state of Michigan cannot force the issue.

— From the Tribal Tax Office

Tribal Christmas parties scheduled

The following is a listing of Christmas parties scheduled as of press time:

Children's Christmas Parties

Dec. 8: Sault Tribe Children's Christmas Party, Chi Mukwa Community Recreation Center, 2 Ice Circle. For more information, call (906) 635-RINK.

Dec. 8: The Sault Tribe Children's Christmas Party for DeTour from 1-3 p.m. at the Sacred Heart Hall. For more information, call Lisa Burnside at (906) 484 2298 or email lburnside@saulttribe.net.

Dec. 8: Hessel Children's Christmas Party from 1-3 p.m. at the Hessel Tribal Center. For more information, call Lisa Burnside at (906) 484-2298 or Email lburnside@saulttribe.net.

Dec. 8: Marquette County members of the Sault Ste. Marie Tribe of Chippewa Indians Christmas party for children up to age 17 at the NMU University Center, Peter White Lounge from 1-4 p.m. Sign up deadline is Dec. 5. Sign up by calling (866) 279-8323.

Elder's Christmas Parties

Dec. 6: Unit IV Escanaba

Elder Christmas Celebration Dinner, 6 p.m., Chip-In Island Resort and Casino, Hannaville.

For questions, please call the Elder Services Division at (906) 635-4971 or (888) 711-7356.

Dec. 10: Unit V Munising Elder Christmas Celebration Dinner, 6 p.m., Woodlands Restaurant, Shingleton. For questions, please call the Elder Services Division at (906) 635-4971 or (888) 711-7356.

Dec. 11: Unit I, II and III Elder Christmas Celebration Dinner doors open at 10:30 a.m., Kewadin Casinos DreamMakers Theater. For questions, please call the Elder Services Division at (906) 635-4971 or (888) 711-7356.

Dec. 13: Unit IV Manistique Elder Christmas Celebration Dinner, 6 p.m., Manistique Tribal Center. For questions, please call the Elder Services Division at (906) 635-4971 or (888) 711-7356.

Dec. 13: Unit V Marquette Elder Christmas Celebration Dinner, 6 p.m., Walhstrom's Restaurant, Harvey. For questions, please call the Elder Services Division at (906) 635-4971 or (888) 711-7356.

Chief of Police Fred Paquin terminated by chairperson

SAULT STE. MARIE, Mich. — On Nov. 9, Sault Tribe Chairperson Aaron Payment announced his decision to end the employment of the Chief of Police Fred Paquin, according to a news release from the chairperson's office. On Aug. 28, 2007, Payment suspended Paquin pending the results of a criminal investigation by the Michigan State Police into allegations of assaulting a tribal woman and fellow employee, and upon recommendations by the tribe's legal department. Since that time, Paquin has been officially charged with assault and is being prosecuted by the Office of Attorney General for the State of Michigan.

"As the elected Chairperson and Chief Executive Officer of the Sault Ste. Marie Tribe of Chippewa Indians, I have decided to end the employment of the Chief of Police, Fred Paquin," said

Payment in a statement.

"This decision is not made lightly and is made in accordance with our policies and procedures. Due to Paquin's official misconduct and other violations of policies and procedures of the tribe, and due to his threats to terminate the employment of the victim and her family members who are also employees, I have taken this decisive action to protect the victim and her family," Payment said.

He added, "With the recent changes to the tribal governmental organization charts made by the board of directors — of which Paquin voted as a Tribal Board member to put the victim's family members in jeopardy of termination — it has become nearly impossible for me to ensure her safety and that of her family without such action. This decision is subject to review and reversal by the Tribal Board of Directors."

Freeze Alert

TIPS FROM THE PROS

To Prevent Frozen Pipes

- ⇒ Be Sure All Foundation Vents are Closed and Air Tight
- ⇒ Remove Garden Hose from Outside Faucets
- ⇒ Plug Any Cracks in Foundation
- ⇒ Check for water lines that are run close to the foundation vent and insulate them.

To Prevent Heating Failures

If You Have a LP Gas Furnace...

- ⇒ Keep the Snow Shoveled Off the Tank and All Around the Tank
- ⇒ Make Sure Your LP Regulator is Not Under an Eve so as to Prevent Water from Dripping on it—Protect it with a Cover
- ⇒ If you have a high efficiency furnace that vents with plastic through the side of the house, keep snow cleaned away from vent

If You Have a Fuel Oil Furnace...

- ⇒ Make Sure Your Oil Filter is in a Warm Environment
- ⇒ Don't Forget to Change Air Filters and Oil Motors
- ⇒ If you leave your house unattended for more than 24 hours please have someone monitor your inside temperature.

Make sure your contractor or installer is licensed and is available for 24 hour service, is listed in the phone book as such, or leaves emergency number with the owner.

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Storytelling teaches, passes time, in winter



MEMBERSHIP Q&A

long, toilsome journey with the hope of saving the village.

The young man would not have to be the strongest physically, but he would have to possess a good heart and compassion for all the people. The elders discussed the matter at great length and made their choice and the man was taken outside of the village where there stood an enormous mountain. During the traveling song played by the drum, a pouch of the sacred medicines was given to the man with the instructions to carry them to the top of the mountain where a sacred fire burned. He would have to place the medicines in the fire and make a plea to the Creator for compassion on the village.

So, the young man started on his way and after the first day, as dusk settled, the man heard someone crying. As he looked down, there before him lay a little snake and the man asked, "What is wrong with you?" The snake sobbed and replied, "I have to go to the top of this mountain but I am too weak, will you please put me on your shoulder and carry me?" The man said, "No, you are poisonous and if you bite me

I will die." But, the snake was charming and very convincing and promised the man that he wouldn't bite so hesitantly, the man put the snake on his shoulder and continued on his way.

After many days of extreme struggle, the exhausted young man finally came to the top of

the great mountain and his heart was filled with joy because before him burned the sacred fire. But, just as he reached for the sacred medicines he felt the sting on his neck from the bite of the snake. As the young man fell to his knees he cried out, "You liar, you promised me

you would not kill me!" The snake smiled and hissed and as he flicked his forked tongue he said, "Yes, I did say that, but I am a snake and can never be trusted and you knew what I was when you picked me up."

*Respectfully,
Clarence Hudak*

Q: I have been told that the winter months were times when our people would gather together and listen to the storytellers give their teachings. Could you comment on this and perhaps relay a story that you have heard?

A: Yes, when our ancestors endured the long winter times they would assemble in the lodges and listen to the wisdom of their elders through various stories. As for any stories that I have heard, there is one that comes to mind that was told by a woman elder of our tribe at a gathering of our people in St. Ignace on Feb. 17, 2005. She said this:

Long ago, there fell a great hardship on an Anishinaabe village. The people tried everything to overcome the misfortune but nothing would work. Thus, the elders decided to call a council at which time they decided to choose a young man from all the people to go on a

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We thank those Sault Tribe members who have already sent in their postcard. Mi-gwech. Those who have not, and who would like to continue receiving their free Sault Tribe newspaper, should complete this form and send it in now. Thank you.

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me Debbie

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Tribal walleye stocking program going strong into its tenth year

BY TOM GORENFLO,
ITFAP DIRECTOR

Walleye fishing in the St. Marys river received another boost this year as the Inter-Tribal Fisheries and Assessment Program (ITFAP) raised and stocked 337,000 two-inch walleye summer fingerlings at various locations in the river in late June. The program contributes significantly to the walleye population — 21 percent of walleye sampled by ITFAP in 2006 were stocked fish. And that percentage is expected to rise.

ITFAP also assisted in the rearing and stocking of an additional 7,000 six to eight-inch fall fingerling walleye, which were stocked in the river near Raber Bay and in Caribou Lake, an inland lake located near DeTour, Mich.

Summer fingerling walleye were stocked at several locations in the river: Potogannissing Bay received 185,000 fingerlings, Raber Bay area received 31,000, Charlotte River mouth 20,000, Lake George 41,000, and 60,000 were stocked at Aune Osborn Park. Michigan Department of Natural Resources (DNR) assisted the tribes this year by supplying nets and staff for capturing the two-inch fingerlings from the rearing ponds, and transporting them to the river for stocking.

In addition to the summer fingerlings, fall fingerling walleye were raised and stocked in a cooperative venture between

ITFAP and local landowners, Nathaniel Armstrong and Andrea McDonald, who own and operate several walleye rearing ponds in the Barbeau area. Three local sportfishing clubs — the Raber Area Sportsmen's Club, St. Marys River Sportsmen's Club and the Caribou Lake Association — purchased some of these fall fingerlings for stocking in the river and in Caribou Lake. The tribes and landowners also donated some 3,800 fall fingerlings to these clubs to help bolster their stocking efforts.

Since 1998, ITFAP has stocked the St. Marys river every year except 1999. Most of the fingerlings stocked by the tribes since 2001 have been marked using oxytetracycline (OTC), a common marking technique used in various Great Lakes species including walleye and chinook salmon. The OTC is applied to the hatchery water shortly after hatching, which leaves a mark on the otolith (ear bones) of the fish that can be seen under a special microscope.

The primary purpose for marking the fingerlings with OTC is to help biologists distinguish stocked walleye from naturally reproduced walleye in the river. This helps biologists evaluate many aspects of the stocking program, including whether stocking is benefiting the sport fishery in the river.

For example, during fall 2006, tribal biologists collected

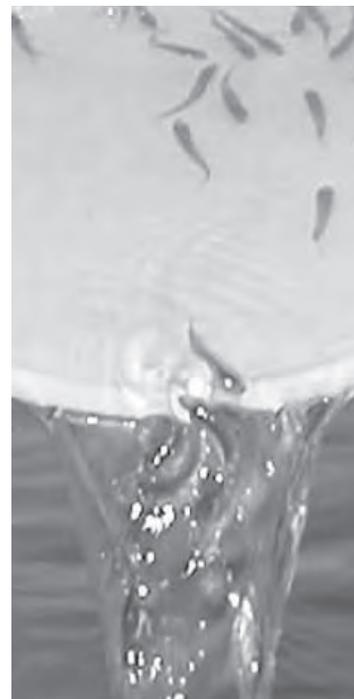
21 percent of walleye sampled stocked fish; no sign of VHS in stocks

62 walleye samples from a local charter boat operator in the river, and determined (from OTC marks) that 21 percent were stocked fish. These preliminary results suggest that the stocking program already contributes a sizeable number of walleye to the sport fishery, at least in the limited number of areas sampled so far. The percentage of OTC marked (stocked) walleye is expected to increase in the future, since not all walleye stocked prior to 2001 were OTC marked.

In January 2007, the ITFAP sent a letter to several sportfishing clubs on the river explaining the tribes' stocking program, and seeking assistance in collecting walleye heads for OTC analysis. Since that time, ITFAP has received some 300 walleye samples from local sport fishermen. These samples will be analyzed for OTC marks during the winter months, which will provide a much better picture of the contributions of stocked fish to the sport fishery.

ITFAP will seek assistance from local sport fishers again in 2008, as evaluating the stocking program will require collecting samples for several years. Understanding where stocked walleye are harvested will also be valuable for determining the most appropriate stocking sites, and the best number to stock per site.

In addition to the St. Marys river stocking, ITFAP contin-



ued the stocking of 100,000 walleye summer fingerlings at Bay Mills in Brimley Bay, and 140,000 in Lake Michigan's

Grand Traverse Bay. Beginning in 2008, ITFAP plans to reinstitute walleye stocking in Lake Huron's St. Martin Bay, near the Carp and Pine rivers.

Like all Great Lakes fishery agencies, ITFAP is concerned with the newly discovered fish virus, VHS. Since walleye are susceptible to VHS, ITFAP sent samples of either adult walleye or pre-stocked fingerlings to accredited laboratories for testing prior to stocking. Thus far, all 219 samples have tested negative for VHS.

The Inter-Tribal Fisheries and Assessment Program's hatchery is administered by the Sault Ste. Marie Tribe of Chippewa Indians, and receives funding support from the Bay Mills Indian Community and the Grand Traverse Band of Chippewa and Ottawa Indians.

Killips running for Congress

BY RICK SMITH

Sault Tribe member Scott Killips is on the campaign trail as a Democratic candidate for the U.S. Congressional Second District of Michigan.

"The decision to go after this seat was not an easy decision, but I believe it was the



Scott Killips

right decision," Killips notes on his Web site, www.killipsforcongress.com. "I am aware of exactly what I am up against in this election. I know it may take a miracle to replace an incumbent with heavy Republican support and ties to the White House. However, miracles happen every day and the people in my District are hungry for

change. The time has come for ordinary Americans to roll up their sleeves and work to ensure that our representatives are actually representing the interests of their constituents."

Killips hails from Manistee, Mich., and worked for the Soaring Eagle Casino in Mount Pleasant for the past 12 years. Prior to going into gaming, he was employed in the automotive industry where he was a member of the union and eventually became a union steward for UAW.

His immediate family is composed of his wife, Sarah, and three children, Alex, 16, Alexis, 12, and 5-year-old Andrew.

The candidate's campaign platform appears to center on education, health care, economics, national security and Constitutional rights.

The U.S. Congressional Second District of Michigan consists of 11 counties in western Michigan along the Lake Michigan shoreline; the counties are Benzie, Lake, Mason, Manistee, Muskegon, Newaygo, Oceana, Ottawa and Wexford along with portions of Allegan and Kent counties.

The population of the district is nearly 700,000 people according to the 2000 U.S. census.

Republican Peter Hoekstra currently represents the district and has represented the district since 1993.

Further details about Killips, his platform and contact information can be found at www.killipsforcongress.com.



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Great Lakes: Mild winter, drought improved

WASHINGTON, D.C. — In the first scheduled update to the 2007-08 U.S. winter outlook, NOAA seasonal forecasters say the latest data and model runs confirm their earlier prediction for above-average temperatures over most of the country and a continuation of drier-than-average conditions across much of the southwest and southeast.

According to a recent press release, the prediction for a warmer than normal winter is still on course. Michael Halpert, head of forecast operations and acting deputy director of NOAA's Climate Prediction

Center said, "The big concern continues to be the persistence of drought across large parts of the country's southern tier. Nearly half of the southeast is in extreme drought and water supplies have reached critical levels in some cities."

Despite some recent short-term relief over the southeast and Tennessee Valley, and the potential for additional short-term relief during the next 10 days, NOAA meteorologists predict that the drought will continue through the winter for many areas in the southeast. Although forecasters cannot

rule out much-needed rain in any location in coming months, the latest U.S. drought outlook shows reduced chances for significant relief along the gulf and southeast coasts, as the odds for soaking tropical rains diminish as the Atlantic hurricane season winds down, according to the release.

The onset of La Niña means that drought will likely persist in the Mid Atlantic and the southwest from southern California into Arizona. In contrast, the drought forecast shows continued improvement for the northeast and Great Lakes region, as well as the northwest and northern Rockies, according to the release.

"Even though December, January and February are likely to be milder than average for much of the country, people should still expect some typical winter weather this season," said Halpert in the release.

For the country as a whole, NOAA's updated heating degree-day forecast for December through February projects a 3.4 percent warmer winter than the 30-year normal, but a 0.7 percent cooler winter than last year, according to the release.

The 2007-08 U.S. winter outlook will be updated for the final time this season on Nov. 15 at 8:30 a.m. Eastern time.

According to the release, the U.S. winter outlook is produced by a team of scientists at NOAA's Climate Prediction Center in association with NOAA-funded partners. Scientists base this forecast on long-term climate trends and a variety of forecast tools from statistical techniques to extremely complex dynamical ocean-atmosphere coupled models and composites.

NOAA is dedicated to enhancing economic security

and national safety through the prediction and research of weather and climate-related events and information service delivery for transportation, and by providing environmental stewardship of our nation's coastal and marine resources. Through the emerging Global Earth Observation System of Systems, NOAA is working with its federal partners, more than 70 countries and the European Commission to develop a global monitoring network that is as integrated as the planet it observes, predicts and protects.

On the Web, Climate Prediction Center seasonal outlooks are at www.cpc.ncep.noaa.gov/products/predictions/90day. Climate Prediction Center drought assessments are at www.cpc.ncep.noaa.gov/products/expert_assessment/drought_assessment.

Vet suicide bill goes to president

BY RICK SMITH

In what is described as a "giant leap forward," the Suicide Prevention Action Network (SPAN) USA reports a bill designed to reduce suicide among military veterans passed unanimously by both the House and Senate now only waits for the president's signature to become law.

The Joshua Omvig Veterans Suicide Prevention Act, H.R. 327, received final approval from the house on Oct. 23. The Senate passed the bill on Sept. 28.

The Act amends Title 38 of the United States Code to direct the Secretary of Veterans Affairs to "develop and implement a comprehensive program designed to reduce the incidence of suicide among veterans."

Joshua Omvig, the Act's namesake, was a veteran who committed suicide in 2005 at his home in Iowa following an 11-month tour of duty in Iraq.

The bill tasks the Secretary of Veterans Affairs with creating a comprehensive suicide prevention program for veterans, make 24-hour mental health care available for veterans at risk, and develop extensive out-

reach and education programs for mental health professionals, veterans and their families.

The House and Senate nods to the plight of elderly veterans as the bill notes, "It is the sense of Congress that . . . suicide among veterans suffering from post-traumatic stress disorder (PTSD) is a serious problem; and the Secretary of Veterans Affairs should take into consideration the special needs of veterans suffering from PTSD and the special needs of elderly veterans who are at high risk for depression and experience high rates of suicide in developing and implementing the comprehensive program under this Act."

The Act stipulates an array of components to be incorporated into the prevention program. It also directs Veterans Affairs to consult and conduct research with the Department of Health and Human Services, National Institute of Mental Health, Substance Abuse and Mental Health Services Administration and the Centers for Disease Control and Prevention.

SPAN USA said the Senate bill includes over \$50 million in suicide prevention related funding.

U.S., Canada sign 'indigenous' health care MOU

WASHINGTON, D.C. — Secretary Mike Leavitt signed a Memorandum of Understanding (MOU) with Canadian Minister of Health Tony Clement Nov. 1 "to improve the health status of indigenous communities through enhanced international collaborations, identification and reinforcement of best practices, and innovative approaches to learning opportunities," according to a press release.

The signing took place in the Humphrey Building, HHS' national headquarters.

The MOU, which is a continuation of a similar five-year MOU signed in 2002, will focus on improving health care delivery and access to health services for American Indian and Alaska Native people of the United States, and the First Nations and Inuit of Canada.

According to the release, the former MOU called for the sharing of health information, education and training. Clement said the past five years have led to "tangible progress" on many important health issues such as maternal and child health, disease prevention, and mental health and addictions. He added that re-signing the MOU shows Canada's commitment to "continue working collaboratively with our American counterparts, aboriginal partners and others to improve the quality of life and promote a prosperous future for all aboriginal peoples."

HHS' Indian Health Service (IHS) will administer the activities under the MOU for the United States. The First Nations and Inuit Health Branch is the IHS counterpart in Canada.

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New contemporary art grant program announced

WASHINGTON DC — The Smithsonian's National Museum of the American Indian is accepting applications for its Visual and Expressive Arts Grants program designed to support the wide ranging creative activities of Native American artists.

Funding opportunities are for the visual arts and expressive

arts, and the application deadline is Jan. 15, 2008.

The Visual Arts Program will fund exhibitions, installations, publications and critical writing that interpret and present the work of contemporary Native visual artists to the public and encourage dialogue and critical commentary. Awards will range from \$7,500 to \$15,000 per

project.

The criteria for selection will be based on the artistic and programmatic merit of the project, the ability to reach a diverse audience and the nature and extent of interpretation. Nonprofit or education-based organizations are encouraged to apply.

The Expressive Arts Program

will fund the creation and presentation of new works by Native artists, with particular emphasis on collaboration. Artists may create presentations that include music, dance, spoken word, electronic media, film and video, costume design, mask making, set design, performance art, photography, painting and other forms of

expression. Selected artists will receive grants of up to \$10,000.

Awards will be announced March 15, 2008.

Grants are effective from May 1, 2008 through April 30, 2009.

For additional information and to download an application, visit www.AmericanIndian.si.edu.

Youth 9 to 19 invited to enter Michigan Week Youth Photo Contest

Youth interested in documenting Michigan history through photography are invited to enter the 2008 Michigan Week Youth Photo Contest. Michigan youth ages 9 to 19 (as of Jan. 1, 2008) are eligible to submit up to two photos for the 2008 Michigan Week celebration. Submission deadline is Feb. 15, 2008.

The historic site must be at least 50 years old. Historic sites could be buildings, structures and areas such as a neighborhood or fairgrounds. Prints of the regional and state

winning photos are given to the Michigan State Historic Preservation Office. These photos are archived for future historical reference. Michigan 4-H, through its Michigan Week Youth Photo Contest, has added over 150 historic site photos to the state archives.

Twelve photos will be selected to tour Michigan for one year as an exhibit. Eighteen photos will be selected as regional-winning photos. All 30 photos will be on the State of Michigan's Web site.

Michigan State University

Extension, 4-H Youth Development, the Michigan Department of History, Arts and Libraries and the Michigan History for Kids magazine are coordinating the contest.

For more information, contact 4-H Program Associate Andrea Caron, (906) 635-6368. Information about the Michigan Week Youth Photo Contest can also be found at www.michigan.gov/michiganweek. — *From MSU Extension 4-H Program*

Elders sponsor Tribal Youth Essay Contest for ages 5-18

The Sault Tribe Elder Advisory Committee is sponsoring a "Tribal Youth Essay Contest." The contest is open to all Sault Tribe members ages 5-18 who are attending school, grades K-12. The topic of the contest is: "What Elders Mean to Me."

The essay may be any length, appropriate for the child's age and grade level. Essays may be handwritten (must be legible) or typed. Essays must include the student's name, address and telephone for office contact purposes only. Essays must be submitted by Dec. 15, 2007. The Education Division Office shall receive all entries for

the essay contest. The address is: Education Division, 2 Ice Circle, Sault Ste. Marie, MI 49783. Essays will be judged according to content and grammar, appropriate to the author's age and grade level.

There are four grade categories: Kindergarten—grade 2, grades 3-5, grades 6-8, grades 9-12. Authors of winning essays will be awarded a \$25 check and the winning essays will be printed in the January issue of the Sault Tribe newspaper, *Win Awenen Nisitotung*. Good luck to all students! For any questions, contact Angeline Matson, Education Director, at (906) 635-4944 or amatson@sault-tribe.net.

DOE's Tribal Energy Program student internships available

ALBUQUERQUE, N.M. — DOE's Tribal Energy Program is offering summer internships to Native American students who are interested in renewable energy and who are currently college upper-classmen or graduate students. To be considered for the 2008 summer program applications must be received by Feb. 22, 2008.

The 12-week internship is located at Sandia National Laboratories in Albuquerque, N.M. Current college upper-classmen and graduate students, who are familiar with Native American culture and tribal issues, are needed to support the Tribal Energy Program efforts with technical project tasks.

Specific interest in renewable energy is required. Interactions will be with Sandia's renewable energy staff, Native American tribes interested in renewable systems and Sandia's American Indian Outreach Committee. Travel will be required,

including field visits to renewable energy projects. The student applicant must be a U.S. citizen and be a member of a federally-recognized tribe, Alaska village or Alaska corporation. Applicants must pass a pre-employment background check. Salary will be commensurate with number of hours completed by the end of the 2006 fall semester in an appropriate technical major. Sandia will pay relocation expenses for a school site greater than 50 miles from Albuquerque.

For an application or more information, contact Sandra K. Begay-Campbell, Sandia National Laboratories, 1515 Eubank SE, MS 1110, Building 6585, Room 1905, Albuquerque, NM 87123; Telephone: (505) 844-5418; skbegay@sandia.gov

For more on the program, see: www.eere.energy.gov/tribalenergy/internships.cfm.

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Greektown Casino parking structure opens

CASINO BOARD MOVES TO BOOST GREEKTOWN CASINO COMPETITIVENESS

DETROIT — 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.

After a ribbon-cutting ceremony attended by Sault Tribe board members and local dignitaries, the parking structure officially opened for business — on time and on budget.

Since opening in November 2000, Greektown Casino's lack of an attached garage has 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 attached garages for guest parking. By comparison, Greektown guests scrambled for spots in a variety of 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's new attached parking structure opens making it more convenient for patrons.

Ghelfi noted that within a matter of a few minutes, Greektown Casino guests can exit at Lafayette Street from southbound I-375 and almost immediately turn right into the garage.

"Greektown Casino guests can now move from their vehicle to gaming action and fun in a matter of a few moments," he said.

The garage should also boost Greektown Casino's revenues.

"In addition to being a big deal for our guests, our new garage is a big deal for

Greektown Casino's bottom line," Ghelfi said. "Having a casino in the Detroit market without an attached parking garage is akin to having a Comerica Park without seats. This garage significantly elevates our competitive parity."

Completion of the garage marks the end of phase 1 construction work on the new permanent Greektown Casino and hotel. Phase 2 — construction of the casino's new 400-room hotel and expanded gaming floor — is scheduled to be done in fall 2008. The

permanent casino and hotel will also include a multi-purpose theater, buffet, three restaurants, an expanded gaming floor and 25,000 square feet of additional gaming space. The tribe's total investment in the permanent Greektown Casino project will be \$475 million.

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 is considering adding a 20-percent minority stock partner in the Detroit gaming property. The move would allow an immediate infusion of equity into the facility and substantially reduce the tribe's debt in the property.

The tribe would maintain significant majority ownership of the casino.

"Greektown Casino is profitable and poised for strong revenue growth with the opening of the garage a few days ago followed in fall 2008 by the opening of our hotel and expanded gaming space," said Sault Tribe CFO Victor Matson Jr. "As the value of Greektown Casino increases, the Sault Tribe is considering a minority equity partner."

Matson said the move would

boost Greektown Casino's financial strength relative to its market competitors and will enable the tribe to fund additional capital and program activities for its members and its future.

In addition to seeking an ownership partner, the Sault Tribe will also put \$35 million in additional equity into the casino. The investments will help the casino meet its debt obligations during the construction of the permanent casino, which has disrupted operations and negatively affected revenues.

Matson noted that 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," Matson said. "Bringing on a minority equity partner now moves the ownership structure closer to what was in place prior to the opening of Greektown Casino, when the Sault Tribe had a significant partner."

Temporary health staff relocation goes smoothly

SAULT STE. MARIE — Sault Ste. Marie Tribal Health Center was closed temporarily beginning Nov. 5 due to water damage caused by a ruptured water line on the third floor of the facility. But the medical clinic, pharmacy, Contract Health Services (CHS) and other services were still made available to the community through the swift actions of health and support staff by relocating to other tribal buildings.

The health center's scheduling office and Contract Health Department was relocated to the Mary Murray/Bonnie McKerchie building at 2218 Shunk Road, with the clinic's main phone line still in use. Some of the staff disbursed



Photo by Carol Pages-Montie

UP AND RUNNING — CHS staff Tina Robinson and Nicki Tremblay (L-R) get organized after relocating from the health center to the Mary Murray Building on Shunk Road.

through the service area, and ACFS staff moved to the tribal

administration building and took over conference rooms.

By the next day, extensions and computers were up and running.

Health, communications staff and MIS all did their part to make the transition seem seamless to the membership and construction worked through the week to make the necessary repairs and cleaning.

Tribal support departments like MIS helped make the transition look seamless to the rest of us.

Associate Executive Director of Membership Services Kristi Little praised the effort.

"I would like to recognize the great team effort by the health and ACFS division staff, along with the many other tribal departments that assisted us

with the mobilization of services and staff during the implementation of our emergency operations plan that resulted in the relocation of many vital health services," she said. "We experienced down-time that lasted less than a day and we were able to move forward with a plan that seems to be working well. Our current circumstance is unfortunate, however, it has allowed us to test our emergency preparedness plan and training and so far we have excelled in many areas that has limited down time and allowed for the continuation of many health services. The staff should be commended for their cooperation during this whole process."

Soup and frybread fundraiser garners \$2,000 for Walk for Warmth

Sault Tribe held a fundraiser Oct. 19 to help fund Walk for Warmth. The fundraiser was held in the tribe's Bingo Hall, and offered homemade soup and freshly made frybread. Walk for Warmth helps local families with winter heating assistance.



GOOD JOB — United Way's Scott Nason, Sault Mayor Tony Bosbous and Sault Tribe Chairperson Aaron Payment proudly display the check symbolizing \$2,000 for Walk for Warmth.



SOUP'S UP — Two of the volunteers manning the soup bowls were Kim Green and Sue Stiver-Paulsen (L-R).



DELIVERY MAN — Fellow volunteers load up Ken Hemming, left, with delicious deliveries.

Kewadin donates furniture to Habitat for Humanity

Two semi-truck loads to help local families

SAULT STE. MARIE— The Sault Ste. Marie Habitat for Humanity group received nearly two semi-truck loads of furniture from twenty-seven Kewadin Casino hotel rooms that will soon be renovated. Items include box springs, head boards, dressers, night stands, photos, lamps, mirrors and bed spreads.

The shipment will be delivered to the Habitat for Humanity ReStore in Sault Ste. Marie. "The Habitat ReStore is a retail outlet where quality used and surplus building materials are sold at a fraction of normal prices," said Ted Currie, Habitat for Humanity executive director. "Proceeds from ReStores help us fund the construction of Habitat houses within the community."

Materials sold by Habitat ReStores are usually donated from building supply stores, contractors, demolition crews

or from individuals who wish to show their support for Habitat. In addition to raising funds, ReStores help the environment by rechanneling good, usable materials into use.

A similar donation will be made to Habitat again in early December when another 28 hotel rooms will be renovated with all furniture and accessories going to the ReStore. "It feels good to be able to donate these items to an organization that can channel them to families who need them," said Steve Sprecker, casino general manager. "It's all about community and being involved to help your neighbor." The total donation value to the group is \$50,000.

Habitat for Humanity is a nonprofit, ecumenical Christian housing ministry that seeks to eliminate poverty housing and homelessness from the world, and to make decent shelter a matter of conscience and action. Habitat has built more than 225,000 houses around the world, providing more than one million people in more than 3,000 communities with safe, decent, affordable shelter.

Through volunteer labor and

donations of money and materials, Habitat builds and rehabilitates simple, decent houses with the help of the homeowner (partner) families. Habitat houses are sold to partner families at no profit and financed with affordable loans. The homeowners' monthly mortgage payments are used to build still more Habitat houses.

Furniture from the rooms was also donated to families of the Anishnabek Community and Family Services group of the Sault Tribe.

In 2007, Kewadin donated over \$140,000 to support local benefits, donations and related activities.

FURNITURE — Pictured at left, Executive Housekeeper John Cleary (left) and Habitat for Humanity Director Ted Currie (left) put the last piece of furniture into one of the two semi-trucks used to transport the furniture donation from Kewadin Casinos to the Habitat ReStore. The semi-trucks were donated by Graham Trucking.



Halloween Scares at Kewadin Casinos!

Kewadin team members and customers had a great time dressing up for this year's Halloween activities! The week prior to Halloween, customers enjoyed themed parties in the Rapids Lounge in Sault Ste. Marie, Northern Pines Lounge in St. Ignace and the Mariners Cove in Manistique. They enjoyed a special Witches Brew Cash Bash on Halloween night at all five casinos where they had a chance to win cash prizes — double the prize if they were dressed for the event.

Thanks to all of our team members who dressed up to the occasion to make a fun day for all!



Stories and Photos by Michelle Bouschor



Is it a Kewadin slot machine? No, it's Barb McKelvie in Sault Ste. Marie!



Kewadin's housekeeping resident "pirate" Divina Izzard, housekeeping, Hessel.



Our wise old wizard, Anthony Wemigwans, Sault Ste. Marie Housekeeping Dept.

\$325.4 million, from page 1, plus improved health care and welfare reduction

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.

"This research shows the benefits that clearly exist by having Kewadin in the area for over 20 years," said Tony Goetz, chief operating officer of Kewadin Casinos. "Investing back into the community, into our facilities, our employees

and building us to be a major attraction in the area has benefited the entire region."

The study outlines other significant factors demonstrating the casino's 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 visiting the casino.

"This strongly represents that the Kewadin facilities represent a major tourism lure in the area," said Miklojick.

"The revenues our casinos earn or that go to our local contractors and employees cascades through the economy and

community building up the area around us supporting our local economy," said Goetz.

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 2001-05.

\$74.6 million in gross earnings impact from construction from 2001-05.

1,703 gross employment from construction from 2001-05.

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 for a variety of benefits, including health care for families. Rural areas in general have been hard pressed in recent years 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 casinos help

address this challenge thus reducing overall governmental costs and 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.

Michigan Consultants has worked with over 50 casino organizations (existing and potential) throughout the country. Their work involves analyzing the gaming markets, surveying communities on casino impacts and other gaming related topic analysis. The organization also works with many other private and public sector projects.

For a complete summary of this study, contact Michelle Bouschor at (906) 635-7732 or mbouschor@saulttribe.net.

LEGISLATION ATTACKING 64 % OF TRIBAL MEMBERS



AARON A. PAYMENT, MPA
TRIBAL CHAIRPERSON
REPRESENTING ALL UNITS
& MEMBERS AT LARGE

MEETINGS PROHIBITED IN LOWER MICHIGAN?!

A resolution introduced by Director Eitrem intends to prohibit Special Meetings from occurring outside of the service area. This is a direct attack on the 64 percent of our members who live outside of the service area and would clearly violate the tribal constitution as it takes away the authority of the chairperson to call special meetings. The resolution even boasts about how the tribal board interprets the constitution (in the real world, the courts and legal precedence decide issues of law, not unqualified lay politicians) however they demand. This is precisely why we need a new constitution with a separate court system!

I am proud to have called a Special Meeting in September (in Detroit) — for the first time in our history — outside of the service area so you could attend. For any board member to vote to violate the constitution by taking away the chair's clearly stated authority to hold a special meeting, and to prohibit meetings from occurring where the majority of you reside, is inexcusable. This resolution was tabled, but if it is returned to the floor, I will work with the members to circulate a petition to put it to a referendum vote.

ORGANIZATIONAL CHART PLACES VICTIM AT RISK

This motion was introduced by Director Abramson after she was informed of a police report of a threat to a victim from the tribal chief of police. It violates the tribal constitution that designates the chairperson as the CEO of the tribe. We do not have a separation of powers doctrine in our currently weak corporate constitution, but for well over 33 years it has been understood that the chairperson is the lead administrator of the tribe.

Following the Chief of Police Fred Paquin's suspension due to being investigated by the Michigan State Police and now the Michigan Attorney General's office for assault, Abramson's nephew DJ Hoffman brought a motion to change Paquin's supervisor so he would not be suspended from work. One of the organizational changes I made, to insulate the victim's father from termination, was to move the juvenile detention center out from under law enforcement and instead place it under the regulatory branch. Abramson's motion places the victim's father back at risk.

Abramson will claim this is for efficiency purposes and that it is what her voters want but she placed it on the agenda as a **motion rather than a resolution to purposely lock out the**

members from having any say in the matter.

GREEKTOWN CHAIRPERSON

Hundreds of members throughout the service area and "at large" have expressed their desire for the tribal board to respect their vote choice of the chairperson as CEO. The constitution is clear and unambiguous here. In Unit 2, elders have demanded Lana Causley not do anything to undo their vote for chairperson as CEO. In Sault Ste. Marie, a group of over 50 elders came to the meeting to express their support for reinstating the chairperson as the chair of the Greektown Management Board.

Specifically, the Elder spokesman said, *"When we voted for Aaron, we voted him as CEO and that includes Greektown."*

At two Detroit meetings with well over 150 people total, the support to reinstate the tribal chairperson as chair of the Greektown Management Board was unanimous. At both the Unit 1, 2 and 3 and Unit 4 Elder Thanksgiving Dinners, over 600 elders (by a thundering applause) showed their support for the chairperson as the chair of Greektown and as the administrative authority over the organization of the tribe. A resolution written by DJ Hoffman would basically say the tribe and the people of the tribe have no business telling the Greektown casino (98 percent owned by the Sault Tribe) how to be governed or how to operate.

INPUT FROM MEMBERS

I am asking you to re-instate our TRIBAL CHAIRPERSON as CHAIR of GREEKTOWN MANAGEMENT BOARD .

MIIGWICH, JACK BLACK

Hi Aaron, I sent an e-mail to each BOD person. However, Massaway, Chase and Miller were returned. When you were elected, I voted for you with the understanding that you would be the Chair of Greektown Management in addition to our BOD. I am so pleased to have a Chair man of our Tribe that has integrity and honor. Thank you for being a role model to us.

Thanks, Sharon Jensen

I am asking you to re-instate our Tribal Chairperson as the Chair of the Greektown Management Board. Thank you for your time on this important matter.

Kim Dodd

As a downstate tribal member, I assign my votes to Unit 4 because my family lives in Manistique. I'd appreciate your support on this important issue. I am asking you to re-instate our Tribal Chairperson as the Chair of the Greektown Management Board. My family appreciates your support. Please advise me on your position on this important matter.

Donald P. Dougherty

I am asking you please re-instate our Tribal Chairperson as the Chair of the Greektown Management Board. You can still make up for your mistake by re-instating the Tribal Chairperson. Lets move forward and give the members what they want.

Diana Knowles

I am a tribe member and Elder living in what might become the Detroit AT-Large Area. With the growing unity of other Elder voices, I wish mine added to theirs in statement that, "We believe the Chairman of the tribe and the Greektown CEO were, will be and are one-and-the-same. We believe that only a vote of the entire tribe may change that. Therefore, we the Elders of the Sault Ste. Marie Tribe of Chippewa Indians demand that Aaron Payment, the current Tribal Chairman be reinstated to the position of Greektown CEO immediately.

Anonymous

Have emailed all Board members with the request to re-instate you.

Connie Marshall

I am a tribal member from metro-Detroit. I am writing to ask you to vote yes on letting us meet as a people culturally, and spiritually and for tribal related business. Also I wish you to vote on returning chairperson Payment to the chair position at GTC. I also ask that this e-mail address not be used or shared with anyone.

Thank-you, Debrah of Warren

I am asking you to re-instate our Tribal Chairperson

Aaron Payment as the Chair of the Greektown Management Board. Stop with the name calling and accusations about unethical behavior and him being detrimental to the success of the Tribe. We finally have a Chairperson who is acting for the betterment of the Tribe. We the people elected him, and he should have never been removed from that position in the first place.

Sincerely, Charles Orosco

Aaron, I sent each person an e mail asking them to name you the Chair of the Greektown management board, good luck. Keep up the good work Sir.

Frederick S. LaLonde Dearborn Mi.

You have my support.? Hope it helps. I want to see if these people respond to my request, they at least? owe me that respect.

Irene Thiele

I just sent them all a message re regarding your letter. As I live in Arizona, I appreciate receiving your letter.

Beverly Wegner

I am asking you to re-instate our Tribal Chairman as the Chair of the Greektown Management Board. This issue was voted on, and approved by the majority of the Tribe. If there are reasons that the Chairman should not hold this position, then the Board must go to the tribe for resolution. As my representative, I'm asking that you ensure that my vote counts!

Sincerely, James F. Howick, Elder, Unit 1

It has been brought to my attention that a board member introduced a motion that would strip Aaron Payment of the authority invested in him as Chairperson/CEO by the Constitution. When he became Chairperson, this authority was vested in this position. I do not see how a Board can take away that authority without consent of the members of the Tribe. I do more than ask, I demand, that the motion itself be negated and be formatted as a resolution so that I, a member of the Tribe, can have some say in this matter. It seems ludicrous that a Board member can simply set up a motion to strip the CEO of his/her authority. This sounds like this member is trying to undermine Aaron Payment's authority "big time" and ultimately our ability to have an input as a member of the Tribe. The ethics of this proposed motion is highly questionable and a slap in the face to all the members of the tribe.

Al Adams

Aaron.....I was more than happy to send a post to my unit # 3 director.

William Kitchen

Dear Lana: When last we held an election for a new chairman, it is my belief we expected the elected person would also serve as the Greektown CEO, as had the man he was elected to replace. I do know no one elected Fred Paquin to the Greektown position outside of a board that suddenly seems overrun with his cronies. As these shenanigans continue I am coming to believe that what it will take for our tribe to get honest government is a clean sweep of the incumbent board members so we can actually start over.

Ron Burling, Tribal Elders

Chairperson Payment: What do I got to do to have you re-instated.

Thanks, Joe

My name is Kathi Jones-Cutler (Geroux) a member of the tribe and I strongly vote for Aaron Payment to fully represent our tribe as the official Chairperson for the Greektown Casino. He has proven to be a leader of integrity and honesty who looks out for the best interest of all tribal members.

Sincerely, Kathi Jones-Cutler

Article 2 : Duties of Officers, The Chairperson shall perform all duties consistent with the office as chief executive officer of the tribe... As stated below in Article 7, the board is subject to this expressed restriction as stated in the tribal constitution.

Thank you, Charles Forgrave

I am asking you to re-instate our Tribal Chairperson as the Chair of the Greektown Management Board.

Respectfully, Clyde D. Morell, Tribal Elder

It has been done.... thanks Aaron for letting me know.... good luck!

Joyce House

I have e-mailed all the names you listed and asked for you to be reinstated.

Patricia Masson

I am requesting that Tribal Chairman Aaron Payment be reinstated to Greektown. Please consider that each and every member has an opinion, and a right to it - as to be heard and to be put into motion. We are all members and no one is humanly superior to one another, please don't down scale the memberships intelligence. We trust the board of elected to hear us, speak for us, and most of all carry our individual requests to the tables of decisions. Is there documentation or opinions to be posted of why Aaron Payment; Tribal Chairman is not to be re-instated? - I have not seen yet. Let the tribe be represented and move forward as a whole. I expect the

board to stand behind him in support in all respects of the position.

Megwetch, Susan M. Wilson

I animatedly oppose the motion set forth by Cathy Abramson and endorsed by Fred Paquin, Joe Eitrem and DJ Hoffman. It is unconstitutional and illegal. I fully endorse Aaron Payment as Tribal Chairperson/CEO (to include Chairmanship of the Greektown Management Board and any other reinstatement) and do not accept any removal of authorities from him as delineated by our Tribal Constitution. This behavior by these individuals (Cathy Abramson, Fred Paquin, Joe Eitrem and DJ Hoffman and any others involved with this coup) is a flagrant attempt to overthrow the people and government of our tribe. We've had enough corruption, dictatorship and subjugation in our history without our own people trying to impose it on us once again. Action must be taken to impeach these members (Cathy Abramson, Fred Paquin, Joe Eitrem and DJ Hoffman) who would deny us our rights as tribal members.

Respectfully submitted,

Janeth M. Garlette

Aaron, thank you for going to the people with this latest attempt on creating disharmony within our band. I know there are disagreements in families, especially large families, but it seems our Sault band just keeps dredging up new ones. If they would only concentrate all that energy on making our family stronger. I don't have a clue on what brought about this latest bloodless coup attempt, but I know I didn't like the method that was used. I wrote to two of the board members, including the secretary, and voiced my displeasure. If they want a Constitutional change, bring it to the people, let us decide. Don't let them start using Republican tactics on circumventing our laws to benefit the chosen few. Keep up your good work.

Sault Band Elder, Clement A. Rose.

Point 1# That has to be addressed. The preamble of our Constitution guarantees the right of all Tribe members to govern our selfs through Sovereignty. No Board member or any other person has the right to change that. Point 2 #: Past precedent sets the rule of thumb. If they change they must bring that change to All Tribal Members

Sincerely, Roland Vandersys.

I am asking you to re-instate our Tribal Chairperson as the Chair of the Greektown Management Board. If a time comes to take any present authority from our chairperson then it should be done through resolution through the tribal members and not through a motion at a Tribal Board Meeting. Our Tribe can only remain strong through control by the members which you represent

Sincerely, John E. Brown

Let me know what you think. Do you think the Board is going to far and ignoring the Members? Call, email or write and I'll share your input with the Tribal Board. Hopefully, they'll eventually listen.

If you have any questions, concerns, or comments please contact me by email at apayment@saulttribe.net or call (906) 632-6578 or toll free at (888) 94-AARON.

2007 MEMBER MEETINGS

Unit	1	Time	Location
Dec	17 th	5pm	Kewadin Casinos, Sault

Unit	2	Time	Location
Dec	19 th	5pm	Newberry Tribal Ctr

Unit	3	Time	Location
Nov	28 th	5pm	McCann School St. Ignace

Unit	4	Time	Location
Dec	20 th	5pm	Manistique Tribal Ctr

Unit	5	Time	Location
Dec	15 th	1pm	Marquette: NMU — Location TBA

Eastern At Large: Detroit

Time	Location
Nov 18 th 12pm	Detroit Greektown- Olive Room

Western At Large: East Lansing

Time	Location
Nov 25 th 11am	Grand Rapids, Location TBA

Northern At Large: Petoskey

Time	Location
Nov 25 th 5pm	Gaylord, Location TBA

Locations are Subject to Change.

Call to Confirm:

1-888-94-AARON

***** SIGN UP FOR CHAIRPERSON E-MAIL UPDATES! *****

If you would like to receive regular Email updates from me, please send an e-mail to apayment@saulttribe.net and type *****Subscribe***** in the subject line.

There is no cost and your e-mail will not be shared with anyone without your prior approval.

Crooked police chief must be terminated



TODD GRAVELLE, DIRECTOR UNIT I

When you look at the corruption, lies, deceit and deception that occur when board members are allowed to be employees of the tribe, one of many sad stories is currently being played out right before our very eyes. As I previously reported in one of my unit reports entitled, "A case study in corruption," during the last election cycle for chairperson, board member/evergreen contract employee, Chief of Police Fred Paquin, a close political ally of then-Chairperson Bernard Bouschor, sent out an endorsement letter advocating for Chairman Bouschor's re-election.

We can all agree that it was certainly his right to endorse any candidate he chose. However, when you look closer and review Paquin's pay history, it clearly shows nearly a 27 percent pay increase (the maximum allowable amount was 5 percent) fraudulently given to Paquin by the former chairman just prior to the election, which begs the question: Was the endorsement letter signed by Chief Paquin bought and paid for due to this pay raise?

Yet another example comes to mind with Paquin. Shortly after the election when we saw millions of dollars leave the tribe due to these orchestrated payouts, according to sworn testimony from Paquin, he indicated that he was asked by the former chairman if he, too, wanted to be paid out. Paquin's testimony states that he refused the chairman's offer. However, the question that I have is, what did he do to prevent any further illegitimate payouts? After all, he knew that the former chairperson was actively seeking employees with whom to pay out. Did Paquin immediately launch an investigation? No. Did he determine whether any criminal laws were broken? No. Did Paquin vote with the rest of the board to file a lawsuit to recover the money? No. Were his actions consistent with an independent chief of police? No.

Why didn't he investigate his supervisor and political ally? Apparently, Paquin saw nothing wrong with the payouts since he did nothing to prevent any further illegitimate payouts. Many casino employees of this tribe know full well that taking even a single errant slot token from the floor and putting it in your pocket is grounds for immediate

termination and will trigger a criminal investigation. It is my opinion based upon the above facts that his inaction in not launching a criminal investigation is grounds in-and-of-itself to justify his immediate termination.

But, this situation gets worse. In my May 2007 unit report I reported the following: "I have submitted a resolution asking the board of directors to hire an outside independent investigator to investigate allegations of sexual harassment and criminal sexual assault on a tribal member employee by the chief of police, Fred Paquin.

These are very serious allegations and we need an outside independent investigation of these allegations to determine whether or not these allegations are true. We may also need to hire an outside special prosecutor who is free to investigate this matter thoroughly free from the threats of the chief of police as we move forward on this investigation.

We now have two separate reports from tribal employees that Paquin is threatening to sue the tribe if the tribe dares to move forward with this investigation. Additionally, the chief of police is threatening to sue me personally for putting a resolution on the agenda calling for an independent investigation of these allegations. Unfortunately, according to his threatening behavior, any board member or employee who asks for an independent investigation of this incident appears to run the risk of being sued by Paquin. This is very unfortunate and should demonstrate why, more than ever, we need an independent investigation of this incident and an internal affairs division of our police department to prevent threats like these from thwarting investigations of police misconduct like this from moving forward." The board did nothing to get to the bottom of this situation and it now gets even worse due to the board's inaction.

On Aug. 20, 2007, now suspended as the chief of police, Paquin reportedly followed a tribal woman (and fellow employee) home after a softball game, and after she refused his sexual advances, assaulted her near her home. Following this incident, the victim contacted the Michigan State Police and filed a formal complaint and evidence of the alleged criminal assault was collected. On Aug. 28, 2007, following advice from the tribe's Legal Department, Chairperson Aaron Payment suspended Paquin from his employment as chief of police. However, what most people do not know about this tragic incident is that there is a reason why a week went by before this incident was reported to the chairperson and the board of directors.

The victim knew that she would never be believed. So, working with tribal prosecutors, and the Michigan State Police, the victim's home phone

was tapped to gather additional evidence. The tapes, I am told by the victim and the tribal prosecutor, contain damning evidence corroborating her allegations of assault by the chief of police. The victim has also stated to me, personally, that in the statement given by Paquin to the Michigan State Police detective investigating this incident, Paquin actually admits that he has threatened to fire her, her husband who is an employee of Greentown Casino, and her father who is an employee at our detention center. These threats are consistent with a terrifying pattern of conduct consistent with what I reported back in my May 2007 unit report.

On Oct. 18, 2007, a warrant was issued by the Michigan State Police, for Mr. Paquin's arrest. This case is now being actively prosecuted by the Michigan Attorney General's office. As of right now, we do not have access to the police reports and the tapes of the phone calls between the victim and Paquin so it can be presented to the board of directors in making their decision if he should be immediately terminated.

Whatever the outcome of the criminal case, Chairperson Aaron Payment has concluded that under no circumstances will he ever authorize this individual to come back to work given the above information. I support his decision 100 percent. What is even more disturbing is the bizarre pathology exhibited by some members of the board of directors. Instead of taking action to support and protect the victim's family from Paquin, they are actually enabling him.

Chairperson Payment made changes to the organizational chart and moved the detention center from under law enforcement to protect the victim's father from any attempts by Paquin to follow-through on these threats. However, Director Abramson brought a motion (rather than a resolution so the members could not challenge this action by right of referendum) to reverse his decision. Her motion, among other changes to the organizational chart, placed the detention center back under law enforcement despite the chairman's plea to not do this. Chairperson Payment sent an e-mail in advance to the entire board explaining why he did what he did, and the board, by majority vote, reversed his decision. The only board members who voted against this were Dennis McKelvie, myself, Denise Chase and Tom Miller. Imagine the terror that this victim and tribal employee is witnessing as she sits terrified at her desk enduring the intentional infliction of emotional stress by this crazy board of directors. Things are quickly getting out of hand here and the chairperson has taken decisive action to protect this employee. However, Paquin is now using his board seat to execute on his threats

by actively voting to change the organizational chart back to place the detention center back under his control. The next step in his devious plan is to convince the other board members that he should be reinstated in his position as chief of police. He boasted to the victim and the HR director that he had the votes. As far as I am concerned, Paquin now constitutes a clear and present danger to not only the victim and her family, but to other employees. I will never vote to reinstate him back in this position and allow him to carry a weapon. I will expose the board of directors each step of the way as they continue to sell-out the victim(s) due to board politics.

The prosecution of this case is happening as I write this unit report and once it is complete, I will request that the chairperson seek copies of the police reports and the tapes of these phone conversations between the victim and Paquin from the Attorney General's office. These board members will have

a lot to answer to the tribe's membership if Paquin is ever reinstated in his employment position and he does something else to terrorize or otherwise harm tribal employees. There is also a no-contact order by the courts of the state of Michigan against Paquin issued on Oct. 26, 2007, to protect the victim from his further threats. This entire debacle is symptomatic of what happens when you allow board members to also be employees of the tribe, something that the membership knew all along when they voted by 86 percent to amend the tribe's constitution to end this corrupt practice. It seems that this board has declared war on the membership and they intend to get their way.

If you have any further questions or concerns, please do not hesitate to contact me at:

Todd K. Gravelle, Attorney at Law, 713 Maple Street, Sault Ste. Marie, MI 49783. My phone number is: (906) 322-3822.

Sault Tribe team member benefits & incentives: Part 3

BY BARB SMUTEK, HR RECRUITER

The Sault Tribe is a competitive employer that offers many great benefits to its team members. In fact, there are so many benefits that offering one comprehensive list for publication was impossible. Here is part three of a four-part series, to outline exactly what benefits and incentives are available for current team members.

Below is a list of the premium pay and leave time that is available for team members:

Incentives BENEFITS	Employment Divisions			
	CASINO	GOVERNMENTAL	EDC	CONSTRUCTION
Premium Pay	Possibility for Over-Time	Flex Time	Possibility for Over-Time	Possibility for Over-Time
	Gratuity (Some Positions)			
	Direct Deposit	Direct Deposit	Direct Deposit	Direct Deposit
	Payroll Deduct	Payroll Deduct	Payroll Deduct	Payroll Deduct
	Premium Pay Holidays	Holiday Pay	Premium Pay Holidays	Holiday Pay
	Christmas Bonus	Christmas Bonus	Christmas Bonus	Christmas Bonus
Leave Available	Education	Paid Education	Education	Education
	Cultural Leave	Cultural Leave	Cultural Leave	Cultural Leave
	Bereavement	Bereavement	Bereavement	Bereavement
	Military	Military	Military	Military
	Jury Duty	Jury Duty	Jury Duty	Jury Duty
	Vote - Election	Vote - Election	Vote - Election	Vote - Election

Each of these benefits may not be available in every department. Current team members: if you have questions about pay or leave available, please use this as an opportunity to ask your supervisor about options that are available to you. If you have any further questions, please contact the Human Resource Department at (866) 635-7032.

Please check the next issue of *Win Awenen Nisitotung* for part four, a list of training available for team members, employment, and team member extras.

If you know of anyone thinking about employment with the Sault Tribe, please share these great benefits with him or her. If you have any questions, please feel free to contact me at (906) 635-4937 or toll free at (866) 635-7032 or e-mail at bsmutek@sault-tribe.net.

2008 budget a balancing act without borrowing



LANA CAUSLEY, DIRECTOR, UNIT II

The board of directors has completed the process with the Constitutional Convention Committee to go over the draft of the new constitution. The process that was implemented by the chairman and board of directors was that the drafting, meeting and planning would be the sole responsibility of the committee as a whole. With the board's review completed, the Constitutional Committee now will go over the entire document again to discuss any changes that they want to implement or concerns from the membership's input. The committee has the sole responsibility of planning the meetings and continuing on from this point.

I have had elders in my unit request that they again go to the respective groups to go over the changes that were made. This new constitution is nothing that should be rushed. We need to make sure we do it right for the future of our entire tribe. I have spoken with other tribal leaders from other tribes that have had a new constitution implemented and we must make sure that we get a document that will work and is unique to our own membership.

I am happy to announce that we are looking into a Midjim in Hessel. The community has long awaited and voiced their need for a store in the Hessel/

Cedarville area. When I was younger, I can remember taking petitions around the reservation and getting signatures at the request of our elders — it's something they have been voicing for many years. It's been years since then, and now it's actually a reality that we can achieve.

This past summer, after the tribe purchased the campground property, I held an input and planning meeting in Hessel for the community to voice what it wanted the campground to be used for. We had many ideas that included keeping it a destination for campers, and youth education activities, and converting the existing home on the property into a convenience store. I, along with other board members and staff who support this plan, have been seeking out equipment that is not being used and is available for this. We have members who are volunteering their time to assist in the plans to make this development work. It's long overdue, with development in the Hessel area, and will not cost hundreds of thousands of dollars!

With the casino already showing an increase in revenue due to the increased amount of slots and the remodel, we have a market that is waiting to be tapped into. Camping, snowmobiling, boating, golfing and other recreation can all be marketed that will ultimately add more revenue to our bottom line. Members in Detour, Drummond Island, Geotzville, Pickford and the Hessel-Cedarville area will all benefit from gas and supplies being offered in our area. I am very excited about this plan and I want to thank the staff and volunteers involved who have supported this project. It is not something that will be up and running in a couple months but we are definitely closer that we have ever been.

Years ago, when we first developed the housing site, trib-

al center and then the casino, there were many other plans for our area that did not come to pass. We have always had the market here to expand due to the destination. The past leaders in this area all had plans but sometimes all we wanted could not get accomplished at that time. My dad (John Causley Jr.) was involved in the discussions in the past and his dedication to this development for our area has never wavered for our community. Other leaders here as well have visioned the same. In the meantime, we are proud to announce that the tribal gas discount will now be available at the Cedar Pantry for members' use. We had attempted to try and get the discount available in Naubinway but the business there is ineligible due to the land not being in the tax agreement area. The implementation for the discount to be available to tribal members is about three weeks. Bring your tribal card in and you will receive the gas discount. Great news!

The fall requests for 2 percent funding have been submitted and we have an amount of \$88,806.11 to distribute within our unit. The past three years have shown an increase each year. At one point our unit was only receiving a small amount of distributions and now we see the increase each year. Each request that had been submitted was funded in portion of the amount requested. All of the projects were looked at for the need in the community and below are the amounts that will be awarded for the fall distributions.

Garfield Twp. ambulance: \$8000

Garfield Twp. fire equipment: \$9500

Germfask Twp. turnout gear: \$6000

Engadine School Youth Program: \$8500

Detour Village Backhoe Project: \$2000

Raber Twp. snow removal:

\$5106.11

Tahquamenon Area Schools: \$2000

Luce County YAP program: \$15000

Portage Twp. Fire Dept: \$5000

Hendricks Twp. Jaws of Life Project: \$10000.

Hudson Twp. Fire Dept: \$5000

Detour Village cement floor: \$3000

Clark Twp. Fire Dept: \$5000
Pickford School project: \$4700

Each area has a project that will benefit. We are very fortunate that our gaming revenue can be utilized in our areas for the safety, well being and education for our communities.

On Nov. 6, our chief financial officer had given us a financial model for the ending of 2007 and year 2008. Although it is true we are up in revenue at the Shores casino and others, we have also determined that we did have operation savings within the programs. However at this point for 2007 in operations, we have a projected deficit of \$3,316,459. This means we will have to find the money out of existing reserves that we have such as our health reserves and business reserves. The ongoing plan for this year also dictates that any other spending (outside the budget) or new programs will result in the need to borrow money.

In 2008, it has already been determined that we will have to borrow \$9.2 million dollars just to balance the budget. As you can see just because we may have operations savings within the budget due to program managers and directors managing as well as they can, we still have financial restraints. When you hear revenue is up and (I) saved us all this money, please understand we do not have any windfall. We still must do proper planning that will increase revenue. Our chief financial officer

continues to seek out financial savings, financial plans and he keeps us apprised of plans that we can make for the future, here in the north as well as our Greektown Casino. It's easy to promise more but we have the future to plan for as well as retain what we do have.

The Midjim that is being discussed will be properly thought out and planned; it will not be extravagant or over capitol outlay budget amounts. We are attempting to plan this within our means, which would be to seek out all equipment already purchased and not in use and be minimal in construction, as there is an existing building on the property. We do have funding available for capitol outlay projects so this endeavor will be solely to increase revenue at the campground and a benefit to the members.

Please watch for notices in the mail as well as notices in the local papers; we will be starting to hold strategic planning meetings for the months of November and December. We will hold four separate meetings in our unit, the locations being in Newberry, Naubinway, Hessel and Detour.

In closing, I want to tell the elders how nice it was seeing all of you at the Thanksgiving dinner. You all make me so grateful for your kind words and support on things we are working on. I heard something so great at that dinner: Glen and Joan Shaw from DeTour celebrated 70 years of marriage this past summer! To know a couple that has been married that long and spent such a wonderful life together is amazing to me and that's why I needed to mention them here. Congratulations Mr. and Mrs. Shaw!

Please contact me with any questions, or if you would like to meet, at (904) 484-2954.

Baamaapii,

Water Accord sends ripples through Anishinabeg



CATHY ABRAMSON, DIRECTOR UNIT I

Happy Thanksgiving to you and your family! I hope you enjoy your days spending time with your family and friends.

Inland Hunting, Fishing and Gathering Consent Decree

The Consent Decree has finally been signed by all parties. This process took longer

than we expected, because a majority of the board voted to bring this issue to the vote of the people.

In May 2006, I joined with my fellow board members in approving the Agreement in Principle (AIP), which laid the ground work for approving the consent decree. The membership has reconfirmed our decision to approve the AIP.

I would like to acknowledge the following board members who negotiated this agreement: Chairman Aaron Payment, Fred Paquin and Vic Matson Sr.

This agreement eliminated the potential of litigation and paved the way for our current consent decree. Now our treaty rights are forever protected.

New Tribal Organizational Chart

The board has approved a new organizational chart designed to insulate employees from political forces that may interfere with the quality and

performance of their jobs. As we are all aware, the elections are soon approaching and it is important that we ensure the productivity, safety and stability of all our employees. They are a vital resource and insure the delivery of our membership services. By making this change, the board is adhering to its rule of protecting the assets of our tribe. The board also voted that all future organizational charts will be approved by the board of directors. Many employees have reported to me that they are happy and relieved with the changes we made.

Employee incentive bonus

I am aware that the ill prepared announcement of an employee incentive bonus has ultimately caused low moral and confusion amongst our employees. For that, I am sorry. Unfortunately, there was no prior planning involved as far as how we would pay for this incentive. It was also placed

on our Nov. 6 meeting agenda for approval. Earlier that day, Director Miller and Chairperson Payment agreed to remove it from the agenda so that we could better explore whether this was a possibility. I want you to know that if we have the money to do this, I am in total support of giving our hard working staff a bonus. I hope we can answer you within the next two weeks.

Anishnawbek Kwe Water Commission

On Saturday, Nov. 3, I attended and spoke at the Anishnawbek Kwe Water Commission meeting held at the Garden River First Nations.

The water commission is made up of Anishnawbek women who are committed to working together to protect our water. As women, we are protectors of the water and it is our responsibility to see that our waters are pure and plentiful.

At this time, we shared what

each woman is doing in her community and we received teachings from ogitchida kwe Josephine Mandamin and Mary Deleary. We also heard from Lynn Moreau of the Union of Ontario Indians Water Resources.

Since we signed the Tribes and First Nations of the Great Lakes Water Accord, I have witnessed many times how the ripple effect has brought more and more Anishnawbek together with the common goal of protecting our Great Lakes. These are exciting times and the water commission is planning on meeting again in the spring.

If you are interested in getting involved or attending the next gathering, please contact me at (906) 322-3823 or cabramson@saultribe.net. Join us and you will learn more about who we are and our responsibilities as protectors of the water.

Borrowing money bad for the future budgets



**KEITH MASSAWAY, DIRECTOR
UNIT III**

It was great seeing our elders at the Thanksgiving dinner in the Sault the other day. Many elders from Unit III attended and had a great time. I thank you for the warm welcome and the nice comments I received.

This past month, I made a walk through of our Greentown construction and was amazed at the pace the project is mov-

ing at. The parking structure will be open on time, the 15 of November, adding another 2,500-plus available parking spots. The overhead walkway from the parking structure to the casino also will be finished so patrons will be able to park and walk directly into the casino without going outside. Construction on the casino expansion and the hotel are on schedule.

The board has been very active in the last few months. There have been, and still are, many items brought before the board, some are very easy, some are controversial and others need thought and diligence to make work. One such item is our lobbyist. We need influential people both in Washington and in Lansing to listen to what we are saying. Alone, the board and the chairman cannot accomplish that. We must enlist a lobbyist that has the ears of the influential. It has been stated that our recent

hire of the lobbyist group of Kelly Cawthorn was a mistake because of the past statements by Mr. Frank Kelly, a member of the firm. These statements were made nearly 30 years ago. That firm now is ranked number three as the most powerful firm in Lansing and Mr. Cawthorn is ranked number one, individually, as the most powerful single lobbyist. Those rankings come from "Inside Michigan Politics." I could go on and on about their qualifications but I assure you, I did the research and believe at this time they are the best firm to work with in getting our current issues heard in Lansing.

Another issue is the incentive program (Christmas bonus) for our tribal enterprise employees. If the incentive is for only the tribal employees, then it is considered a per capita payment and our lawyers say we cannot do that. If it goes to all the employees, then the expense becomes enormous. I have

owned businesses and have had many employees. I know how important the incentive is. I personally believe if there is any money over and above in the budget we should give everyone an incentive.

Recently our chief financial officer gave us a long presentation on the facts of the budget. He stated, "If we give out any bonuses we would have to borrow the money from the bank." That puts the board in a predicament. If we don't borrow, we may squeak by with a balanced budget in 2007. If we do borrow, then we will be putting the continued burden on the next year's budget and compounding the poor financial outlook of 2008.

If the current financial model holds true, in 2009 we will be back on solid financial footing and see a turn in our profits. Then replacing needed programs and incentives at that time would be a much easier

decision. The issue is still in front of the board and we are looking at many other options that will be brought before us. Even though it seems like an easy answer just to borrow the money for the incentive, we must also look to our other concerns, such as the tribal elders and their care, the youth and their development and to make sure all our member services remain intact. The board discusses daily the housing concerns, gas pricing, employment concerns and many other issues. We really do work for the best for the tribe even though sometimes we are painted into a corner or labeled in an unfavorable way.

Thank you for the calls and the frank discussion that I have had with many of my constituents. Happy Thanksgiving to everyone.

You can contact me at (906) 643-6981 or e-mail me at kmassaway@saulttribe.net.

Leadership is about making sound decisions



**DENNIS MCKELVIE, DIRECTOR,
UNIT I**

I am reminded of the ad campaign of "Where's the Beef?" It was a funny commercial, but when you wonder where the leadership is, it's not funny. Recent resolutions introduced, including that of Revenue Sharing, remind me of past resolutions brought forth by this type of leadership.

A few years back this type of leadership offered 67 people a retirement plan that would have given each of them \$36,000 per year for the rest of their lives. This grandiose plan actually passed, to be later revoked due to a lack of funds. These funds were

never in place, nor would they have ever been. When the Board passed it, they knew they could not fund, nor pay it. However, this issue was brought forth as "feel good" legislation. I'm betting that it didn't feel very good when those individuals found out that they were not getting what they believed they were offered.

Leadership is not about feel good resolutions geared towards re-election. In the same spirit of those old '80's television commercials I ask, "Where's the Leadership?"

Leadership is making sound decisions, not just "feel good" legislation. As I have stated before, we must become financially sound if we want to secure our children's future. This is a must, because our government, unlike others, must earn our money to expand our services. The board and the chairman must work together for the benefit of the tribe, and put personal feelings aside. Until personal attacks between us stop, I do not believe we will ever move forward.

Like the federal government, pork barrel spending deals amongst the board members. "If I get this, then you get that..."

This is not leadership! The question we should be asking is: Is it right for our tribe! The future of the tribe is in our hands now; we must make the best decisions for the tribe. It may not be the best "political" decision – but it must be what is best for the tribe. That is what leadership is about.

Firing Employees

Chairman Payment states that I want to Fire Employees. This is truly false. I sought to terminate a contractual arrangement with an individual and his partner which is costing the tribe well over \$800,000 annually. Those individuals are not employees of the tribe. This contractor has elevated the legal budget from \$1.6 million to well over \$4 million in a short period of time. These funds would be better served on the membership.

Board members do not have the authority to fire any employee. In fact, key personnel are protected by the resolution that I brought before the board.

When I served on the employee appeals committee, nearly 80 percent of terminated employees were returned to their positions. I believe that is why I am not allowed to continue to serve in

this capacity. Do they now have the same protections they once had since Chairman Payment seized control of the appeal process.

Cutting Pay

Chairman Payment suggests that I threatened to reduce an employee's pay for not accepting the executive director's position could not be further from the truth.

When this person was given additional duties they were also given a pay raise. When those duties were taken away it is only logical that the pay for these duties should also cease. Was this 'interim' approach by the chairman solely to grant pay raises to individuals?

Tribal School

We, as a board, have recently completed classes on our roles and responsibilities regarding Bahweting School. The items that we were once told we had no choice in was wrong. We will no longer be subject to false remarks or statements regarding our role in "our tribal school." I say tribal school because it belongs to the tribe and its membership. We must ensure that our children, have a proper education in both

our school, and in the surrounding communities.

During our talks with the school administration, we found that they were talking about expanding to include a high school. We need to look at expanding K-8, and expanding our size to enable more of our children, and not a select few, this educational opportunity.

We currently have 200+ kids out of 324 kids, 62 percent, that attend our school. If we could double this number, more of our children would have the opportunity afforded by our school to move on in life. But this decision will be based on what the membership wants.

Here is an example of good leadership and not feel good legislation. The subscription card that you were sent will help speed up the delivery time of your newspaper.

The subscription is free, but we need over 50 percent of the cards returned to provide second class postage which will benefit all of the membership. Mail will reach you faster, and will forward to you if you move.

Dennis McKelvie
(906) 632-7267

We need to work to take care of one another



**SHIRLEY PETOSKY, DIRECTOR
UNIT V**

Hello Again, Dear Friends: Time has gone by so fast — I'll be putting the turkey in the oven before I know it.

Nov. 11 will have passed by the time you read this but do our children know what the 11th hour of the 11th day of the 11th month stands for?

Our unit was very pleasantly surprised at our powwow in September. Chairman Aaron Payment announced that there will be two scholarships given each year — one in the name of the late John P. Carr and the other named for Don Corp. Both these men are very deserv-

ing of this honor.

I attended the Thanksgiving dinner in Marquette on the first Thursday of the month. Beautiful gathering — good people, good food and a good time.

This month has been busy as usual — trips to the Sault, elder meetings, health fair, phone calls, people to see and people to contact.

Our tribe has matters to deal with every day, and that has to be taken seriously. But, our individual tribal members have matters to deal with every day and my heart hurts when

we can't help. There are things that will work out in all good time — but there are things that need to be fixed NOW! We all need to work to take care of one another. One person may be down and weak today, reach out and help them — tomorrow you might need the helping hand.

Meetings and workshops are both fruitful or disappointing, depending what side of the fence you happen to be on. One thing I certainly hope can be worked out is for our employees to get a Christmas bonus.

Our employees are what keeps our customers coming

back! Employees, we depend on your smiles and gracious manners to help fill the coffers, the least we can do is try to give you, our workers, something to SMILE about.

Well, that's one woman's opinion. God bless all of you. As we go into the holiday season may God's love be transmitted through you.

Fight nice and stay warm.
Shirl, Unit V Rep.
(906) 387-2101

shirlypetosky@yahoo.com
P.S. Due to the busy season there will not be a UNIT 5 MEETING in December.

Board of directors: Pro-active, not reactive



**TOM MILLER, DIRECTOR,
UNIT IV**

You know winter is right around the corner when hunting season is upon us. Let us hope that everyone has a safe and productive hunting season.

The board of directors has had a fairly busy last month in helping to direct the future of the tribe through such efforts as the BOD officially passing the Consent Decree as required by the positive referendum results. Some of the membership was not pleased with the outcome of the referendum, but the constitutional process is that the BOD must conform to the wishes of the popular vote.

The constitution commit-

tee has continued its work on reviewing the constitution draft and taking into consideration the comments and concerns from the BOD. I think it is a workable document and with a few tweaks, will be a good document for the basis of the continuation of the tribe. It is certainly much better than the corporate charter type document that we were functioning under.

I will be attending the National Congress of American Indians annual conference in Denver, Colo., for the week of November 11-16. This is a very important conference where many of the tribes come together to discuss and shape future legislation that will affect all tribes and their operations. We must be very cognizant of the United States government and not assume that they are always doing what is in the best interest of the tribes. Historically, this has been a problem of Indian Country, and that is reacting to bad legislation, instead of helping direct the formation of good legislation for the tribes. Our tribe needs to be at the forefront of this effort and that is where part of BOD responsibilities should be.

Greektown casino continues its expansion and is on

schedule to be completed in fall 2008. We are also in the process of certain changes that will strengthen the Greektown financial status and help make it a viable source of revenue for the future. I feel that the tribal financial status is headed in the right direction. As our membership grows, the demand for more funding with which to provide service also grows. Regardless, of what you hear, I believe we are on a solid financial tract that will, within five years, provide the tribe with a solid income base for the future.

On an educational note, the JKL Bahweting Anishnabe School students are now able to have a little elbow room as the state of Michigan "certificate of occupancy" was issued by the state for the new portion of the school building. I will attend a Bureau of Indian Education Regional conference in Oklahoma City on December 3-6. This will be attended by all the bureau-funded schools in the Midwest area. Indian Education is the key to the future for all of the tribes.

At the November 6 board of directors meeting, we passed a language preservation resolution and increased the gas (90 gallons per month) and cigarette

quotas (six cartons per month) for the remainder of the calendar year. This was due to lower usage than normal to this date. There was a change in the organizational chart (movement of the chief of police position) that was approved. I voted 'no' on this item due to the fact that it was not presented to the BOD for discussion at workshop.

The BOD voted to sign on to the Indigenous Treaty which will be officially worked on at the upcoming National Congress of American Indians conference in Denver, Colo. It is significant in the fact that it is the first time that the United Nations has recognized the rights of Indigenous peoples officially. The United States and Canada voted 'no' on recognizing these rights. Some things never change.

On the board incentive for team members, the CFO is now running the numbers and different scenarios of the proposed December payments. At our next workshop, we will find out how much money it will cost to implement this payment and some proposals on who will receive it. Can we do it, yes. Is it a sound financial move at this time, no. This is from my viewpoint as a person who operates

budgets on a regular basis. The \$400,000 or so will not break the bank and, in the overall scheme of things, is not a tremendously large amount, but it will have to be borrowed. It will be more of a concern next year (2008), our tightest financial year. Our biggest concern this year is determining who gets it — workers who are tribal members or all team members. We are working on it and I believe the majority of the BOD will vote for it.

I do get to sound like a broken record in my apologies for the conduct of the BOD. But, once again, we had a meeting get a little out of control. Denise and I and some members of the BOD are doing our best to get the meetings to function as true business meetings, but when personalities are involved, things can go astray. I am trying to get my schedule solid so I can get back into a regular routine within the unit area. This has been impossible to this point, but hopefully will get better in the near future.

Have a very good holiday season and if you have any questions, please contact me at (906) 644-3334 or on my cell (906) 322-3827.

Incentives fiasco for employees explained



**JOSEPH EITREM, DIRECTOR,
UNIT I**

I would like to take this opportunity to try and explain the present fiasco regarding incentives for working tribal members. In past years, I believe this program was called the "chairman's incentive." Then, it was called a "board of director's initiative program." and some members call it a "Christmas bonus." while others refer to it as simply a bonus.

In, I believe, November 2006, the board agreed to go ahead and pay the incentive to our tribal member employees in spite of the fact that our staff legal department had advised the board that we may be in violation of per capita payments, which would be a violation under BIA standards. As I recall, that same resolution that the board had approved the bonus in 2006, it was also stated that because of the legalities involved we would not continue this program in 2007. Every employee that received a check in 2006 should have received a notice that we would not continue with this incentive in 2007. Also, I want the membership to

know that in 2006 we did budget for the incentive outlay. For 2007 we did not budget for the incentive per our resolution of 2006.

In light of the fact that we did not budget for this incentive for 2007, nor do we have a reserve to draw from, the question becomes, where are we going to get the money?

There is dirty politics at play here, at the expense of our hard working employees, and let me tell you why I say that.

Consider these facts: On Nov. 3, 2006, our chairman/CEO, Mr. Payment, wrote and I quote:

"From speaking with Joceyln Fabry and Courtney Kachur (staff attorneys) I am deciding to forego a second notice to the affected team members regarding our reduction this year in the board initiative and the discontinuing of the initiative for next year. The reason is that our rationale for discontinuing is that this payment constitutes a per capita; the remedy is to request a revenue share plan. We do not believe that the BIA will approve a revenue share plan for tribal members only who work for the tribe. Continuing the program for tribal members versus non-tribal is tantamount to creating justification for non-tribal employees to want to unionize. We simply do not have enough tribal funding to pay out all adult members of the tribe similarly to just those tribal members who are employees. Thus, a revenue share plan for the incentive is seen an impossibility."

Given the fact that our chairman/CEO made the above quoted statement, why is he now

trying to incite our employees into believing that the incentives are forthcoming.

As chairman/CEO, did Mr. Payment follow up with the BIA (per his quoted statement) as to what process our tribe would need to follow to be in compliance with the BIA?

This was our chairman/CEO's responsibility and obligation to our many deserving tribal members!

Did our chairman/CEO at any time prior to the past few weeks come back to the board

and discuss with the board that he had received word from the BIA as to how we could comply with their rules? Has he suggested to the board that we should try and find a way to fund the incentive plan? The answer is NO!

Our chairman/CEO is trying to paint a picture that it is all the board's fault and they don't want out deserving tribal workers to have a bonus.

Nothing could be further from the truth.

Our CFO has stated just

recently that, in order to now fund the incentive program we would have to borrow the money. I do not believe this is an option.

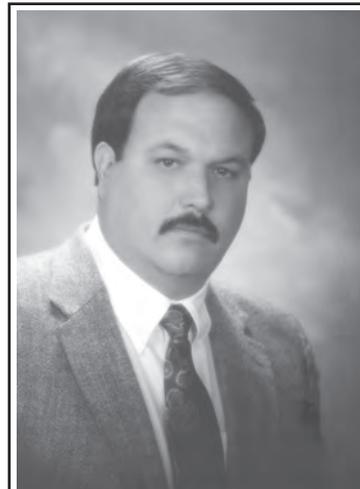
If our chairman/CEO would quit campaigning long enough, perhaps he could schedule a workshop so that we can sit down with our financial people to try and work out something for all our employees.

Joe Eitrem

Unit I Board of Director

(906) 632-8567

josepheitrem@yahoo.com



**FRED PAQUIN, DIRECTOR
UNIT III**

I was first elected to the board of directors in 1996, and have had the honor of being reelected twice. During each election cycle I ran a positive campaign that focused on the issues. More importantly, during my 11 years of service, I have listened to members, worked to improve programs and opportunities and have been straight forward. I see little value in "spinning" issues in an effort to hide the truth.

Throughout the years, the

Enough

Sault Tribe has had many successes, and like all large organizations has suffered setbacks. The progress within our community over the decades is not the result of any single person, but rather is an outgrowth of collective efforts of dedicated people.

This is not to say, however, that a single leader with ability and good intentions cannot make a tremendous difference. History is replete with great men and women who changed the world through vision, sacrifice and an honest approach. Each of you know and admire people who have improved our community in some way.

Likewise, history reveals many self-appointed or elected officials who were willing to do virtually anything to achieve and stay in power. These people used public resources for self-promotion; constantly lied; blamed others for their failures; were vindic-

tive and vengeful; constantly attacked others; and most disturbing tuned a blind eye to the conduct including criminal acts, of their supporters.

The close relationship between Director Gravelle and Chairman Payment is a good example. When Director Gravelle was charged with three drug felonies, followed by drunk driving and related charges, and was sentenced to jail, the chairman remained silent and did not "feel compelled" to discuss the matter in the press.

Instead, in an immature act of political loyalty, the chairman placed a sign on his office door which read, "Free Gravelle." In other words, he made a joke of Director Gravelle's dangerous criminal conduct, ignored the impact on the community, and supported Director Gravelle for political reasons.

See "Paquin's report," pg 16

Rise above it – concentrate on the tribe



**DJ HOFFMAN, DIRECTOR,
UNIT I**

In the past several weeks the board has been extremely active. Unfortunately, not all of these activities have been of a positive and productive nature. I will focus this unit report on issues of productive behavior and provide clarity on issues that have become tumultuous. However, I will be respecting the wishes of the elders from Unit One who requested that these reports stick to the issue and refrain from commentary that may be derogatory towards fellow board members, as well as the tribal membership.

Recently, I was fortunate to represent the JKL Fiduciary Committee (tribal branch of Bahweting School), as well as one other board member and the tribe's education director, at the National Indian Education Conference. At this conference I was able to support a tribal member's, Angeline Bouley-Matson, efforts to be elected to the National Board. She represented the tribe exemplarily and we should be proud of her efforts and her representation of our tribe. I was also blessed to meet with tribal leaders, and members across the country. In fact, three tribal members were presenters at the conference: Angeline Bouley-Matson, Robin Greymountain (Biron), and Martin Reinhardt. It was a very beneficial conference, and I am grateful for the opportunity.

While at the conference I still maintained my duties as a member of the Greektown Management Board by participating, via teleconference, in the management board's compliance and development meetings. I also had the opportunity to research and develop multiple issues of legislation related to the tribe, and its future. I would say frankly that one such resolution was fueled by my attendance at this conference:

LANGUAGE RESOLUTION

The resolution above was recently adopted by the tribal board of directors. This type of program will hopefully be the catalyst to spark a fire within our tribe. We have long overlooked our language as a top priority. It is time that we preserve it, and afford every member the opportunity to embrace it. Rosetta Stone may just very well provide that opportunity. This unique immersion based learning tool can be designed specifically to our Ojibwe language. Its features would allow members from all around the country, and even the world, the opportunity to learn Ojibwe from their homes, offices or

learning sites. In essence it combines the resources of our language instructors, historian, and educators and rolls it into one personalized package for the membership. This does not replace the importance of those individuals; in fact it only further emphasizes their respective importance. Imagine, if you will, that you are in the privacy of your own home learning from the tribe's language instructors, or hearing from past and present tribal elders about the tribe. I cannot even fathom the possibilities that could result from making this available to all members. I can only say that I eagerly anticipate moving forward with this program.

CHIPPEWA SERVICE AND SUPPLY

At the last meeting I also introduced a resolution to explore the potential of reinstating Chippewa Service as a for-profit business. The facts are simple. We still utilize the building and staff to provide in-house cleaning services to the tribe; however, we no longer bring in any external revenues from outside contracts. Thus, we have increased internal expenses with no potential to offset them with outside revenues. I believe we can successfully do both. Imagine Chippewa Service and Supply with 8(a) government preference status. The possibilities are tremendous. We have within our surrounding community government offices such as Homeland Security, USDA, and the Coast Guard. There are opportunities out there; we just have to seize them.

WATER RESOURCES DEVELOPMENT ACT

The United State Congress recently overrode, for the first time in Bush's administration, the presidential veto of the Water Resource Development Act.

"H.R. 1495 authorizes the construction of a second Poe-sized lock. At Sault Ste. Marie, only the Poe Lock can accommodate ships longer than about 750 feet. Many ships in the Great Lakes fleet, including the 13 1,000-foot self-unloading bulk carriers, traveling between lakes Superior and Huron must use this lock. The bill authorizes the projects but does not appropriate the money for them. Appropriation of funds will have to be taken care of in subsequent legislation."

The replacement lock portion of the law authorizes construction of a second Poe-sized lock, at full federal expense, at a total cost of \$342 million.

This is an opportunity for the tribe to make economic plans for the future impact of this revenue generating project for the local and tribal communities. Imagine the employment and investment opportunities for prospective tribal business ventures. We need to get our proverbial "ducks in a row." It is time to focus on productive efforts on behalf of this tribe. It is imperative that we diversify our economic interests and put forth the effort to implement our Economic Development Commission.

Please contact your elected

officials and encourage them to work towards enhancing the future of the tribe by diversifying our economic interests. We need an EDC separate from the politics of the tribe that is focused on generating funds to enhance and retain membership services.

MARKETING

I have recently submitted a resolution for consideration to require that the casino COO provide a detailed marketing plan to the tribal board of directors on an annual basis to ensure that these funds are earmarked appropriately. The premise of this resolution is to only allow funding for the marketing budget if a detailed plan is presented. The tribe must spend its money in the most efficient and cost effective manners. A lack of planning, or the omission of planning with a costly, and essential service for our business properties cannot be tolerated. Simply put, no plan equals no budget. We need to be responsible and accountable with the resources of our tribe.

For example:

The expense of paper, ink, proofs and time utilized to make posters within the casinos can be replaced with digital signs that provide proofs, and instant sign changes selectively throughout, and tailored to, each specific Kewadin location. The effectiveness of digital displays and constantly updated information is a very effective and efficient way to enhance marketing efforts.

We need to plan efficiently and effectively, everyone has ideas and concepts that may be beneficial to the tribe in one avenue or another.

MEMBERSHIP IDEAS

You, the membership, are an extremely valuable resource that the tribe rarely taps into as a source for innovative concepts and ideas.

A tribal member recently suggested that we take a good look at utilizing the vast population of our membership to self-promote our businesses and tribe. This is a great concept. Large firms typically take a grassroots approach with their respective members. Look at the benefits of AAA discounts, or membership rewards within corporations and agencies. The tribe could establish its own version of membership rewards and actually reward that member for referral business within the tribe's casinos or enterprises.

In membership programs: Typically the new member is given special guest passes or an incentive gift to provide the names right at the point of sale. In order to achieve referral success at the point of sale, in addition to a form that captures the referral names, it is important that clubs have attractive, very professional looking passes that are exclusive to the point of sale process.

There is no reason that we cannot attempt a similar concept for our membership. With over 30,000-plus tribal members, there are sure to be avenues that we can address pertaining to this concept.

Another tribal member suggested a service, that, for a nominal

fee, we could implement a Web cast service that would allow for membership participation in meetings and input in discussion with board members. This concept coincides with yet another member's concept of a secure server to allow members the FACTS on budgetary issues, tribal planning, legislation pending, board actions, etc.

When you combine the two collectively it becomes a very valuable resource tool for the membership. The opportunity for the membership to be exposed to the truth on a consistent basis would be a refreshing and welcome change.

To the members that presented these ideas for consideration, I thank you. I would like to personally welcome all of you to submit your many ideas and concepts to myself or other elected officials. Working collectively, we can move the tribe forward.

GAS/CIGARETTE QUOTAS

The tribal tax agreement with the state also allows for members within the agreement areas to receive a discount on gasoline, cigarettes, and diesel fuel per month. We have been informed that we are able to increase our gas, cigarette, and diesel quotas for the remainder of the year. At the last meeting I made a motion to increase the quota per member in the agreement area to tribal accounting's recommendations. The board unanimously supported the motion. Quotas are now raised from 60 gallons up to 90 gallons for gasoline, from five cartons of cigarettes to six, and diesel is no longer capped. Remember this is only for the remainder of this year, so enjoy it while it lasts.

CHAIRMAN'S INCENTIVE

Over the past several months a new "political football" has been thrown into the mix. While this issue is not necessarily new, the board of directors ceased the activity over a year ago due to legal ramifications, as well as budgetary constraints.

This year the proposal has changed names, alluding to the time of year in which its presence coincides. Unfortunately for the employees certain circumstances have not change. The legal hurdle has been avoided by changing the incentive from tribal member employees to all employees. However, the budgetary constraints have not eased whatsoever.

There is no excess cash flow, contrary to what has been purported. According to the Tribes CFO, any money spent to provide the incentive would have to be borrowed at a rate of nearly 8 percent annually. Please keep in mind that we have incurred an additional \$40 million in tribal debt for our Detroit operation. We have also made it a practice to pay interest only annually on many of our tribal loans. We must remain fiscally responsible.

I would like to reiterate that I am a firm believer in showing our appreciation to those employees who make it possible for our businesses, and tribe, to succeed. If we truly want to show them appreciation, we

need to give them non-monetary incentives to be an employee of the tribe. We need to provide opportunities for employment advancement, re-factoring of front line wages, educational, and training opportunities. It's commonplace for a manager to take educational leave to complete degree requirements, or extensive trainings, but we do not provide the majority of our employees with the same opportunities.

We need to start "RIGHT SIZING THE TRIBE." We have an abundance of "administrative fat" within our tribal casinos and operations. It is time that the "front line employees" were appreciated, and respected for the fact that they are truly in the front of the line.

A one-time \$200 incentive pales in comparison of the opportunities and respect we can provide for our employees.

EMPLOYMENT ISSUE

Currently the tribe has an issue related to an employee, the tribal chief of police, in the news. The legal issues surrounding the situation are for the courts to decide. I realize that the court of public opinion consistently expresses its views and commentary. However, matters such as this must be handled through the judicial process.

It is unfortunate that these events have been politicized. In the end, the justice system will work by ruling on the issue. It is not the place of the individual's employer to act as judge, jury, and executioner. All employees are afforded employee rights regardless of who they are. I will not stand quiet if anyone violates these rights against any employee, regardless of who that may be.

The title of this section is "Employment Issue." If you are an employee, how would you feel if your supervisor sent out media releases about a legal incident in your personal life? As a tribe we must be careful of the message these actions send to all employees. You are all afforded that protection. No one should be allowed to violate it.

In conclusion, I would like to take this time to thank a tribal member for reminding me to "rise above" the negativity presently running ramped throughout the tribe. I will continue to strive for the betterment of the membership, I will continue to push forward with members of the board who wish to be progressive. We will work to ensure the protection of services for the membership of the tribe. Make no mistake when I say WE. No one does anything alone to make this tribe move forward, it takes a majority of the board as well as the membership. But make no mistake, one person can make a difference, whether on the board or not!

Sincerely,

DJ Hoffman

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Sault Tribe weighs in on U.P. sulfide mining

BY RICK SMITH

In keeping with the oldest and noblest Anishinaabe traditions, the Sault Ste. Marie Tribe of Chippewa Indians officially stood to oppose the potential ravaging of Mother Earth by metallic sulfide mining in the Upper Peninsula.

The tribe's board of directors approved a resolution at a general meeting on Oct. 16 to voice opposition to Michigan permitting the Utah-based Kennecott Mining Company to begin metallic sulfide mining operations on the Yellow Dog Plains, about 25 miles northwest of Marquette.

Kennecott wants to mine for nickel, copper, cobalt and gold as part of a plan they call the Eagle Project. Locals are on both sides of the fence in support and opposition. Proponents say the mine would produce jobs. Opponents claim such an operation would produce only a limited number of jobs for a few years and cause irreversible environmental damage.

According to a September press release from the company, Kennecott applied for mining permits in May of 2005 complying with standards set in Michigan's nonferrous metallic mining law. Kennecott said the

applications addressed a wide range of environmental issues and the Michigan Department of Environmental Quality recommended approving permits for the Eagle Project in August of 2007.

Public comment on the issue was closed by the state on Oct. 17.

The major fear of opponents to the metallic sulfide mining operation is sulfuric acid mine drainage, a lethal by-product of the mining process, according to Save the Wild U.P., a non-profit, grassroots environmental watchdog organization based in Marquette. The organization says once chemical by-products of such mining operations are exposed to oxygen in air and water, a dangerous substance akin to battery acid forms and poisons the land, water and air over widespread areas.

Save the Wild U.P. also calls metallic sulfide mining experimental with a history of environmental destruction.

In addition, the organization claims, if established, the Eagle Project mine would only be the first of many such mines to open in the region. Kennecott owns the mineral rights to nearly a half-million acres in Marquette and Baraga counties

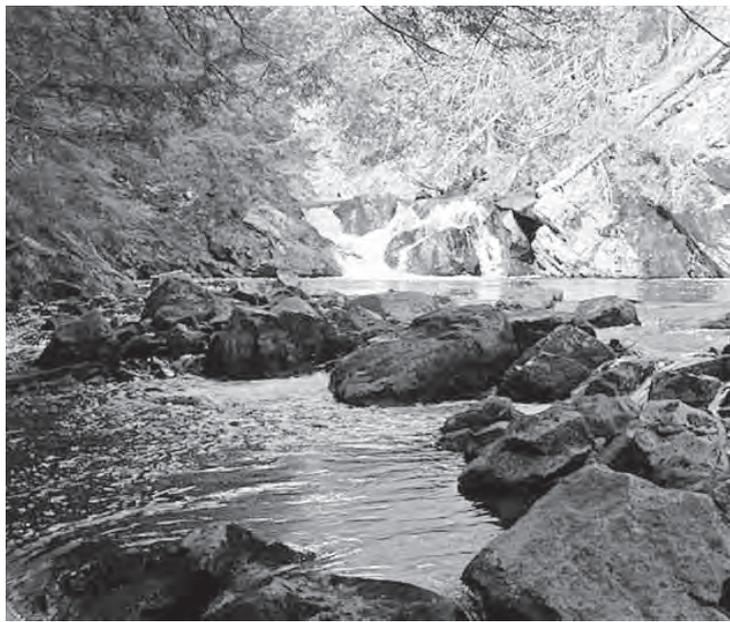


Photo Courtesy Save the Wild U.P.

The Yellow Dog River located near Keweenaw Bay Indian Community, home to the last wild population of coaster brook trout in the state, is in danger from the threat of sulfide mining. Sault Tribe and many others have resolved to oppose the mine.

and other mining companies are looking into prospects throughout the Upper Peninsula.

The Kennecott Eagle Project mine would sit beneath the Salmon Trout River, which meanders through the Yellow Dog Plains, an expanse of mostly pristine woods and wetlands inhabited by regional wildlife such as deer, bears, moose,

wolves, birds and fish.

Last September, the Chippewa Ottawa Resource Authority (CORA) asked the State of Michigan to deny the permit to mine in the Salmon Trout River watershed. Sault Tribe is a CORA affiliate.

Mike Ripley, environmental coordinator for the CORA Inter-Tribal Fisheries and Assessment

Program, noted in a letter to the state's Office of Geological Survey the proposed location of the mining site is extremely sensitive and overwhelming opposition exists against the project.

CORA and the five tribes it represents also registered opposition to the project proposal in June of 2004, according to Ripley.

At risk, too, Ripley pointed out, is the last of a fish species native to Michigan — the coaster brook trout — and its breeding habitat.

"Given that the State of Michigan has placed such a high priority to protecting this strain of brook trout, it would be irresponsible and contradictory for the state to approve a permit to mine directly underneath the very river that has the last remaining wild population of this fish," wrote Ripley. "No matter how much care is taken to prevent a disaster from happening, disasters happen. More commonly, mistakes happen and with a river that is so small containing the last of these native fish, it will not take much of a mistake to wipe these fish out completely and forever. That is not a risk that any of us should be willing to take."

191 countries work together to heal ozone layer

WASHINGTON, D.C. — The earth's ozone layer is on track to heal, thanks to the work of dozens of countries that signed a landmark international environmental agreement initiated 20 years ago.

Known as the "Montreal Protocol," this ambitious treaty requires countries to phase out production and use of compounds that deplete ozone in the stratosphere. Initially signed by 24 countries Sept. 16, 1987, in Montreal, this treaty today covers 191 countries and is widely hailed as the most successful international environmental agreement to date.

"Twenty years ago, the community of nations came together to adopt a global strategy for the global challenge of ozone depletion. Today, we at EPA join our international partners in celebrating the anniversary of the Montreal Protocol — a shining example of how human ingenuity, leadership and determination

can create a healthier, better world," said EPA Administrator Stephen L. Johnson.

Each of the countries that signed the protocol has measurable goals and actions for achieving success. These include phasing out production and use of ozone-depleting substances such as chlorofluorocarbons, halons, carbon tetrachloride and methyl chloroform. Scientific evidence demonstrates that these compounds significantly deplete the stratospheric ozone layer, which shields the planet from damaging ultraviolet radiation.

The United States has implemented key parts of the Montreal Protocol more rapidly and at significantly less cost than originally anticipated. With the help of many partners, EPA has also approved more than 300 alternatives to ozone-depleting substances for industrial, commercial and consumer uses. Many of

these new technologies also save energy and reduce emissions of greenhouse gases.

As a result of U.S. efforts combined with those worldwide to phase out ozone depleting substances, the ozone layer has not grown thinner since 1998 over most of the world. Antarctic ozone is projected to return to pre-1980 levels around 2060 to 2075. EPA estimates that between 1990 and 2165, an estimated 6.3 million U.S. lives will be saved as a result of these international actions to protect and restore the ozone layer.

Sept. 16, 2007, is International Ozone Day and marks the 20th anniversary of the signing of the Montreal Protocol. The United States and various partner countries around the world are meeting in Montreal to discuss the importance of continuing the progress made to protect

the ozone layer, and to celebrate the important achievements of the past 20 years and the people and programs that work to protect the Earth's ozone layer.

More information about the 20th anniversary of the Montreal Protocol is at www.epa.gov/ozone/intpol.

From Paquin's Report, pg 14

Eventually, individuals like Chairman Payment are forced to face reality and are exposed through their own acts. Ultimately concerned people stand up and say ENOUGH! ENOUGH to constant lying, dishonesty, blaming others, vengeful politics, persistent attacks, false promises, and abuse of the public trust. ENOUGH to fear tactics, divisive politics and lack of unity.

Because Chairman Payment is blinded by his obsessive focus and ignores traditional boundaries, people lose. Those who held out hope for a better Sault Tribe are left holding a bag overflowing with disappointment and regret. They recount the many empty promises, including better jobs, greater economic development and nationalized health care plan for all members. And, they wonder what might have been.

I do not profess to be without mistake or fault in my life. However, I have sought to help others and have spent my career standing up for those in need and confronting bullies. I understand that some may fault me for doing so publicly, and I accept this.

This is why, in the last issue of the tribal paper I explained the reasons for Chairman Payment's obsession with me. Predictably, he will either ignore the issue in the hope that it will go away or will once again outright lie about his behavior.

The truth is Chairman Payment has a deviant, dark side that he seeks to keep from the public eye. He does not want you to know his true nature. I plan to hold him accountable, because like many others, I have had ENOUGH!

ELK LOTTERY APPLICATION

The Sault Ste. Marie Tribe of Chippewa Indians is conducting a lottery for the issuance of a minimum of two and a maximum of three elk permits. Bull to cow permit ratios will be announced the day of the drawing.

We will be drawing twice the number of hunters as elk permits. If a successful applicant is unable to participate in the elk hunt for any reason the tribe reserves the right to transfer the elk permit to a "back up" hunter.

To enter the elk lottery you must complete this application and mail or fax it to 206 Greenough, Sault Ste. Marie, MI 49783, 906-632-7467. The form is also available online at www.saulttribe.com.

The new youth hunting regulations apply. Applicants 10 and over may hunt elk with a bow and applicants 12 and over may hunt elk with a bow or firearm.

Your application must be received by December 3rd. The drawing will occur December 5th in Sault Ste. Marie.

One application per eligible member. Those who draw elk permits will be notified as soon as possible.

Please be aware that the permit will carry conditions that you are required to adhere to, such as participation in biological data collection activities.

For example, successful applicants, as well as the "back ups" will be required to attend a 1/2 day mandatory elk hunting orientation. Successful applicants will be notified of the place, time and date.

The Sault Ste. Marie Tribe of Chippewa Indians is crafting elk hunting regulations. Completion of which is a prerequisite to the elk hunt taking place.

Elk Lottery Application

LICENSE APPLICANT	LAST NAME	FIRST NAME	MIDDLE INITIAL	D.O.B.
STREET ADDRESS		CITY	STATE	ZIP
 SIGNATURE (REQUIRED)				

This application must be returned to the Sault Ste. Marie Tribe of Chippewa Indians at:
206 Greenough, Sault Ste. Marie, MI 49783, or by fax: 906-632-7467

Mmm, mmm good! Kids learn to smoke fish



Josh Homminga showing the kids how to clean a fish.



Participants in October's smoke fish camp at the tribe's culture camp on Sugar Island.



Jenna Homminga, 6, follows Rita DeVoy's lead and puckers up for a cold slimy kiss. Below: Dyani Stewart and Malcolm Brown place fish fillets in brine water overnight.



Pucker up! Rita DeVoy offers to kiss the fish for \$1 from Bud Biron as Josh Homminga (above) makes it possible.

*Photos by
Brenda Austin*



Pictured at right is the smoked fish just before it was taken out of the old refrigerator converted into a smoker. Below, left, kids placed three pieces each in a bag to take home. Below, right, Dyani Stewart, 10, takes her first bite and, well...



Nightmare on Bear Street, inside Chi Mukwa Arena drew a crowd of children and parents to participate in the annual community event, this year held Oct. 28, the Sunday before Halloween. Photos by Nathan Wright.



Art Leighton and daughter, Claire, 4.



Autumn Wright, 2, as Little Red Riding Hood.



Elizabeth and Ethan Eggert, 1.



Michelle Bouschor and her son Garrett, 2.



Alaysia Brewer, 8.

Ghosts, ghouls and goblins make their debut at Nightmare on Bear Street & the Child Care Center



Sault Tribe police officer James McLeod offers Harry Legrand, 2, some candy at the Tribe's Child Care Center.



Ann McKelvie WIA program student worker and Christian Garrett, 17 months.



Jaycee Reil, 3, with mom Nikki McKechnie.



Dana Andrews offers Sophia Driedric, 2, candy.

Photos by Brenda Austin



Mom Jamie Stott and son Joey Groleau, 4.



Kendal King, 8 months with grandmother Sue Sparks.



Volunteers, back left: Acting Chief of Police Sam Gardner, Dana Andrews, and officer James McLeod. Front, left: Anita McKerchie, Deb Crozier and Patty Jurczenko.



Keenan Hoffmann, 4, and pre-school aide Joanne Hewitt.