

BOARD TO VOTE TO STRIP CHAIR OF AUTHORITY

Ahneen, Booze, Negee. Biiwaagajig Ndznakoz:

Since I have returned to office, my administrative team and I have secured nearly \$2,000,000 in new funding including \$455,000 for our Inland Treaty Rights Implementation. While some Board Members focus on the negative, this should be celebrated as a victory for our people. I am proud to carry on efforts of our American Indian leaders of the past like Big Abe LeBlanc and Billy Frank who fought for our treaty rights when it was life threatening to do so. To the right is a photo of Billy Frank and me at a House Appropriation panel testifying on behalf of our treaty rights. Sadly, this was Billy last time testifying as he passed shortly thereafter. He was a giant among men and great pioneer and protector of our treaty rights.

Last week, I was summoned to the White House to serve on a roundtable to give input on the President's "My Brother's Keeper Initiative." Of course, with my impending doctorate in Educational Leadership, I focused on the 50% high school drop out rate but also the need to develop new programs to support GED and Adult Education. We cannot give up on those who make their path through alternate means. As a high school drop out, I cannot leave my fellow American Indians behind.



Picture of Billy Frank and me testifying in a House Appropriations Committee. I testified as Vice President (Mid West Region) on behalf of the National Congress of American Indians.



In front of the West Wing at the White House after testifying during the President's "By Brother's Keeper" roundtable discussion

the so called "business" operations of the Tribe. While I do supervise our CFO, I do so more like a colleague than a subordinate as I respect this professional's credentials and administrative style. My relationship with each of my direct reports is characteristic of this leadership style. The CFO, in turn, oversees our non-gaming enterprises which are all profitable. While there is always room for improvement, these businesses are turning a profit. This is an area for which no change is needed. The Tribal Board has not funded any posi-

tions for Enterprise Development for new businesses. The CFO provides some guidance here, but as CFO/Comptroller here, it is not reasonable to expect another full time professional responsibility on top of the two he already has. I support a business developer.

CHAIRPERSON NOT OVER CASINO MANAGEMENT; BUT TRIBAL BOARD IS!

I DO NOT supervise any Casino management including the Chief Operating Officer (COO). This position reports directly to the Tribal Board. Thus, as market

share has been dropping, our marketing division has gotten stale and non-productive. The oversight is directly under the Tribal Board. In April of 2013, I met with the Casino COO to discuss his recommendations for saving hundreds of thousands of dollars including organization changes to our marketing to generate more revenues and save in operational costs. These decisions were well within the COO's authority. However, given the very public lobbying of former Chairperson Bouschor and an entourage of his immediate family and political supporters, the Board refused

At the request of a Member, I am posting the current organization charts for the Sault Tribe. The 'proposed' would relegate the Chair to a mere "Ceremonial Figure Head" only who would supervise ~ NO ONE.

TRIBAL MEMBERS VOTED TO TAKE CEO TITLE OUT/ NOT STRIP CHAIR OF ALL AUTHORITY

While Tribal voters did vote to take the CEO name out of the Chairperson title, they DID NOT expect that the day to day administrative oversight would be revoked by the Tribal Board. In 2012, the Tribal Board voted unanimously to delegate the administrative oversight to the Chair. With over 3,000 Sault Tribe Members responding, the vast majority of Members indicated they did not believe their vote was intended to strip the Chair of all authority and would vote to overturn this interpretation of select Board Members.

Currently, I supervise eight director or executive level team members which include: the Executive Director, Chief Financial Officer (CFO), Legislative Director, Appropriations Team, Chief of Police, Fisheries Director, Environmental Director, and Inland and Wildlife Director. In my capacity as administrative head, I also provide fiscal control oversight and signature authority over all cost centers of the Tribe to ensure spending is done appropriately and consistently with the Board appropriations. My signature authority is capped at

\$50,000 for items previously appropriated. For large expenditures which are pre-budgeted, I provide the fiscal control to ensure these are spent according to Board approved spending plans.

As Chairperson with the delegated authority over the aforementioned areas, I provide strategic and administrative oversight including monthly direct report meetings (which I instituted), project management meetings to collaborate across programs, and general administrative direction. I also directly supervise the three Membership Liaisons and an Office Receptionist/Clerical team member. In total, I supervise eleven governmental team members. The Executive Director, who again reports to me, supervises nine executive or director level team members and one administrative assistant. Our Executive Director and I have an excellent working relationship.

McLEOD'S RESOLUTION NOT PRACTICABLE

The resolution proposed by Director McLeod would move my 11 direct reports and add them to the Executive Director's for a new total of 20 director reports or subordinates. This is neither reasonable nor practicable. It clearly demonstrates a lack of understanding of some Board Members over the day to day operations and what it takes to manage a multi-million dollar organization with over 2,000 team member employees.

I DO NOT supervise any of

RESOLUTION NO: _____

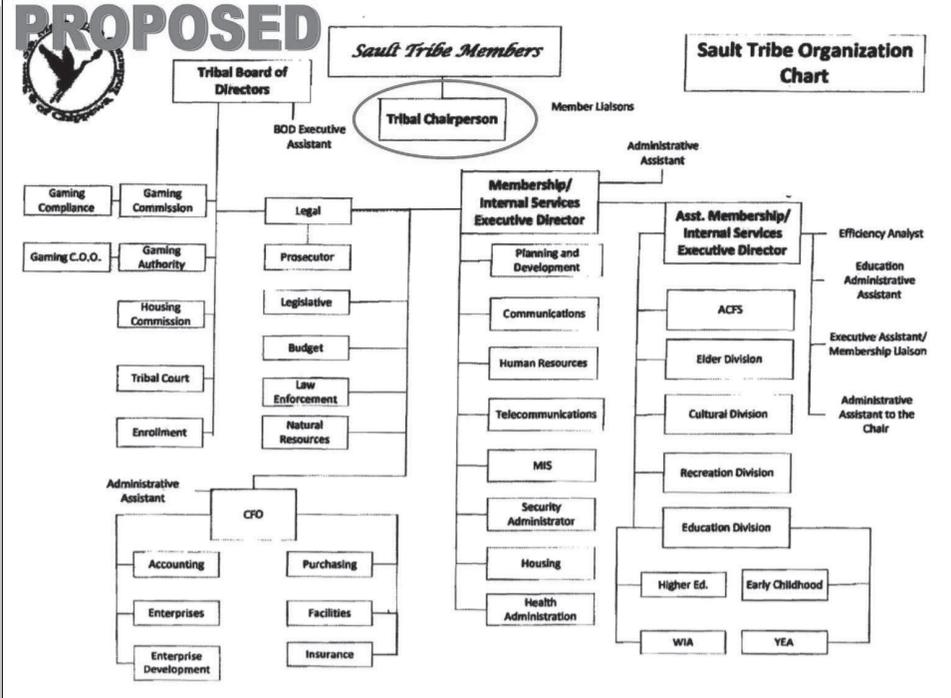
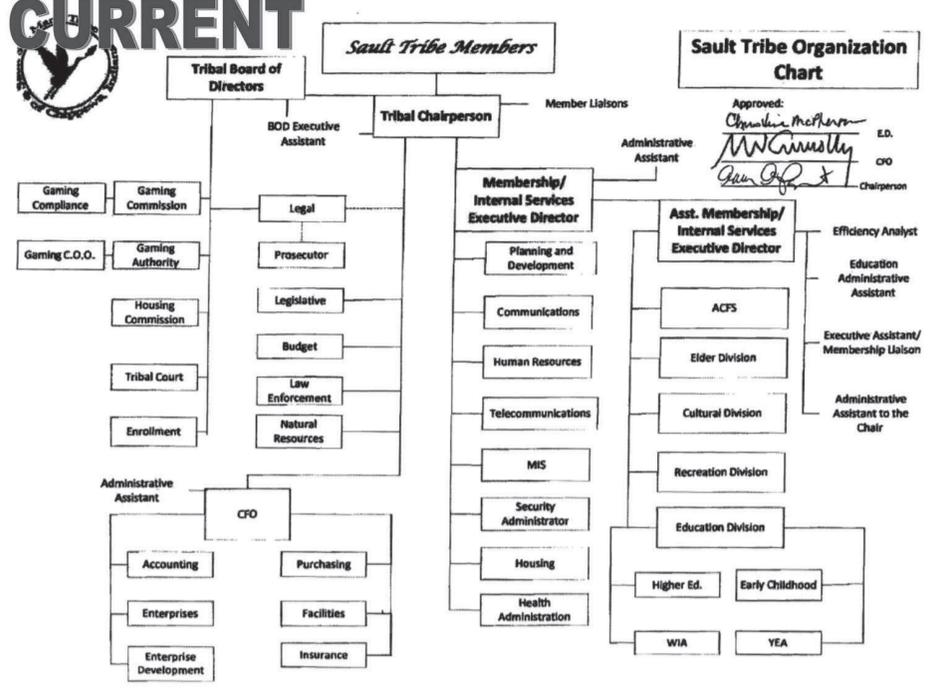
AMENDING LIMITED DELEGATION OF AUTHORITY TO THE CHAIRPERSON

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors hereby rescinds Resolution No: 2012-146.

BE IT FURTHER RESOLVED, that the Board of Directors acknowledges those powers inherent in the office of the **Chairperson such as serving as the ceremonial figure head** of the Tribe for public events and visiting dignitaries, serving as the spokesperson for the Tribe on issues requiring a singular voice and carrying out those duties specifically assigned in the Constitution and Bylaws.

BE IT FURTHER RESOLVED, that the Board of Directors declares that until ordered otherwise by the Board of Directors, the Executive Director for Internal Services shall perform the following duties:

1. Subject to the provisions of paragraphs 2 below, the Executive Director of Internal Services is authorized and directed to manage and direct the day to day operations of the Tribe including but not limited to the following: guiding and directing tribal governmental and business operations to ensure operational efficiency, quality, service, and cost-effective management of resources and performing all administrative and management functions required to be performed pursuant to the current organizational chart; and
2. In the exercise of the authority delegated to the Executive Director of Internal Services by the Board of Directors in paragraph 1, the Executive Director of Internal Services shall consult with and shall be subject to the direction and review of the Board of Directors consistent with Article VII, Section 1(n) of the Constitution. All actions taken by the Executive Director of Internal Services pursuant to this delegated authority shall be subject to the authority of the Board of Directors and the Board may review, approve, modify, or rescind any such action. The Executive Director of Internal Services shall report to the Board of Directors at each regularly scheduled board workshop and shall provide an update of any activities, issues, decisions, or other matters requiring the attention of the board. In the event that the Executive Director of Internal Services is unable to attend any such workshop, the Executive Director of Internal Services shall assign a designee to provide that report.
3. All organizational charts shall be amended to reflect the reassignment of duties herein.



to accept the COO's recommendations.

Instead, the Board created Gaming Authority Workshops to hear recommendations for casino improvements. These sessions were scheduled by the Board at a time that directly conflicts with my other administrative duties including direct report meetings, Executive Team Meetings, and Division and Program Directors meetings such that I have only been able to attend one or two of these sessions. While our Tribal Parliamentary Meeting Rules and Open Meetings Act prohibit decision making except in a duly called meeting, several expectations/directions have been given by the Board to the Casino COO which led to layoffs and what I believe were targeted terminations. While I do not believe all Board Members were part of the plan to excise retribitional terminations, those who allowed this to occur were nonetheless complicit.

While I do provide some operational oversight over administrative duties over the following areas like approval of vacation and leave slips and budget oversight, I DO NOT SUPERVISE our casinos, Court, Enrollment, Housing Commission, Gaming Authority or Gaming Commission.

Director McLeod and other opponents to my Chairmanship on our Board have used the smokescreen of separating the business operations of the Tribe from the politics. This is nonsensical given I do not oversee 'business operations' of the Tribe. Our CFO does that. Our Casino operations are under the COO who reports directly to the Tribal Board. I provide administrative oversight over operations of the governmental arm of the Tribe; I do so competently and expertly. Of course, this is to be adjudged by Tribal voters and **NOT POLITICIANS** who have an axe to grind or jealousy for not having these skills themselves.

DUMBING DOWN THE CHAIR POSITION FOR A LESS SKILLED FUTURE CHAIRPERSON

It appears to me that those lying in wait to become Chair someday, realize they do not have the skills, experience, or credentials to provide executive level oversight over the Tribe. Thus, they wish to reduce the position to nothing more than a, "CEREMONIAL FIGURE HEAD" of the Tribe. These are the actual words used by Director McLeod in her resolution which would strip the Chair of all authority. While others are content to parade around as, "ceremonial figure heads", I am qualified to serve as the administrative executive over the operations of the Tribe.

FIRST BOARD VOTE ON ORG CHART TO ACCOMMODATE FRED PAQUIN'S CORRUPTION

Until December 2007, the organizational charts were entirely under the adminis-

trative authority of the Tribal Chairperson. Members would be alarmed to know that the corruption of our former Chief of Police and Board Member (a convicted felony) is what changed this to a Board vote item. First, while Fred Paquin was arrested and prosecuted for assault of a tribal woman in 2007, I recommended he be fired given his threats to fire the woman and her entire family if she continued to cooperate with the State Police. The Human Resources Department, Tribal Legal and I listened to the State Police wire-tapped phone conversation where Paquin threatened to show [her] "who is really in charge of this tribe." To protect the victim's immediate family Member, I took Paquin out of the chain of command so he could not fire her father. Again, I recommended Paquin be fired for several violations of the personnel manual for making these threats.

The Board's response was to force a vote on the organizational chart to put her father back underneath Fred Paquin at which time her father was fired. So while I tried to fire Paquin for the coercive threats he made to stymie a criminal investigation, the Board instead voted to put him back to work. All the while, Paquin was investigated by the BIA Criminal investigative unit. It is my belief that several Board members knew of the crime he committed embezzling over \$321,000 from the Tribe and providing his daughter a salary for a position for which she did no work. I knew about the investigation because I was approached by the BIA given their observation that our then CFO, Victor Matson, was stonewalling the criminal investigation. I then assigned our current CFO, Bill Connolly, to work directly with the BIA Criminal investigator. It is also my contention that select Board members knew what Fred Paquin was doing and lied to the police during the investigation to provide an alibi for Paquin.

NEW CEO PROJECTED COSTS \$200,000+

The actions of those who support the current resolution to strip the Chair's authority would take away from the people, their elective choice to select their top administrator for the Tribe. Given our Executive Director Christine McPherson already has a full time job, this would either add 11 new director reports to give her 20 subordinate team members or require the hiring of a CEO at a pay level projected to

Petitions Submitted: of

PETITION FOR REFERENDUM

WE, THE UNDERSIGNED, ARE ELIGIBLE VOTERS OF THE SAULT STE. MARIE TRIBE OF CHIPPEWA INDIANS AND ARE REQUESTING A REFERENDUM ON:

AMENDING LIMITED DELEGATION OF AUTHORITY TO THE CHAIRPERSON

(Name of Ordinance and Number of Resolution Enacting Ordinance, *or*, Number of Resolution)

ENACTED BY THE BOARD OF DIRECTORS ON: _____

(Date of Enactment)

Sign your name below **ONLY IF** you gather more signatures than just your own.

CIRCULATOR'S SIGNATURE: (Person circulating this petition): _____

PRINTED NAME: Aaron A. Payment

ADDRESS: 1716 Shunk Road, Sault Ste. Marie, MI 49783

DATE: _____

SIGNATURES OF ELIGIBLE VOTERS

SIGNATURE	NAME (Please Print)	ADDRESS (Please Print)	DATE

Please Sign Your Name and Return to: Aaron A. Payment, 1716 Shunk Rd., Sault Ste. Marie, MI 49783

be \$200,000 annually. I arrive at this figure given I had our Human Resources Department project what my pay would be given my duties and the amount was \$200,000. I did so to have HR demonstrate how our wage and salary software worked and we used my position as an example. I am more than happy to serve as Chairperson without EVER receiving a raise.

Anyone want to venture a guess who the above Board Members would wish to hire as Executive Director? Could this be payback for bankrolling Board Members' campaigns?

Stay tuned, as soon as the Board votes to pass Jennifer McLeod's resolution to strip the the Chair of all Authority and relegate the position to a "Ceremonial Figure Head" the People of the Tribe will take this decision away from the Board one and for all and vote via Tribal Referendum (see draft petition). Maybe then some stability will come to the Tribe.

ELECTION COMMITTEE FINDS CATHERINE HOLLOWELL VIOLATED ELECTION LAWS!

To avoid politicizing the outcome, I will not editorialize but just write the findings below:

"We conclude that the two elements that Complainants had to establish in order for a violation of Ch 10 to be found have been met. Respondent...submitted for publication a unit report that very clearly was intended to inform potential voters about her campaign platform in an effort to eventually secure their vote. We believe that this was in direct contravention of the tribes' intent to not allow incumbents the advantage of campaigning in their unit reports. Last, we have no choice but to conclude Respondant's unit report is by definition campaigning, a Respondent herself is forced to admit by way of her argument."