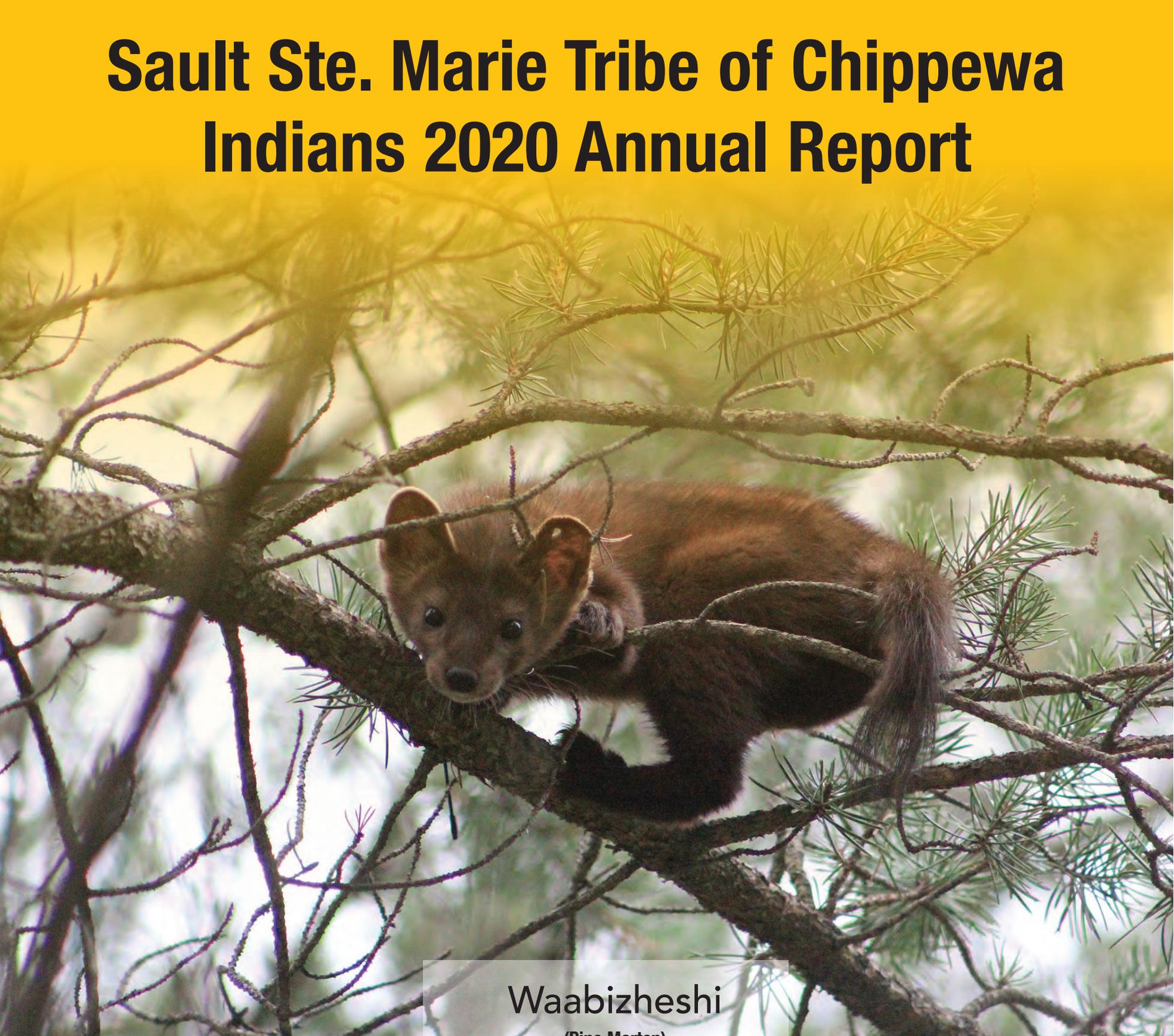


Sault Ste. Marie Tribe of Chippewa Indians 2020 Annual Report



Waabizheshi

(Pine Marten)

Hunters, food gatherers & warriors,
the Marten clan has become known
for strategy and planning.

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



Win Awenen Nisitotung Special Section

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Tribe shows courage throughout COVID-19 pandemic



**Executive Director
Christine McPherson**

It is an understatement to say Sault Tribe faced formidable challenges in 2020 brought on by the COVID-19 pandemic. Not only was it crucial to maintain governmental operations and services as best we could, it had to be done while keeping people safe from a seemingly ever-encroaching deadly virus. Team members at all levels and in all departments not only displayed excellent teamwork in continuing their missions under scary and uncertain conditions, but often showed bravery and determination as well. One can take comfort and pride in knowing that, in dark times such as these, we have such dauntless teams. Organizing the logistics in acquiring and installing disease transmission prevention measures and personal protection equipment quickly and effectively were not easy tasks but were completed in good time. Temporary changes in some operations were developed as were some procedures. The special Executive Task Force consisting of tribal officials and other professionals was formed to guide the tribe's actions in countering the virus. Then, too, came the huge administrative burdens accompanying the CARES Act revenue and programming. Through it all, the tribal government continued to provide essential services to its members.

The following are just some

examples of continuity of essential services delivered by the tribe's governmental departments during 2020.

HEALTH DIVISION – These folks are the main front-line heroes of this whole dangerous experience. They preemptively began responses to the COVID-19 pandemic about a month before the regional surge in positive cases in March 2020; they endured and overcame the many difficult daily challenges, twists and turns.

An incident command center was initiated and preventive measures were put into action once the surge arrived. Limitations were placed on the number of people allowed in the clinics at the same time. Personal protection equipment was required to enter the clinics and plexiglass barriers were installed where possible. Disinfecting and general cleaning measures were increased. Some staff worked from home.

HEALTH DIVISION did an amazing job acquiring COVID-19 vaccines and delivering inoculations not only to Sault Tribe members, but to our surrounding community neighbors as well.

COMMUNICATIONS DEPARTMENT – Staff maintained vital communications continuity while most worked from home during the height of the COVID-19 surge. One person remained in the office to facilitate landline communications. The department was part of a committee addressing community pandemic concerns.

ENVIRONMENTAL PROGRAM – Continued to carry out many projects and other efforts in support of clean air, water and land.

INFORMATION TECHNOLOGY SECURITY – Continued to carry out daily functions while providing various upgrades and installations.

LAW ENFORCEMENT – Continued to operate and issue

treaty licenses and provide law enforcement and public safety services throughout the tribe's service area while observing pandemic precautions.

TRIBAL COURT – Significant changes were made in the way the court handled cases without decreasing the ability to provide justice. The court shifted to remote audio/visual communications technologies to conduct urgent hearings, eventually offering a majority of the court's operations and services online, including hearings, probation meetings and others.

ANISHINABEK COMMUNITY AND FAMILY SERVICES – Continued to provide all services and operations. Some staff worked from home, and some from their offices.

ENROLLMENT – Continued

services in a timely manner in spite of building closure; most staff worked from home for a time while one person remained in the office to handle landline communications and other tasks. Routine work continued through building modifications. The office was tasked with distributing the COVID-19 relief checks.

FISHERIES PROGRAM – Experienced significant disruptions in daily routines but continued to carry out duties in protecting the tribe's treaty rights and fisheries.

WILDLIFE PROGRAM – While meeting pandemic constraints, the program continued with all of its field projects.

WORKFORCE INNOVATION and OPPORTUNITY ACT – Continued aiding members with job training programs and ser-

vices.

YOUTH EDUCATION AND ACTIVITIES – Carried out food distributions and availability for students through their schools. Weekly distributions included activity kits to help families with their mental and physical health. While working from home, YEA staff made over 5,000 face masks for distribution.

LANGUAGE AND CULTURE DEPARTMENT – Continued mission by shifting programs to online platforms due to closures and restrictions.

RECREATION – Experienced closures and restrictions at the Big Bear Arena due to pandemic precautions. Carried on with special functions, including providing the staging site for the tribe's COVID-19 community vaccination efforts.



Photo by Brenda Austin

Sault Tribe Health Director Dr. Leo Chugunov gratefully accepted coolers with the first Covid-19 vaccinations from a member of the U.S. Coast Guard. A U.S. Coast Guard helicopter landed about 9:35 p.m. on Dec. 15, at Sault Ste. Marie's Sanderson Field with 185 doses of the Pfizer-BioNTech vaccine for the Sault Tribe, 60 doses for Bay Mills Indian Community, and 35 doses for Little Traverse Bay Bands of Odawa Indians. The flight originated in Bemidji, Minn., and included stops in Michigan's Upper Peninsula. The tribe immediately held a vaccination clinic for all tribal elders, pictured below.



Tribe's governing body: Board of directors



AARON PAYMENT,
CHAIRPERSON



BRIDGETT SORENSON,
DIRECTOR, UNIT III



CATHERINE HOLLOWELL,
DIRECTOR, UNIT II



DARCY MORROW
DIRECTOR, UNIT IV



DENISE CHASE,
DIRECTOR, UNIT IV



AUSTIN LOWES,
DIRECTOR, UNIT I



KIMBERLE GRAVELLE
DIRECTOR, UNIT I



KEITH MASSAWAY,
DIRECTOR, UNIT III



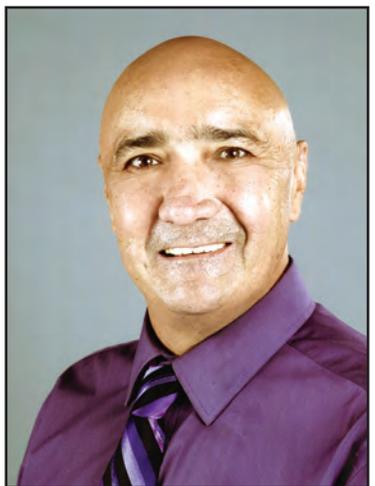
LANA CAUSLEY-SMITH,
DIRECTOR, UNIT II



MICHAEL MCKERCHIE,
DIRECTOR, UNIT I



DJ HOFFMAN
DIRECTOR, UNIT I



CHARLES MATSON
DIRECTOR, UNIT V



BETTY FREIHEIT
DIRECTOR, UNIT I

Board information

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

Tribal board contacts

- | | |
|---|--|
| Aaron Payment, Chairperson
1716 Shunk Rd.
Sault Ste. Marie, MI 49783
(906) 440-5937
aaronpayment@saulttribe.net | (906) 322-3818
lcausley@saulttribe.net |
| Michael McKerchie, Unit I
410 Dawson St.
Sault Ste. Marie, MI 49783
(906) 322-7768
mmckerchie@saulttribe.net | Catherine Hollowell, Unit II
1125 S. Tassier Rd.
Cedarville, MI 49719
(906) 430-5551
chollowell@saulttribe.net |
| DJ Hoffman, Unit I
1309 Park St.
Sault Ste. Marie, MI 49783
(906) 203-0510
djhoffman@saulttribe.net | Bridgett Sorenson, Unit III
2334 Shore Dr.
St. Ignace, MI 49781
(906) 430-0536
bsorenson@saulttribe.net |
| Kimberle Gravelle, Unit I
1607 W. 4th Ave.
Sault Ste. Marie, MI 49783
(906) 203-6083
kkgavelle@saulttribe.net | Keith Massaway, Unit III
702 Hazelton St.
St. Ignace, MI 49781
(906) 322-3802
kmassaway@saulttribe.net |
| Austin Lowes
1405 Bingham Ave.
Sault Ste. Marie, MI 49783
(906) 203-2545
alowes@saulttribe.net | Denise Chase, Unit IV
PO Box 161
Manistique, MI 49854
(906) 203-2471
dchase@saulttribe.net |
| Betty Freiheit
820 W. 28th Ave. Apt A-1
Sault Ste. Marie, MI 49783
(906) 379-8745
bfreiheit@saulttribe.net | Darcy Morrow, Unit IV
102 South 5th St.
Manistique, MI 49854
(906) 298-1888
dmorrow@saulttribe.net |
| Lana Causley-Smith, Unit II
PO Box 531
Hessel, MI 49745 | Charles Matson, Unit V
N6360 Atik-Ameg Dr.
Wetmore, MI 49895
(906) 450-5094
cmatson@saulttribe.net |

Sault Ste. Marie Tribe of Chippewa Indians seven-county service area

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



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

Sault Tribe organization 2020 financial highlights

FINANCIAL HIGHLIGHTS

— The tribe's total governmental assets increased to \$162.4 million or 24.7 percent over the course of this year's operations and total assets from business-type activities increased to \$125.7 million or 6.4 percent. Total primary governmental assets were \$288 million at 2020 year-end, an increase of \$39.8 million or 16 percent.

— Total liabilities in governmental activities increased to \$80.5 million or 55.5 percent. Unearned revenues make up \$43 million of this increase, most of which is from CARES Act grants and the change in accounting for deferred revenues. Total liabilities in business-type activities increased to \$38.4 million or 50.5 percent. The majority of this increase were operating advances from SBA in the form of PPP loans and advances needed from the primary government due to the impact of COVID restrictions. Total primary governmental liabilities were \$118.9 million at 2020 year-end.

— During the year, the tribe's expenses and transfers were \$19.2 million less than the revenues generated by grants, taxes and other sources for governmental activities.

— In the tribe's business-type activities, total revenues were \$84.8 million while total expenses, taxes, gain on disposal of capital assets and transfers were \$90.1 million.

— The General Fund reported a decrease in expenditures of \$663,000 or (5.3 percent) for the year due to decreases in Health and Welfare and Recreation and Culture costs.

— The tribe's MERS Defined Benefit Pension Plan for law enforcement employees reported a net pension asset of \$120,592 in the government-wide financial statements.

— Tribal external debt reduction payments amounted to \$2,015,033.

— Major capital projects included:

JKL Bahweting School projects provided outdoor improvements for landscaping, playground, sidewalks, parking lots, lighting and track. Indoor improvements were made throughout the facility, provided a portion of the new administration building cost and purchased equipment for a grand total of \$757,838.

Sault Health Center added mobile medical vehicle, building improvements, new equipment and software upgrades for \$901,819. Equipment upgrades to the outlying health centers included EKG machines, pharmacy software, dental equipment for \$161,747.

Mitigation Action funds purchased two snow plows and a snow removal vehicle for \$194,376.

New Law Enforcement vehicle for \$51,714.

Victims Assistance purchased a vehicle and added security upgrades for \$74,087.

Judicial Services purchased a vehicle and upgraded courtroom recording equipment for \$57,007.

Federal COVID-19/

	Governmental Activities		Business-type Activities		Total	
	2020	2019	2020	2019	2020	2019
Current and Other Assets	\$ 107,697,898	\$ 83,403,902	\$ 26,283,427	\$ 27,164,368	\$ 133,981,325	\$ 110,568,270
Capital Assets	54,667,103	46,801,021	99,432,880	90,961,530	154,099,983	137,762,551
Deferred Outflows of Resources	31,905	4,349	-	-	31,905	4,349
Total Assets	\$ 162,396,906	\$ 130,209,272	\$ 125,716,307	\$ 118,125,898	\$ 288,113,213	\$ 248,335,170
Current Liabilities	\$ 48,171,986	\$ 17,784,052	\$ 16,678,496	\$ 9,827,173	\$ 64,850,482	\$ 27,611,225
Noncurrent Liabilities	32,366,340	33,958,596	21,727,892	15,685,081	54,094,232	49,643,677
Deferred Inflows of Resources	50,587	321	-	-	50,587	321
Total Liabilities	80,588,913	51,742,969	38,406,388	25,512,254	118,995,301	77,255,223
Net Position						
Net Investment in						
Capital Assets	48,443,103	40,050,021	98,112,784	88,488,767	146,555,887	128,538,788
Unrestricted	33,364,890	38,416,282	(10,811,565)	4,116,177	22,553,325	42,532,459
Designated	-	-	8,700	8,700	8,700	8,700
Total Net Position	\$ 81,807,993	\$ 78,466,303	\$ 87,309,919	\$ 92,613,644	\$ 169,117,912	\$ 171,079,947

CARES Act provided funds for the governmental programs to make building improvements and purchase equipment to respond to and mitigate the COVID-19 pandemic for a total of \$2,970,487.

Early Childhood Center construction of \$ 3,085,931.

The Tribal Building fund purchased land, buildings, equipment, vehicles and made building improvements totaling \$1,054,548.

Enterprise funds procured additional properties, buildings and improvements along with equipment additions in the amount of \$3,475,824.

Federal COVID-19/ CARES Act provided funds for Kewadin Casinos, Tribal Enterprises and the Sault Tribe Housing Authority to help alleviate the loss of revenues and mitigate the spread of the pandemic with facility improvements, enhanced maintenance protocols and new equipment.

Tribal Enterprises were awarded funds to respond to and mitigate the pandemic with building improvements and equipment totaling \$439,696. The CARES Act funds were also used to begin construction of emergency housing at various locations within the Tribe's service area in the amount of \$2,775,495.

Kewadin was awarded a total of \$16,215,000 for revenue replacement and facility improvements. The facility improvements included new ventilation systems, touchless entrances and other safety improvements.

The Sault Tribe Housing Authority was \$219,703 for similar mitigation and improvements projects.

— New grant awards in 2020 consisted of the following expenditure amounts:

USDA Food Distribution – COVID Funds \$4,848

Self-Governance Compact – COVID Funds \$66,298

Justice Dept. Coronavirus Emergency Funding \$12,317

Dept. of Treasury – OIG Coronavirus Relief Funds \$40,200,429

Dept. of Education – CARES Act Funds \$652,191

Education Stabilization Fund – GEERF Grant

\$229,221

Title VI & Nutrition Services – CARES Act Funds \$71,587

HHS Provider Relief Funds – CARES Act Funds \$1,560,890

Public Health – Tribal Coronavirus Disease Funds \$90,776

IHS Self-Governance – COVID Funds \$2,998,992

Child Care Block Grant – Construction Funds \$60,000

Head Start & Early Head Start – COVID Funds \$101,058

OVERVIEW OF THE FINANCIAL STATEMENTS

This annual report consists of four parts — management's discussion and analysis (this section), the basic financial statements, required supplementary information and other information that presents combining statements for non-major governmental, internal service, enterprise and fiduciary funds. The basic financial statements include two kinds of statements that present different views of the Tribe.

— The first two statements are government-wide financial statements that provide both long-term and short-term information about the tribe's overall financial status.

— The remaining statements are fund financial statements that focus on individual parts of the tribe's government, reporting the tribe's operations in more detail than the government-wide statements.

— The governmental funds statements tell how government services like public safety and health and welfare were financed in the short-term as well as what remains for future spending.

— Proprietary fund statements offer short and long-term financial information about the activities the government operates like businesses, such as the Gaming Authority and Midjims.

— Fiduciary fund statements provide information about the financial relationships — like the retirement plan of the tribe's employees — in which the tribe acts solely as a trustee or agent for the benefit of others, to whom the resources belong.

The financial statements also include notes that explain some of the information in the financial statements and provide more detailed data. The statements are followed by a section of required supplementary information that further explains and supports the information in the financial statements.

Government-wide Statements

The government-wide statements report information about the tribe as a whole using accounting methods similar to those used by private sector companies. The statement of net position includes all of the government's assets and liabilities. All of the current year's revenues and expenses are accounted for in the statement of activities regardless of when cash is received or paid.

The two government-wide statements report the tribe's net position and how they have changed. Net position — the difference between the tribe's assets and liabilities — is one way to measure the Tribe's financial health, or position.

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

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

The government-wide financial statements of the Tribe are:

— Governmental activities – Most of the tribe's basic services are included here, such as health and welfare, public safety, education, and recreation and culture. Taxes, federal revenue, state revenue, and charges for services finance most of these activities.

— Business-type activities – The Tribe charges fees to customers to help it cover the costs of certain services it provides. The Tribe's Gaming Authority and businesses are included here.

Fund Financial Statements

The fund financial statements provide more detailed information about the tribe's most significant funds, not the tribe as a whole. Funds are accounting devices that the tribe uses to keep track of specific sources of fund-

ing and spending for particular purposes.

— Some funds are required by federal law and by bond covenants.

— The Sault Ste. Marie Tribe of Chippewa Indian's Board establishes other funds to control and manage grant money for particular purposes (Head Start, Fisheries, Sanitation, etc.)

The tribe has three kinds of funds:

— Governmental funds – Most of the tribe's basic services are included in governmental funds, which focus on (1) how much cash and other financial assets that can readily be converted to cash flow in and out and (2) the balances left at year end that are available for spending. Consequently, the governmental funds statements provide a detailed short-term view that helps determine whether there are more or fewer financial resources that can be spent in the near future to finance the tribe's programs. Because this information does not encompass the additional long-term focus of the government-wide statements, we provide additional information at the bottom of the governmental funds statement, or on the subsequent page, that explains the relationship (or differences) between them.

— Proprietary Funds – Internal services for which the tribe charges internal customers a fee are generally reported in the general fund. Proprietary funds, like the government-wide statements, provide both long and short term financial information. In fact, the tribe's enterprise funds (one type of proprietary fund) are the same as its business-type activities, but provide more detail and additional information, such as cash flows. We use internal services for the tribe's other programs and activities — such as the Management Information Systems, Human Resources, Accounting, etc.

— Fiduciary funds – The tribe is trustee, or fiduciary, for its employees' pension plans. It is also responsible for other assets because of a trust arrangement can be used only for the trust beneficiaries. The tribe is responsible for ensuring

Tribal Court 2020 accomplishments and plans

One of the most important aspects of our tribe's sovereignty is the exercise of our jurisdiction through the tribe's judicial system. It is the Tribal Court's ultimate responsibility, and therefore that of the Judge, Court Administrator/Magistrate and all Court staff, to adjudicate the cases that come before it from the membership. The year 2020, and ensuing pandemic, brought about significant changes in the way that the Court handled cases, but ultimately did not decrease its ability to provide justice. While the wheels of justice looked a little different in 2020, they continued to turn. It was an extraordinary challenge to keep the Court fully functional throughout a global pandemic, but that is exactly what was done!

Continuing to protect people's rights and liberties under the law could not be interrupted, even during a pandemic. Therefore, in March 2020, when the COVID-19 State of Emergency went into effect, the Court immediately started holding urgent hearings remotely by video. The Court quickly resumed hearing a full docket via Zoom in April. Throughout the pandemic, the Court issued a number of administrative orders, notifying the public of the Court's status and how to continue to access court services. The Court was able to transition to offering a majority of Court services online, including hearings, probation meetings and education groups.

In 2020, 472 new cases were filed in Tribal Court, which is below the 5-year average of about 700 cases filed per year. The Court held 1,402 total hearings during 2020. While the slight majority of hearings took place in Sault Ste. Marie in the George K. Nolan Judicial Building courtroom, nearly half of the hearings in 2020 were held remotely via BlueJeans, Zoom, or by videoconference to allow litigants to appear for court remotely from locations within the service area, and even across the country, including from jails and prisons.

There was one jury trial completed this year. Due to the COVID pandemic and the resulting restrictions on indoor gatherings, the Court was able to work with the Big Bear Arena to hold the jury trial in their basketball court — to "hold court on the court." This allowed for all potential jurors in the jury pool, the selected jury, the litigants, witnesses and public to socially distance throughout the trial, while at the same time allowing the wheels of justice to continue forward, protecting the litigants' rights and affording due process.

PROBATION SERVICES

In 2020, Tribal Court continued to be committed to using sentencing alternatives, like probation, rather than incarceration. In addition, restrictions on eligibility for incarceration in the local jails during the pandemic resulted in fewer jail sentences. Instead, the Court



From left, Probation Officer Nick DePlonty, Specialty Court Coordinator Angel Lavake, Court Clerk Alicia Roy, Receptionist Alyssa Pavlat, Probation Officer Denise Porter, Chief Judge Jocelyn Fabry, Field Surveillance Officer/Bailiff Jennifer Metro, Court Administrator/Magistrate Traci Swan.

placed the majority of juvenile and adult offenders on probation and ordering completion of rehabilitative services. In 2020, 29 adults and nine juveniles were sentenced to terms of probation with Tribal Court. Again, probation staff had to adjust some of their usual monitoring practices this year, due to pandemic restrictions, but they were still able to provide intensive probation oversight using technology like Zoom, phone calls and text messaging to meet with clients virtually. The Court made significant use of electronic monitoring devices like GPS tethers and Soberlink devices in lieu of placing offenders in jail, and probation staff still conducted 563 drug screens and 119 preliminary breath tests. This year, Tribal Court probationers completed 605 total hours of work service in the community.

Tribal Court operated the Gwaiak Miicon Drug Court for the 21st consecutive year. Drug Court is for offenders who are assessed to have substance use disorder, and who are at high risk of engaging in further criminal conduct. Drug Court, as a treatment court, combines Court oversight with substance abuse treatment services to focus on the reasons an offender engages in criminal activity. If, as a Tribal community, we can treat the "why" someone commits crime, we can reduce crime. Again, the pandemic brought about significant challenges for the Drug Court, forcing us to pivot and get creative in order to help participants access the support and supervision they need to recover and rebuild their lives. Drug Courts focus on accountability and connection — two things that were greatly impacted by the pandemic. Yet our Drug Court team went above and beyond the usual call of duty by learning new technologies — and helping participants use

them — enabling Tribal Court to continue to offer this vital program to those who needed it most.

The Court continued its Domestic Violence (DV) Court program this year for offenders convicted of abusive crimes against an intimate partner. DV Court is a specialized docket that allows the justice system to have intensive oversight on cases, enhances victim safety, and holds offenders accountable while offering them rehabilitative services to deter repeat offenses. Participants must attend frequent Court review hearings, attend Men's Group, complete a behavioral health assessment and treatment if recommended, and write a series of essays on power and control.

CULTURE & TRADITION

Tribal Court continues to work with the Traditional Medicine program and the Language & Culture Department to strengthen the Court's services culturally. Representatives from both departments serve on our Gwaiak Miicon drug court team, and Gwaiak Miicon participants regularly participate in cultural activities like fasting camp, sweat lodges and meet with the traditional healers as part of their treatment program. This year, Tribal Court partnered with Traditional Medicine to offer a Men's Group, where DV Court participants met weekly as a group with Traditional Healer Gerard Sagassige for teachings and discussion. Tribal Court also continues to incorporate blanket ceremonies during adoption and permanent guardianship hearings.

TRIBAL ACCESS PROGRAM

Throughout 2020, the Court worked towards final implementation of the Tribal Access Program, as previously awarded to Sault Tribe (Tribal Court, ACFS, Tribal Prosecutor's Office) from

the U.S. Department of Justice.

In 2020, the Court received its kiosk to begin fingerprinting offenders whose convictions were for violent crimes like Domestic Abuse. The Tribal Access Program allows the tribe to obtain criminal and civil background information and help fill the extensive data gaps and communication that currently exist in Indian country. Sault Tribe now has electronic access to national criminal and civil databases, as well as the ability to input criminal and civil orders, such as active bench warrants, protection orders, bond conditions and orders of conviction. Entry of Tribal Court orders into the Tribal Access Program enables the tribe to more effectively serve and protects its members by making sure our Court's orders are known, not only in Indian country, but across the nation. Responsibility for managing Sault Tribe's Tribal Access Program participation rests with the Tribal Court and requires extensive oversight to ensure compliance with all U.S. Department of Justice regulations.

OTHER 2020 ACCOMPLISHMENTS

Tribal Court staff regularly participated in community events in 2020, although not as often as in other years, in order to educate the public about Tribal Court and issues affecting the justice system and community. Tribal Court staff also participate and serve on many community workgroups and committees focusing on tribal justice issues.

— Judge Fabry sits on the Board of Directors for Families Against Narcotics (FAN) of Chippewa County and spoke the kick-off event for FAN's Hope Not Handcuffs program in September. Court Administrator/Magistrate Swan served on the Chippewa County Communities that Care coalition throughout 2020, whose focus is to reduce

youth risk behaviors. Swan also serves on the VAWA Inter-Tribal Work Group and Judge Fabry serves on the board of directors for the Michigan Association of Treatment Court Professionals, the Michigan Tribal State Federal Judicial Forum and the Michigan Supreme Court Child Welfare Leadership Workgroup.

— On Thursday, Sept. 24, Tribal Court and Behavioral Health again partnered to host the tribe's 10th annual Recovery Walk to celebrate those in recovery and to recognize the strength of our local recovery community. The walk this year was socially-distanced, with boxed dinners and goodie bags provided for all participants.

— Tribal Court staff regularly present at state and national-level trainings regarding tribal justice issues. Although, again, in 2020, fewer trainings and conferences occurred. This year, Judge Fabry presented at Bay Mills Indian Community's VAWA/ICWA Conference and LSSU's Campus Big Reads discussion panel on the novel *The Roundhouse* by Louise Erdich. Court Administrator/Magistrate Swan presented at the VAWA Inter-Tribal Workgroup annual conference.

TRIBAL COURT GOALS FOR 2021

— Implement new FullCourt case management system, which will allow for more streamlined processing of court cases, online payment options, and improved record collection and storage capabilities.

— Obtain additional space to effectively operate the Tribal Court, to allow for victim safety, client privacy, adequate jury space and space for public resources.

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

Law Enforcement 2020 overview, 2021 goals

Sault Tribe Law Enforcement (STLE) manages and oversees the general administration of police services, Treaty Rights, conservation licensing and enforcement, Sex Offender Registration and Notification Act (SORNA) responsibilities, and oversight of Sault Tribe Youth Facility (STYF). STLE also manages several federal grants from writing grant proposals to managing the awards which includes budget development, compliance assurance, project implementation, and closing out once all objectives are achieved. STLE develops and manages approved budgets – in 2020, STLE was responsible for 11 separate budgets (department operations, grant awards, etc.) totaling approximately \$4.7 million.

COVID-19 pandemic

The COVID-19 pandemic caused 2020 to be a very unusual year. In response to the pandemic, STLE achieved the following accomplishments:

— Throughout the entirety of the pandemic and subsequent closures, STLE continued to operate and issue treaty licenses and provide law enforcement and public safety services throughout the Tribe's service area.

— STLE provide public safety services to Sault Tribe Health Center during their drive through pharmacy distribution process.

— During casinos and other tribal operations closures, STLE provided enhanced patrol efforts to ensure the security of all tribal facilities.

— STLE and Sault Tribe Youth Facility developed and implemented internal and external guidelines for COVID19 to ensure the safety of employees, visitors, youth in custody, and also complied with the Tribe's overarching guidelines.

— STLE was able to secure through FEMA approximately 100 gallons of hand sanitizer and 6,000 face masks for distribution through the tribe.

— STLE assisted at multiple Community Mobile food pantries hosted by JKL Bahweting School.

— STLE provided curbside licensing services wherein tribal members could pull up to the curb and STLE staff would meet them there to provide treaty hunting and fishing licenses.

— STLE's Chief of Police and Office Manager served on several of Sault Tribe's COVID19 Task Forces (Health, Policy & Proce-



Sault Tribe Chief of Police delivers a treaty license curbside to tribal member Trenton Bouley.

dures, Communications & Technology, etc.).

— STLE's SORNA Project Coordinator ensured continued compliance with Sault Tribe's Chapter 72 – Sex Offender Registration and Notification Code. She ensured that all offenders within Sault Tribe's jurisdiction were registered, updated, and/or verified.

— STLE distributed the emergency order enacted by Sault Tribe Chairperson Aaron Payment and a memorandum from Chief of Police to all Commercial Captains and Helpers who held a license in 2019 extending their 2019 licenses in to 2020 (specific criteria defined in communications).

— STLE had to cancel the 2020 Jr. Police Academy due to social distancing and mask mandates that were in place. STLE relies on many outside agencies to assist during the Jr. Police Academy and many of these agencies also had restrictions in place that would have prohibited them assisting during 2020.

— Through the policies/procedures implemented at the Sault Tribe Youth Facility, they were successful in keeping the COVID19 virus out of the facility.

— STYF was able to have all computers replaced in its classrooms by LaSalle High School.

— STYF maintained its goal of zero incidents, deaths, or escapes.

— STYF maintained 100 percent substantial compliance with the State of Michigan MDHHS licensing requirements.

Law Enforcement and Sault Tribe Youth Facility

STLE and Sault Tribe Youth Facility also had the following accomplishments in 2020:

— Sault Tribe Board of Directors added two Police Officer positions into the department budget to increase coverage in the St. Ignace and Manistique areas and to assist in the increased patrol coverage during the COVID19 pandemic. Both officers hired are Sault Tribe members.

— STLE, for the first time, was eligible to apply directly for a Department of Homeland Security grant program. This grant will provide funding for STLE officers to participate in providing increased border security along the northern border.

— STLE submitted an application through the State of Michigan's Coronavirus Emer-

gency Supplemental Funding for their Sault Tribe set aside and was approved. This funding is intended to provide supplies and equipment for STLE to maintain compliance with COVID19 safety guidelines.

— STLE's Chief of Police participated in numerous 2020 Consent Decree negotiations meetings.

— STLE's Chief of Police and Detective Sergeant worked with the Murdered & Missing Indigenous Peoples (MMIP) Coordinator to develop STLE's response protocols.

— STLE developed and submitted annual budgets as required.

— STLE developed and submitted required grant reports as required.

— STYF implemented the additional Maintenance Technician position to better maintain the facility.

— STYF has made progress on implementing the BIA's Maximo program to ensure that required maintenance on the facility is completed in a timely manner and that the BIA reimburses STYF for eligible projects.

— STYF was able to restructure its staffing to be in compliance with BIA standards for supervisor / staff ratios by implementing an additional Lead Detention Officer position.

— Due to the pandemic and subsequent closures and limitations, STLE did not respond to as many complaints as have historically been called in. One of STLE's top priorities during 2020 was ensuring that tribal facilities, including and especially Kewadin Casinos, were kept safe and secure through the various closures/reduced hours.

Treaty licenses

Treaty licensing statistics remained at near the same level, with slight increases in Inland Hunting and Fishing. During the pandemic closures, STLE began providing curbside services to Sault Tribe members prior to opening our doors again. A number of tribal members took advantage of this service (see picture – Chief of Police Robert Marchand issuing licenses to a Sault Tribe member via curbside).

2021 Goals

Several of the goals and objectives STLE has for 2021 include the following:

— STLE will write a grant



application for the FY21 Coordinated Tribal Assistance Solicitation (CTAS) Purpose Area 1 – Community Oriented Policing Services (COPS).

— STLE will focus on continuing to enhance community oriented policing objectives within each community it serves.

— STLE will increase the training available to its officers in conservation enforcement.

— STLE will continue to streamline its standard operating procedures to increase efficiency and productivity.

— STLE will continue to ensure that it remains in continued compliance with the Adam Walsh Act/SORNA requirements.

— STLE will continue to work with the Natural Resources Department and IT Security/MIS to develop an online treaty licensing and reporting website for Inland Hunting and Fishing licenses and Subsistence licenses, as well as online reporting for Inland, Subsistence, and Commercial required catch reports (Commercial fishermen will continue to schedule appointments to obtain their licenses as there are additional requirements that cannot be implemented online).

— STYF will ensure that all newly hired Detention Officers attend and successfully complete the Federal Corrections Academy.

— STYF will ensure that all federal, state, and tribal training and certification requirements are met.

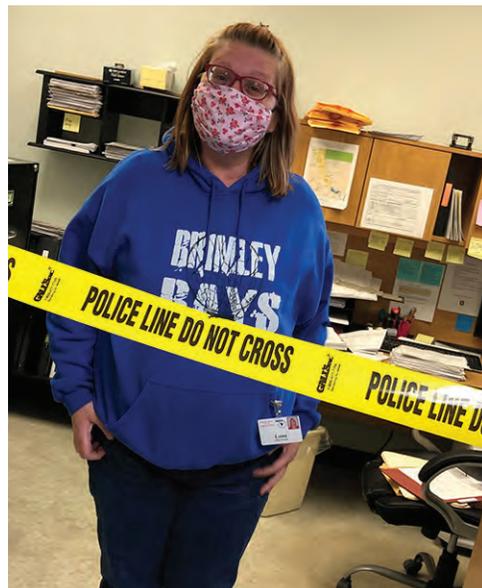
— STLE and STYF will be working to get back on track from all the temporary changes and restrictions put in place due to COVID-19.

— STYF will be focused on completing several building enhancements in 2021 – roof, siding, parking, possibly a new camera and access system, etc.

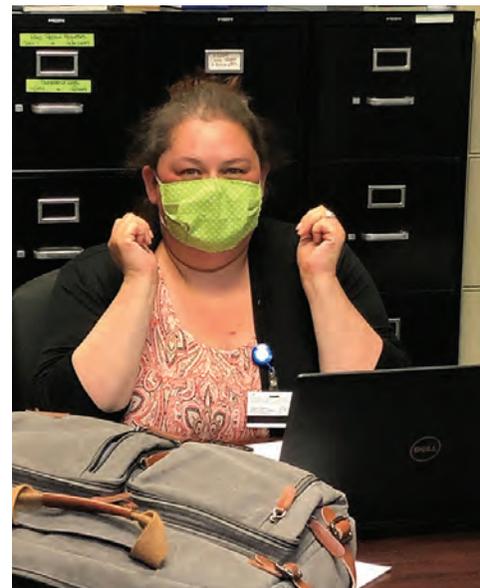
This will be coordinated through the MAXIMO system to access funding specifically for building maintenance.



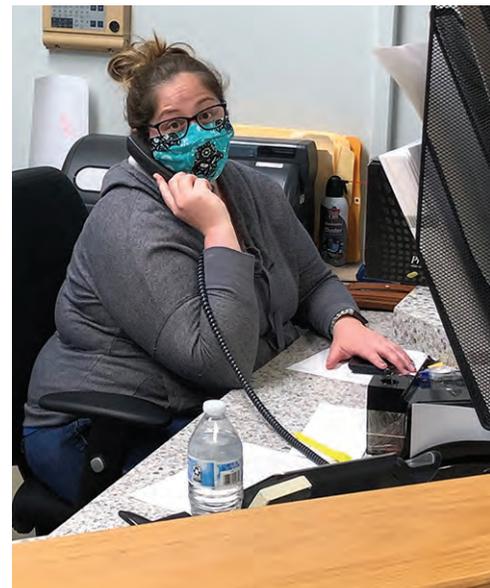
Rachel LaFaver, Emergency Dispatch/Rec/Permit Coordinator



Lona Stewart, Office Manager



Latisha Willette, SORNA Project Coordinator



Amber Horn, Emergency Dispatch/Rec/Permit Coordinator

Natural Resources Fisheries 2020 Highlights

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

Assessment and research

Assessments and research are a major activity of this program. Assessments are conducted on the Great Lakes (Superior, Huron, and Michigan) and inland lakes and rivers. In 2020, 9,592 samples were collected and analyzed, almost 17,000 miles driven, and 5,435 structures were studied to determine the fish age.

St. Marys River Aquatic Invasive Species Survey

Aquatic invasive species (AIS) are a primary challenge in maintaining healthy fisheries in the Great Lakes. Established invaders such as zebra and quagga mussels, spiny water flea and round goby have caused considerable harm to the ecosystem.

Early detection is likely the best method for reducing the number of future invaders. In 2020, we continued an AIS monitoring program throughout the St. Marys River. In 2019, we partnered with U.S. Fish and Wildlife Service and Ontario Ministry of Natural Resources and Forestry but due to the pandemic Sault Tribe continued this survey without these partners due to restrictions with COVID-19 guidelines. In these surveys, we caught over 4,005 fish from 43 different species. No new invasive species were detected!

Lake herring (cisco) telemetry study

The FMP assisted in a study in the Les Cheneaux Islands tagging lake herring with sonar tags to track the movements of these fish. This study is being led by U.S. Geological Survey and we were successfully able to tag about 25 lake herring that were monitored throughout the year using submerged receivers.

Fishing tournaments

FMP has been assisting with fishing tournaments on the St. Marys River for years. Staff will collect fish once they have been weighed in and take biological data from as many fish as possible. All living fish are returned to the river. The fish that die from the tournaments get sampled at a greater detail and have their otoliths (ear bone) removed to look for a mark from the hatchery process to tell whether they originated in the Sault Tribe hatcheries. The fish is then processed by a HACCP facility and the fillets are donated to elder meal programs that the tribe hosts.

In 2020, a walleye and a smallmouth bass tournament were held. Survival rates are high during these tournaments with only one smallmouth bass dying to capture. During the bass tournament, staff noticed some lesions (sores) on the sides of a number of the smallmouth bass.



Fertilized whitefish eggs being loaded into egg incubation trays.

A couple of fish were sacrificed to be tested. The results came back inconclusive but did open the door for a new collaboration to further study what these lesions could be getting caused by.

Elder meals fish donations

In 2020, the Fisheries Management Program took fish that were caught in assessment surveys to a HACCP certified facility to have the fish processed. This facility fillets, debones, scales/skins, vacuum seals and flash freezes the fillets. These fillets are then brought to the Fisheries Management Program to be donated to elder meal programs that are put on by Elders Services. A total of 738 pounds of filleted fish were donated.

Staffing

FMP hosted an intern and a youth worker during the summer. The Tribal Internship Program was reintroduced by the board of directors in 2020. This person was able to gain a lot of experience in all aspects of fisheries management from planning, to assessments, to analyses and reporting. The youth worker also was able to gain a lot of valuable experience that will help them in their decision of a career path going into the future.

Harvest and effort statistics

Fisheries Management Program staff collect harvest reports (inland, subsistence, and commercial), processes, and analyzes the information to provide summa-

ries of the harvest and effort. This information plays a critical role in the management of the resource. Not only are summaries of the data important but this data is also used in the models to help produce harvest limits.

Representation and co-management

Managing the fishery for two consent decrees requires a lot of representation on committees. Under the 2007 Consent Decree, staff is on the Inland Fisheries Committee. The 2000 Consent Decree is different than the 2007 Consent Decree in that Sault Tribe is a co-manager of the Great Lakes. This puts the tribe on equal footing with the federal government and the state of Michigan. Staff represents the tribe on the Technical Fisheries Committee, Modelling Sub-Committee, Lake Superior Technical Committee, Lake Huron Technical Committee, and Lake Michigan Technical Committee, St. Marys River Fisheries Task Group, Lake Huron Lake Sturgeon Working Group and others.

Fisheries enhancement

In addition to the assessment activities, the FMP operates a fisheries enhancement program. This program has operated for nearly 30 years and has mainly raised walleye to stock into waters of the 1836 Treaty territory. In this time span, the hatcheries have stocked over 14 million walleye. In 2020 alone, over 338,000 walleye were raised. These fish were stocked at locations in lakes Superior, Huron (including the St. Marys River), and Michigan.

Lake whitefish experimental rearing

The Fisheries Management Program started an experimental project to rear whitefish in 2018. This project is funded by the Great Lakes Restoration Initiative and the goal is to rear white-

fish in a manner to learn the best process to raise them in case research shows that large scale stocking could help the whitefish population.

In November 2019, whitefish brood stock was collected from Lake Huron. These fish were spawned out at the Nunns Creek Fisheries Enhancement Facility near Hessel, Mich. The eggs were hatched out on site and the fish were raised all winter and into the summer. Multiple methods were used to raise these fish to look at the feasibility of rearing whitefish to different sizes and life stages. New this year, was the attempted rearing of whitefish in an earthen pond much like the rearing of walleye. This method showed promising results with the whitefish growing fast and showing natural abilities of gathering food. The processes learned so far have garnered the attention of the regional Bureau of Indian Affairs office which has acknowledged the advancements that Sault Tribe has had in the rearing of whitefish. More is needed to learn about rearing whitefish in earthen ponds and this will continue into 2021.

2021 Goals

- Build on to already established assessment and commercial sampling.
 - Improve existing gillnet surveys to include
 - More targeted species/sizes
 - More locations
 - Continue and expand aquatic invasive species monitoring
 - Continue to expand research partners (Federal, State, University and non-profit)
 - Meet fish stocking numbers across treaty territory
- Contact Information
Phone: (906) 632-6132
Address: 916 Ashmun Street
Sault Ste Marie, MI 49783



Fisheries intern assisting in assessments on Lake Huron.

Natural Resources *Wildlife* 2020 Highlights

Assessing Sault Tribe inland harvest

In 2020, Sault Tribe issued more than 70,000 individual harvest permits to approximately 4,500 Sault Tribe harvest license holders to exercise treaty rights within the 1836 Treaty Ceded Territory. Of license holders, approximately 4,100 members selected a hunting harvest license (includes hunting, inland fishing, and gathering), while approximately 400 members selected a non-hunting harvest card (includes inland fishing and gathering).

The Wildlife Program compiles an annual harvest and effort summary that is made available to the public each summer on the Natural Resources Department webpage on www.saulttribe.com.

Sault Tribe trust lands

During 2020, the Sault Tribe Wildlife Program trust lands technician conducted significant education, outreach, and forest assessments across Sault Tribe trust lands in the eastern Upper Peninsula.

In late spring and early summer, the trust land technician traveled door-to-door in the Sault Tribe Housing communities to conduct education and outreach related to bear-safe practices. The trust land technician distributed informational resources related to limiting attractants for bears to homes, specifically encouraging residents to store their trash and any food sources (e.g., bird feeders) inside garages or sheds.

The Sault Tribe trust land technician also initiated forest inventory assessments on forested Sault Tribe trust land parcels in Hessel and Sault Ste. Marie. Forest inventory data will allow Sault Tribe to further develop management plans for these forested parcels. Forest inventory will be completed across all forested Sault Tribe trust lands over the next year.

Wildlife assessment and habitat restoration projects

The Wildlife Program leads a number of wildlife assessments and on-the-ground restoration efforts in the eastern Upper Peninsula and the 1836 ceded territory. During 2020, this work included ruffed grouse assessments, research to understand the ecological response of forest communities to fire, inter-agency wildlife disease assessments (i.e., chronic wasting disease), and restoration of manoomin (wild rice) to coastal wetlands of the St. Marys River.

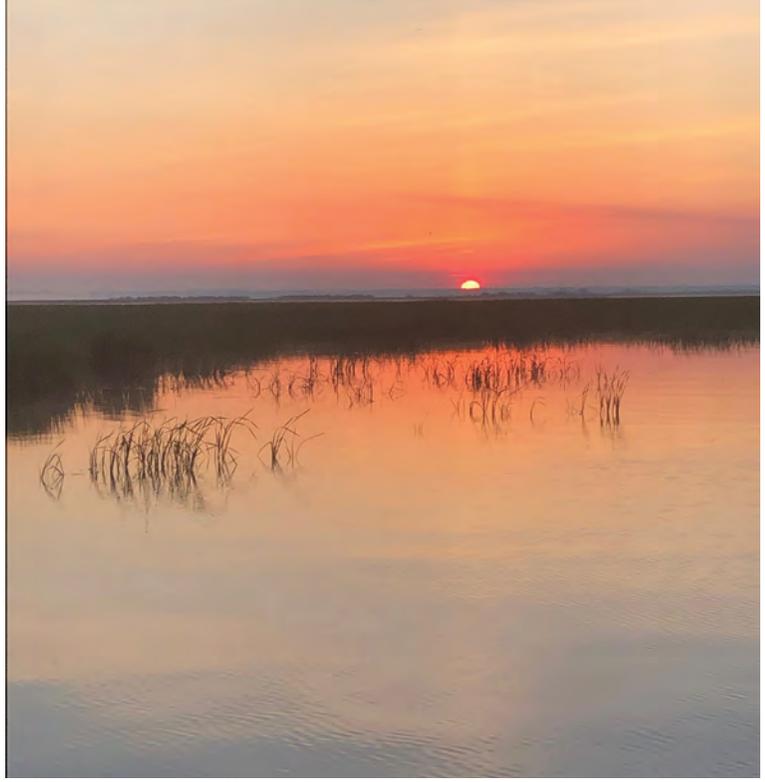
Ruffed grouse

Since 2018, the Wildlife Program has used a variety of methods to study habitat selection by ruffed grouse in the Hiawatha National Forest. Ruffed grouse are an important subsistence species for many tribal members and this species is forecast to decline with future climate change projections. This ruffed grouse assessment will result in an adaptive management plan for ruffed grouse in the 1836 Ceded Territory.

During 2020, the bulk of the



Wildlife Program Assessment Biologist, Michael Castagne, holds a ruffed grouse fitted with a GPS transmitter.



Wildlife Program staff spend early mornings on the St. Marys River assessing marshbird diversity and abundance. Pictured is a summer sunrise over Munuscong Bay on the St. Marys River. Photo by Mike Castagne.



A red-backed vole in a live trap, sampled during a fire ecology assessment.



A canid track detected during winter track surveys on the Hiawatha National Forest, part of the Wildlife Program's fire ecology assessment.

Wildlife Program's work focused on deploying GPS collar transmitters on ruffed grouse to collect information about their movement patterns. In 2020, the use of remote game cameras to detect grouse presence was also implemented. After recapturing the ruffed grouse and retrieving the collars, the GPS data and camera detection data can be paired with high resolution land cover data to determine patterns in habitat selection and usage. This assessment will help the Wildlife Program to better understand the relationship between ruffed grouse occupancy and forest characteristics. GPS collaring of ruffed grouse came to an end in 2020. The use of remote cameras to conduct multi-species occupancy surveys will continue through 2021.

This work is funded by the Great Lakes Restoration Initiative through the Bureau of Indian Affairs and the Tribal Wildlife Grant Program through the United States Fish and Wildlife Service, in partnership with the Hiawatha National Forest and Michigan State University.

Understanding ecological response to fire

In 2020, the Sault Tribe Wildlife Program continued working with the U.S Forest Service – Hiawatha National Forest to develop an adaptive fire management plan that seeks to integrate Sault Tribe priorities in the Hiawatha National Forest's fire management process. Surveys were conducted to evaluate the ecological response to fire at sites that have burned in the past, sites with no recent history of fire, and sites that are slated to be burned in the future in the Raco Sand Plains area of the Hiawatha National Forest. Information collected from small mammal live trapping, vegetation surveys, and remote camera trapping will be used alongside Anishinaabe ecological knowledge regarding fire and fire management techniques to guide the implementation of prescribed fire on the Hiawatha National Forest.

Manoomin (wild rice) and coastal wetland restoration

The Sault Tribe Wildlife Program has been involved in invasive species management and coastal wetland restoration for a decade. This work has focused on innovative invasive species management and monitoring, restoration of coastal wetland vegetation, and determining the impacts of coastal wetland composition and structure for wildlife, including secretive marshbirds and waterfowl.

During 2020, the Sault Tribe Wildlife Program continued work to restore manoomin (wild rice) to coastal wetlands in the St. Marys River, and specifically to the Munuscong Bay area. During 2020, the Wildlife Program seeded an experimental manoomin restoration site for the third consecutive year, with the intention of continuing to learn from this experimental restoration site over time and seeding for an additional 3-4 years. During 2021, the

Wildlife Program will expand on these efforts by working to understand manoomin restoration feasibility in the St. Marys River at multiple coastal wetland sites.

Chronic wasting disease

2020 marked the beginning of the chronic wasting disease (CWD) surveillance program for Sault Tribe's Wildlife Program. CWD is a terminal disease in cervid (deer family) populations and poses a great threat to Michigan's white-tailed deer herd. CWD-positive free-ranging deer have been documented in Michigan since 2015. White-tailed deer are an important subsistence resource for Sault Tribe members. Sault Tribe's Wildlife Program is committed to continuing to play a leading role in tribal CWD surveillance, research, education, and outreach.

In October 2020, the Sault Tribe CWD surveillance program began collecting samples to test for the disease. Collection was voluntary and testing was free for all members. The Sault Tribe Wildlife Program coordinated with other tribal natural resource agencies within the 1836 Ceded Territory to establish 24-hour sample collection sites. Sites were located at the main offices of the Sault Tribe Natural Resources Department, Bay Mills Indian Community Department of Natural Resources, Little Traverse Bay Bands Natural Resources Department, Little River Band of Ottawa Indians Natural Resources Department, and Grand Traverse Band of Ottawa and Chippewa Indians Natural Resources Department. Collectively, the Tribes submitted 47 heads for testing, with the majority coming from the Sault Tribe NRD collection site. Fortunately, testing indicated that none of the collected samples were from CWD-infected deer.

Inter-agency activities and collaborations

In addition to harvest management and wildlife assessments, the Sault Tribe Wildlife Program engages in a number of inter-agency workgroups and committees. During 2020, Wildlife Program staff held leadership roles in the Wildlife Technical Committee, Michigan State University's Center for Cooperative Ecological Resilience, the Michigan Chapter of The Wildlife Society, and the Michigan Wild Rice Initiative. Wildlife Program staff also collaborated on processes and projects related to sharp-tailed grouse, Canada lynx, and grey wolves.

Communications

The Wildlife Program regularly shares information regarding ongoing harvest management and assessment work through Sault Tribe's newspaper, Win Awenen Nisitotung, as well as on social media. You can find the Wildlife Program on Facebook ("Sault Ste. Marie Tribe of Chippewa Indians – Wildlife Program") and on Instagram (@saulttribewildlife). Wildlife Program maps, applications, and guides can also be found on www.saulttribe.com.

Sault Tribe Language & Culture 2020 overview

The Language and Culture Department works to provide meaningful programming that promotes Anishinaabe bimaadiziwin (the way of a good life) and our Anishinaabemowin (the sound of Ojibwe) language to tribal members and interested community members in order to protect and preserve the lifeways that were handed down to us by our ancestors.

The Language & Culture Department includes five parts: Anishinaabemowin (Language), Naadin Eshpendaagwak (Repatriation and Historic Preservation), Anishinaabeg Edinokiiwad (Mary Murray Culture Camp), Enaakinigejig (Administration), and Kinoomaage Miinwaa Gindaaso Gamig (Ojibwe Learning Center & Library).

Although closures and restrictions due to COVID-19 changed how we operated for much of 2020, the Language and Culture Department continued providing quality programming.

Language and Culture staff quickly took to the use of Facebook and video conferencing to share our teachings. This online programming has been well received by community members near and far. We have had many participants, from classrooms at JKL Bahweting School to community members living in Oregon and Alaska.

Anishinaabemowin (the sound of the Ojibwe language) Language Program

This program aims to teach Anishinaabemowin to our communities, provide learning opportunities for those who would like to learn the language, and speak the language so we may preserve our sovereignty. The Language Program provides in-person community language classes across our seven-county service area (pre-pandemic), live classes using video conferencing (during the pandemic), Livestream lessons, Facebook lessons, and assists with many translations, projects, and events. Additionally, the Language Program provides a language lesson to the *Win Awenen Nisitotung* newspaper to be printed monthly and hosts a yearly language conference. The Language Program consists of four Anishinaabemowin Instructors.

In-person Anishinaabemowin classes were only held January through mid-March 2020 due to COVID-19. Instructors provided these classes in Sault Ste. Marie (three), St. Ignace, Newberry, Munising, Manistique and Escanaba. Since mid-March, our Anishinaabemowin instructors have been adjusting to using video conferencing and recordings to share lessons. Since April 2020, the Language Program offers two live virtual community language classes and one pre-recorded lesson posted on Facebook per week. A total of 438 participants attended these classes across our service area and virtually.

There were 13 Livestream language lessons filmed and archived from January through mid-March. Our instructors lost the ability to film these, however, due to the International Bridge



Local Girl Scout Juniors in grades 4 and 5 met in downtown Sault Ste. Marie on Jan. 11, 2020, at the Ojibwe Learning Center and Library to learn about energy. After a teaching from former Language and Culture Director Colleen Medicine, Junior Girl Scout Rowan helps smudge before an opening prayer.

closure. The Language Program has also been creating lessons for Elder Services' lunch meals every week. Unfortunately, they did not host the annual Baawting Anishinaabemowin Conference in 2020 due to COVID-19 restrictions. The Language and Culture Department also began sharing "Anishinaabemowin Word of the Week" posts on Facebook.

Naadin eshpendaagwak (to get back what is sacred) repatriation & historic preservation

This program represents our tribe on issues concerning the Native American Graves Protection and Repatriation Act (NAGPRA). This act includes the return of ancestral remains, sacred items and items of cultural patrimony removed from our homelands past and present. Repatriation and historic preservation also deals with the present-day inadvertent discovery of Ancestral remains and sacred or traditional cultural properties taken from the tribe during construction projects.

Repatriation and historic preservation handles other applicable laws as well, such as the National Historic Preservation Act (NHPA), the Archaeological Resource Protection Act (ARPA), the National Environmental Protection Act (NEPA), and other lesser-known applicable laws. Additionally, this program addresses the tribe's policy concerning gravesites and their protection, working with all branches of government: tribal, federal, state, and local. Repatriation works with community cemeteries regularly.

The repatriation and historic preservation program includes the repatriation and historic preservation specialist and the Niigaanagizhik Ceremonial Building maintenance technician. Additionally, the repatriation and historic preservation specialist serves as the NAGPRA/MACPRA designee. There is also

an elder advisor for all NAGPRA related matters.

Consultations were conducted with these major institutions in 2020: United States Army Corps of Engineers, USDA Natural Resources Conservation Service, NPS Sleeping Bear Dunes National Lakeshore, NPS River Raisin National Battlefield, Federal Highway Administration, Michigan Department of Transportation, NOAA, University of Michigan, Karl May Museum, Fort De Baude Museum, Michigan State University, Ojibwa Museum, Michigan Department of Natural Resources, Hiawatha National Forest, City of St. Ignace, and the City of Traverse City.

16 Ancestors were returned to our homelands in 2020.

The Niigaanagizhik Ceremonial Building hosted a total of 69 events and ceremonies in 2020. Renovations were also completed, including new flooring for half of the interior and new stone and vinyl siding on the entire exterior of the building.

Anishinaabeg edinokiiwad (where the Anishinaabe work) Mary Murray Culture Camp

MMCC provides meaningful camps, activities, and events that focus on land-based education and teaching life skills that uphold our Anishinaabe lifeways and traditions. Culture Camp also assists in the planning and implementing of various community events, projects, and activities, including powwows, ceremonies, and cultural programming.

The Mary Murray Culture Camp includes the cultural activities coordinator, the cultural activities assistant and the MMCC maintenance technician.

Mary Murray Culture Camp hosted two youth and community camps in January and February 2020 – Winter survival camp in January (25 attendees) and drum teachings camp in February (37 attendees). MMCC staff also

provided storytelling nights, community craft nights and constellation teachings with Isaac Murdoch.

Unfortunately, in-person programming was put on hold for the rest of the year due to COVID-19. However, Language and Culture staff continued creating programming with the use of social media and video conferencing. "Coffee with an Elder" became a popular weekly virtual event. Talking circles, Indigenous Peoples' Day, Native American Heritage Month activities (13 total), and a New Year's Sobriety Gathering took place online in 2020. Through well-structured COVID-19 safety plans, the department held the year's ghost feast and a veterans drive-thru giveaway event in-person but socially distanced. A total of 2,129 people participated in the Language and Culture Department's in-person and virtual programming throughout 2020.

MMCC staff coordinated the complete renovation of the kitchen in 2020, including new counters, cabinets, sink, and dishwasher. In addition, the maintenance technician installed new benches on the grounds and new mattresses in all of the beds.

Enaakinigejig (those who make decisions) administration

Language and Culture's administrative responsibilities include: establishing, managing, and overseeing the policies and procedures within the Language and Culture Department, financial and human resource management, departmental operations and processes, communications, financial and budgetary administration, grant management, short- and long-term strategic planning, and daily administrative tasks. Administrative staff also assists in developing and implementing culturally appropriate programming and assists Repatriation in responsibilities involving our

Ancestors.

Administration includes the director of language and culture and the administrative assistant. Administrative staff processed 31 employee cultural leave requests in 2020, which amounted to 542.5 hours requested. The Cultural Leave Committee approved 302 hours of general cultural leave, approved 117 hours of traditional funeral leave, and denied 56 hours of cultural leave (some data missing). In addition, administration fully updated the information on Language and Culture's web pages in 2020.

Kinoomaage miinwaa gindaaso gamig (learning and reading building) Ojibwe Learning Center and Library (OLCL)

The OLCL provides meaningful educational materials and space for our community and promotes the learning and preservation of traditional Anishinaabe ways.

The library features over 1,000 books that focus on Native American traditions, cultures, languages, and many more topics. The library also contains over 120 authentic cultural pieces, including baskets, beadwork, two full-size birch bark canoes, and more. In addition, numerous educational videos are available, along with a comfortable place to watch them. Besides direct access to culture and traditions, the OLCL also serves as the location for language classes (in-person and online) and space to hold meetings, events, or classes. OLCL staff includes a part-time library aide.

The library had 91 guest signatures in the sign-in book in 2020. It hosted 14 events, not including Anishinaabemowin classes. The FY2021 Institute of Museum and Library Services Basic Grant was applied for and received.

2021 Goals

Ensure that our Anishinaabe Bimaadiziwin (Anishinaabe way of life) is available and welcoming for every person who seeks it.

Continue to plant seeds of positive Anishinaabe self-worth in our tribal members.

Increase community participation in our programming, land-based education, and ceremonies. Increase community outreach and collaboration with others inside and outside of Sault Tribe.

Continue the department's use of Anishinaabemowin in both casual and professional settings to promote the use and revitalization of our language.

Continue integrating virtual platforms into our programming (including once in-person programming is safe again) to serve our people living outside the service area.

Contact information

Main Office (preferred): (906) 635-6050

Niigaanagizhik Ceremonial Building: (906) 632-0239

Mary Murray Culture Camp: (906) 635-5604

Follow us on:

Facebook at "Sault Tribe Language and Culture"

Livestream at <https://livestream.com/saulttribelanguage>.

Seven-county service area buildings, contacts

SAULT AREA BUILDINGS

Kewadin Casino Hotel & Convention Center, 2186 Shunk Rd. Sault Ste. Marie, MI 49783 1-800-KEWADIN (906) 632-0530 Sault Ste. Marie Employment Office (906) 635-4937 or (866) 635-7032

Min Wabab Dan (Pleased with It) Sault Tribe Administration Building 523 Ashmun Street 531 Ashmun Street Sault Ste. Marie, MI 49783 (906) 635-6050 (800) 793-0660 Executive Director's Office Administrative Manager Efficiency Analyst/ Trainer Legal Department Tax Office Budget Department Economic Development Chairperson's Office Assistant Executive Director's Office Membership Liaison-Unit I Board of Directors IT Security Facilities Accounting CFO Office Payroll Department Insurance Department Northern Travel Internal Auditor - vacant Employee Specialist - vacant CAC Grant Coordinator - vacant Legislative Department Planning and Development Transportation Department Communications Department (906) 632-6398 MIS Telecommunications Language & Culture Division Gaming Commission (906) 635-7042

The Dawn M. Eavou Child Advocacy Center 2163 Migisa Ct. Sault Ste. Marie, MI 49783 (906) 632-4001

Big Bear Arena 2 Ice Circle Sault Ste. Marie, MI 49783 (906) 635-RINK (7465) www.bigbeararena.com Administration Youth Programs Events Management Operations Pro Shop Concessions

TENANTS:
All-In-One Fitness Club: (906) 635-4935
Physical Therapy: (906) 635-4905
Community Health: (906) 635-4994
Education Division Main Line: (906) 635-7010
Higher Education: (906) 635-7784
Adult Education: (906) 495-5343
Workforce Innovation and Opportunities Act: (906) 635-4767
YEA Admin Office: (906) 635-4944, Site: (906)253-1321

Joseph K. Lumsden Bahweting School Public School Academy 1301 Marquette Ave. Sault Ste. Marie, MI 4978 (906) 635-5055

Fred Hatch Building 206 Greenough Street

Sault Ste. Marie, MI 49783 Environmental Department (906) 632-5575

Anne Suggitt Early Childhood Center 4 Ice Circle Drive Sault Ste. Marie, MI 49783 Head Start/Early Head Start (906) 635-7722 Child Care (906) 632-5258

Misheke Gamig (Medicine Lodge) Sault Tribe Health and Human Services Building 2864 Ashmun Street Sault Ste. Marie, MI 49783 (906) 632-5200 (877) 256-0009 Laboratory Medical Medical Billing Medical Records Radiology Administration Dental (906) 632-5260 Patient Registration Optical (906) 632-5218 Pharmacy (906) 632-5226 Behavioral Health (906) 635-6075 Community Health (906) 632-5210 Audiology, Traditional Medicine, Nutrition, Home Health Aide, Diabetes Coordinator Purchased Referred Care 632-5220 or (800) 922-0582 Urgent Care Walk-in Clinic – Monday through Friday, from 8 a.m. to 8 p.m. Closed weekends and holidays.

Niigaanagiizhik Building Ceremonial Building 11 Ice Circle Sault Ste. Marie, MI 49783 (906) 632-0239

Mary Murray Building/Bonnie McKerchie Building 2218 Shunk Rd. Sault Ste. Marie, MI 49783 ACFS (906) 632-5250 or (800) 726-0093

Northern Hospitality 827 Ashmun Street Sault Ste. Marie, MI 49783 (906) 635-4800

Sault Tribe Mary Murray Culture Camp 266 Homestead Road Sault Ste. Marie, MI 49783 (906) 635-5604

Powwow Grounds 10 Ice Circle Sault Ste. Marie, MI 49783

Nokomis/Mishomis Building 2076 Shunk Rd. Sault Ste. Marie, MI 49783 Elder Meals Eldercare Services (906) 635-4971, (888) 711-7356

Enrollment Department 2428 Shunk Rd. Sault Ste. Marie, MI 49783 Mailing address: PO Box 1628 Sault Ste. Marie, MI 49783 (906) 635-3396 (906) 632-8552 (800) 251-6597

Sault Tribe Natural Resource Department -Wildlife 2428 Shunk Rd. Sault Ste. Marie, MI 49783 (906) 632-6132

Sault Tribe Natural Resource Department - Fisheries 916 Ashmun Street Sault Ste. Marie, MI 49783 (906) 632-6132

George K. Nolan Judicial Building 2175 Shunk Road Sault Ste. Marie, MI 49783 Sault Tribe Law Enforcement/ Conservation (906) 635-6065 For emergencies, dial 911 Sault Ste. Marie Chippewa Tribal Court (906) 635-4963 Sault Tribe Prosecuting Attorney (906) 635-4749

Midjim Sault 2205 Shunk Road Sault Ste. Marie, MI 49783 (906) 635-4782

Sault Tribe Construction 3375 South M-129 Sault Ste. Marie, MI 49783 (906) 635-0556

USDA/Food Distribution 3601 Mackinaw Trail Sault Ste. Marie, MI 49783 (906) 635-6076

Advocacy Resource Center P.O. Box 1576 Sault Ste. Marie, MI 49783 (906) 632-1808 or (877) 639-7820 Lodge of Bravery Advocacy Services Legal Aid

Shedawin Building - Empty 2158 Shunk Road Sault Ste. Marie, MI 49783 Behavioral Health uses

Bi-Bagi (Call, Cry out, or Shout) Maintenance and Motorpool 2151 Shunk Road Sault Ste. Marie, MI 49783

Riverside Village 2210 Riverside Drive Sault Ste. Marie, MI 49783 (906) 498-9800

Odenaang Storage 1288 E. Bobcat Ct, Sault Ste. Marie, MI 49783 (906) 498-9800

Chippewa Storage 732 W. Spruce St, Sault Ste. Marie, MI 49783 (906) 498-9800

Gitchi Auto, Home, and Recreation 2270 Shunk Rd, Sault Ste. Marie, MI 49783 (906) 203-4491

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

KINCHELOE AREA BUILDINGS
ACFS Kincheloe Office - Child Placement 60 Kincheloe Kincheloe, MI 49752 (906) 495-1232

Sault Tribe Housing Authority 154 Parkside Drive Kincheloe, MI 49788 (906) 495-1450 (906) 495-5555 (800) 794-4072 Maintenance (855) 205-2840 Administrative Office Public Works

Home Improvement/ Weatherization Program Sanitation Program Rental Programs Home Ownership Programs Resident Services Emergency Rental Assistance Program

Enji Bgosendaming Endaa'aad, "Their Home of Hope" (906) 635-6075

DeMawating Development 42 Woodlake Kincheloe, MI 49788 (906) 498-9800

Youth Education and Activities Program - Rudyard/Kinross Rudyard Schools (Facility not owned by Sault Tribe) 11185 2nd Street Rudyard, MI 49780 (906) 487-3471, ext. 228

ST. IGNACE AREA BLDGS

Kewadin St. Ignace 3015 Mackinac Trail St. Ignace, MI 49781 (906) 643-7071 1-800-KEWADIN St. Ignace Employment Office (906) 643-4176 Sault Ste. Marie Employment Office (906) 635-4937 or (866) 635-7032

St. Ignace Tribal Health Clinic & Human Services Center 1140 N. State Street, Suite 2805 St. Ignace, MI 49781 (906) 643-8689 or (877) 256-0135

Services:
ACFS
Acupuncture (starting soon)
Administration
Audiology
Case Management
Clinical Medical Care
Clinical Nursing Care
Community Health Nursing
Dental Clinic
Diabetes Care
Health Education
Hygienist
Immunizations
Laboratory Services
Mental Health
Nutrition Services
Optical clinic
Pharmacy
Smoking Cessation
Substance Abuse
Traditional Medicine
Wellness Programs

St. Ignace Elder Housing Complex 3017 Mackinac Trail St. Ignace, MI 49781 Elder Meals (906) 643-6484

Lambert Center 225 WaSeh Drive St. Ignace, MI 49781 Head Start (906) 643-9733 Membership Liaison (906) 643-2124

Enji Maawanji' Iding (Former McCann School) 399 McCann Street St. Ignace, MI 49781 (906) 643-3189

Sault Tribe Youth Facility and Sault Tribe Law Enforcement 1130 N. State Street St. Ignace, MI 49781 Sault Tribe Youth Facility (906) 643-0941

Sault Tribe Law Enforcement (906) 635-6065 For emergencies, dial 911

Midjim St. Ignace 3045 Mackinac Trail St. Ignace, MI 49781 (906) 643-9906

Mackinac Trail Storage 5104 Mackinac Trail, St. Ignace, MI 49781 (906) 498-9800

Youth Education and Activities Program - St. Ignace LaSalle Middle School (Facility not owned by Sault Tribe) 860 Portage Street St. Ignace, MI 49781 (906) 643-7262

HESSEL AREA BUILDINGS

Kewadin Casino Hessel 3395 3 Mile Road Hessel, MI 49745 (906) 484-2903 1-800-KEWADIN

Hessel Community Tribal Center 3355 N 3 Mile Road Hessel, MI 49745 (906) 484-2727 Community Health Elder Meals (906) 484-2710 Veterans Services Officer (Clinical Social Worker) Anglea Ellis, LMSW - Clinical Social Worker - Visits every other week. Clinic social Worker Office (906)-233-0211 Mobile: (906) 221-2244 Cell: (906) 233-0217 ACFS: every other Thursday beginning with the first Thursday of the month. Hours vary. (906) 643-8689 ask for Angie Gillmore Youth Education and Activities Program (906) 484-2298

Wequayoc Cemetery and Vacant Building 2354 E M-134 Hessel, MI (906) 484-2727

NEWBERRY AREA BLDGS

Newberry Tribal Community Health Center 4935 Zeez ba tik Lane Newberry, MI 49868 (906) 293-8181 Fax (906) 293-3001 Monday-Friday 8 a.m.-5 p.m. (Closed for Lunch) Membership Liaison: (906) 643-2124 Community Gathering Space Community Health Program Services- Main Reception, Traditional Medicine, Nursing, Health Education, Nutrition, Immunization Clinics, Medication Pick-Up Anishnaabek Community and Family Services-second Wednesday of month 10 a.m.-3:30 p.m. (906) 632-5250 Veterans Administration Services **After Hours Urgent Medical Care. Contact the Tribal Health Clinic that provides your primary medical care for nursing triage to local clinic.

MUNISING AREA BLDGS

Kewadin Casino Christmas N7761 Candy Cane Lane Christmas, MI 49862 (906) 387-5475 1-800-KEWADIN

See Facilities, page 17

Sault Tribe Health Division overview for 2020

The Sault Tribe Health Division is comprised of four large ambulatory care facilities and four smaller nursing stations throughout the Upper Peninsula, Recovery Housing in Kincheloe and the Fitness Club in Big Bear (in Sault Ste. Marie). The larger health facilities are in Sault Ste. Marie, St. Ignace, Manistique, and Munising. The four nursing stations are in Hessel, Newberry, Escanaba, and Marquette. The tribal service area covers 8,500 square miles, which encompasses the tribe's service area in seven rural counties in the Eastern Upper Peninsula of Michigan: Alger, Chippewa, Delta, Luce, Mackinac, Marquette, and Schoolcraft. The Health Division currently has over 19,500 active users of our health facilities. It is comprised of about 300 health staff serving the mission of the division. Based on data collection from all Health Division sites, last year the Sault Tribe Health Division produced 22,677 medical visits, 6,855 dental visits and 2,716 optical visits.

The COVID-19 pandemic created many new challenges in 2020. All staff had to learn to adapt and re-train, adjust to the ever changing guidelines and protocols, holding services, then opening and prioritizing services and much more. It has been a true accomplishment for our Health Division as a whole to maintain services while learning to navigate all the new COVID regulations and continue to provide safe and effective services to our membership.



Behavioral Health

The Behavioral Health Program is accredited by the Commission on Accreditation of Rehabilitation Facilities (CARF). Behavioral Health referral sources include self-referral; psychiatric aftercare; residential aftercare; medical providers; protective services; domestic assault shelters; therapists; probation/parole officers.

In order to comply with COVID safety restrictions, the Behavioral Health Program rearranged offices to allow team members to be 6 feet apart from the client when possible, incorporated a fiberglass barrier, as well as required client and therapist to wear a mask during sessions. The Behavioral Health waiting room was separated to two different ends of the department to accommodate clients safely in the Sault Ste. Marie area.

Clients have been able to also participate in tele-behavioral health sessions via DOXY.ME due to the COVID-19 pandemic. This additional service has helped clients to be able to have their therapy session via phone/ or video. Clients who didn't have



access to technology or Internet service completed their sessions via phone. Clients report the tele-behavioral health sessions are convenient, flexible, removed transportation challenges, and increased access to care.

This additional service resulted in the cancellation and no-show rates decreasing for our program. The Perinatal Opioid Program conducted their visits outdoors with clients as well as phone check-ins with their clients. Peer recovery coaches also used DOXY.ME and/or their work cell phones to continue to offer support safely.

The Road to Wellness Program drivers were not able to transport clients until our car barriers came in June for safety to client and staff.

The Behavioral Health Program received 758 referrals for services in 2020. There were 5,541 sessions provided either face-to-face, through video with DOXY.ME, or phone check-ins. These sessions included outpatient therapy sessions, Employee Assistance Program (EAP) services, crisis intervention/urgent care services, psychological evaluations, psychiatric evaluations, Driver License Renewal Evaluations, and Medically Assisted Treatment (MAT) for Vivitrol in coordination with medical providers.

The Sault Ste. Marie office Play Therapy room was updated with appropriate therapeutic décor and items. In addition, Behavioral Health also completed their contract with Weber and Devers to provide psychological testing.

The Recovery Housing Program continues to improve with increased applicants and residents. Peer Recovery Coaches increased their services to the community and transporting clients to treatment when needed as well as offering support to assigned clients.

Clinical services - Rural Health

A Pandemic Incident Command Center for the Rural Health Program was established at the Newberry Tribal Community Health Center. Coordination of all emergency response activities occurred through communication with Emergency Response Teams located at the five Tribal Health Center sites. At the Manistique Health Center, there was an expansion to include the completion of an additional dental operatory space. The hire of Dr. Mark Madion as the second dentist marks the first time there have been two dentists at that location. Dental had a total of 1901 visits

in 2020. The Manistique Optical Department saw the successful recruitment and hire of an Optometrist Supervisor, Dr. Dale Muth. Optical had 699 visits.

Clinical services - St. Ignace
Many services were limited or suspended during the first 6 months of the COVID-19 Pandemic. Medical appointments transitioned to tele-visits without much disruption; providers utilized audio/visual and telephone during these visits.

The After Hours/Urgent Care Team Health Nurse Triage was utilized by 222 patients in 2020. St. Ignace referral coordinators received/processed 1,817 referrals during 2020 for our four providers. Pharmacy processed 44,972 prescriptions, with 1694 average monthly patients being served.

Clinical services - Sault Ste. Marie Lab - The necessity of adding COVID-19 Antigen testing was the Laboratory Department's top priority for 2020. Lack of equipped Reference Labs, available instru-

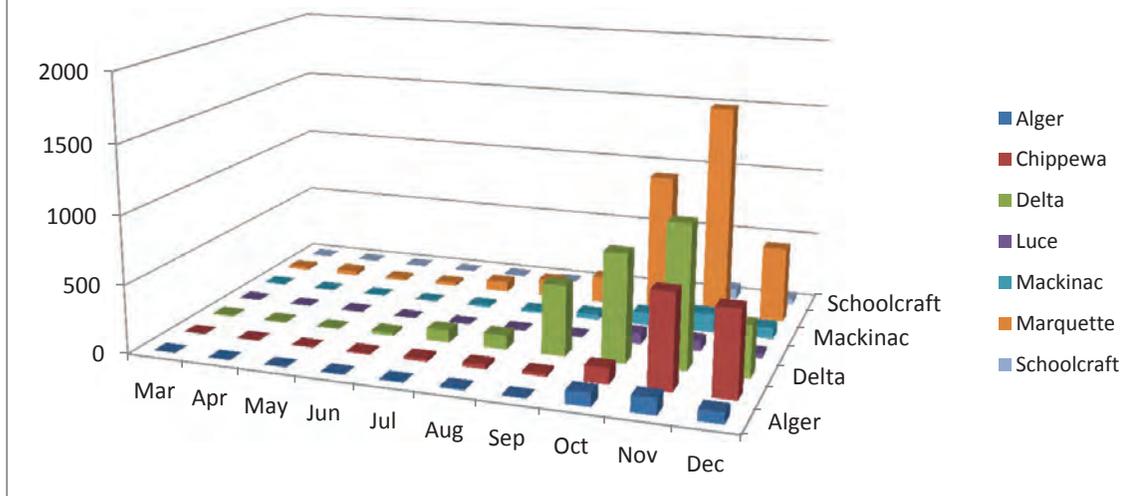
mentation, collection supplies, testing reagents, quality control material, and manufacturing shortfalls all added to the challenge of accomplishing this task. However, by the end of 2020, four different testing platforms were fully implemented across the entire Health Division to ensure that all members and employees of the Sault Tribe could have access to a COVID-19 Antigen and COVID-19 RNA tests. Many Team Members at all eight Tribal Health Centers were quickly trained to operate Point-of-Care analyzers for COVID-19 Ag testing. Many mass testing events occurred across seven-county service area and eventually a self-testing collection sites were established at the STHC and in St. Ignace for the community at large. Unlike in many testing events where COVID-19 results were available in 14+ days, at our testing events results were produced within hours. Patients positive for COVID-19 were quickly isolated

which helped to reduce the spread of infection.

Radiology - To aid in the safety of patients and facility, we purchased a new portable x-ray unit. This allowed for suspected COVID or flu patients to remain in the exam room while cutting down possible exposure, number of rooms required and time to obtain the image.

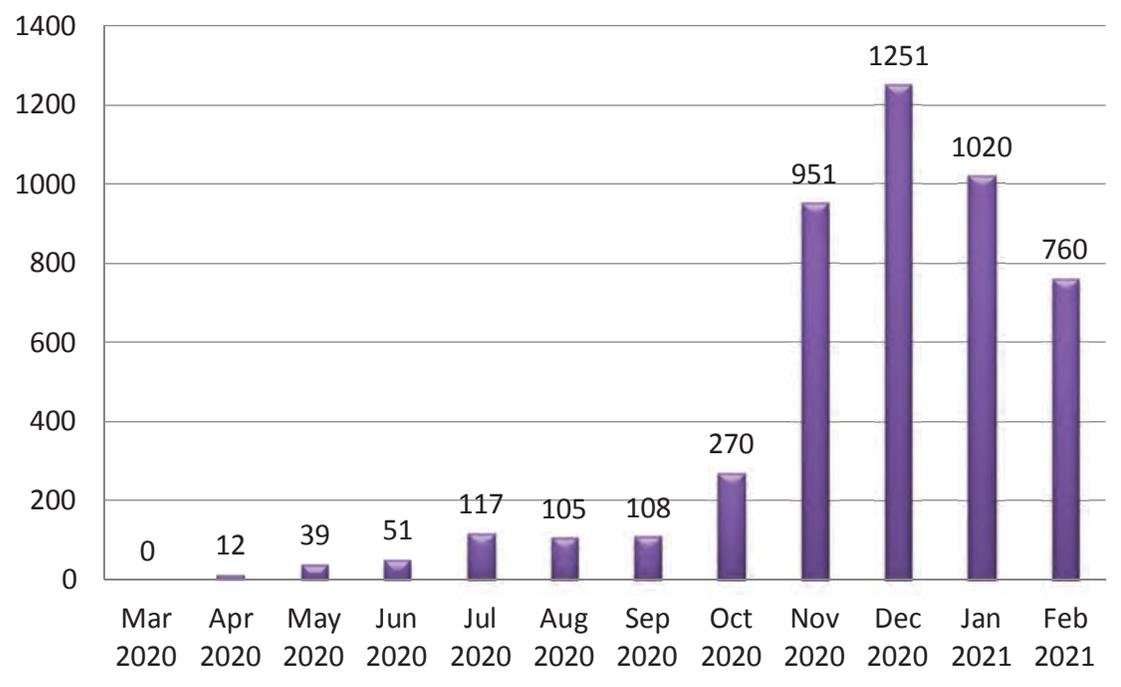
Fitness Club - The Fitness Club is available to both Sault Tribe and the public. The facility is free to tribal members, and offers a variety of options to paying members. It is one of the largest and best equipped fitness facilities in Northern Michigan. Additionally, the facility offers fitness classes such as spinning and yoga. Located inside the Big Bear Arena, there is also a walking track open to the public. The Fitness Club had 9,464 total visits, including 4,597 visits from tribal members in 2020. There were 950 total active memberships with 409 being Sault Tribe members.

7 County Service Area 2020 COVID-19 Surveillance Monthly Trends



County	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	2020 Total
Alger	0	0	1	6	7	12	6	98	117	82	329
Chippewa	0	4	2	11	23	31	23	118	691	627	1530
Delta	8	9	7	23	90	103	516	789	1038	380	2963
Luce	1	0	3	0	0	5	8	80	75	31	203
Mackinac	5	2	3	2	14	18	41	95	139	85	404
Marquette	21	34	15	23	74	130	194	1018	1571	554	3634
Schoolcraft	1	2	2	1	7	3	17	80	75	45	233
Grand Total	36	51	33	66	215	302	805	2278	3706	1804	9296

Health Division COVID-19 Testing All Tests (Abbott, Sophia, Cepheid, Veritor) March 2020 - February 2021



Total In-House Testing

4729

Health Division 2020 overview — continued

Medical

Walk In Clinic - January

2020 marked the third anniversary of the Walk In Clinic in Sault Ste. Marie. The clinic provided 3,699 patient visits in 2020. This service continues to help with the continuity of care of our membership, allowing access to acute care needs at their own health center. This adds to the overall revenue of the Health Division and a savings to PRC funding.

Challenges for the Medical/Nursing Department began early in January 2020, specifically physician shortages in Sault Ste. Marie location. We were actively seeking one to two more physician additions to our staff to meet the visit demands of our patients while maintaining quality care.

Dr. Jessica Neuroth, who came to us as a locum tenens (temporary provider) became part of our permanent medical staff in June 2020. We also added Sault Tribe member Danyalle Wyckoff, nurse practitioner. More recruiting efforts are ongoing at this time.

During 2020, the Health Division employed eight physicians, seven mid-level providers, two urgent care mid-level providers, and three locum tenens in total.

March 2020 brought patient care and services to almost a stand still as the COVID-19 pandemic advanced at an alarming rate. In an effort to keep tribal members and staff safe and protected, no face-to-face medical visits occurred while the medical floor and walk in clinic were revamped and processes redefined to promote safety, well-being, infectious disease containment, and social distancing.

In person care resumed after two weeks on a scaled back basis per CDC recommendations and guidelines. All visitors and employees at the Health Centers were screened daily before coming into the building.

Despite these added challenges, the Medical Department performed 22,677 patient visits, serving well over 5,000 members. Visits were completed as face-to-face, telemedicine, or a hybrid of both.

Health Division's leadership secured a sufficient quantity of PPE through many new suppliers and rapid organization of masks, face shields and hand sanitizers production in-house, which allowed the Health Division to operate safely through the pandemic's duration. Even though during first three months of pandemic supply was limited, Health Division's team members never experienced a true deficiency of surgical and cloth masks, N95 respirators, face shields, hand sanitizers, gloves and lab coats. In order to increase useful life of N95 respirators, new UV light sterilizing equipment was purchased and installed.

Health Division's stock of PPE was actively shared with other divisions of the Sault Tribe during their reopening in June 2020. In December last year, the FDA gave emergency use authorization for the newly developed COVID-19 vaccines. Mass vaccination clinics began to be planned and executed division-wide starting with team members and quickly progressing to tribal



Local Girl Scout Juniors in grades 4 and 5 met in downtown Sault Ste. Marie Jan. 11, 2020, at the Ojibway Learning Center and Library to learn about energy. Former Traditional Medicine Supervisor Laura Downwind and present Traditional Medicine Supervisor Lori Gambardella talk to the girls about Anishinabemowin names for spirit energy.

members on defined risk criteria. This was a sound collective effort by all departments. Team members with genuine courage went above and beyond their normal duties to ensure proper handling and prompt inoculation of vaccines.

Traditional Medicine

During the COVID-19 pandemic, Traditional Medicine staff offered spiritual, emotional and mental support to Health Center staff and other tribal departments. Immune boosting teas were shared with Health Center staff to help fight against illness. Many tribal members outside the seven-county service area requested cedar to use as a preventative medicine in their homes.

The Traditional Medicine Program provided in-person and virtual in-service opportunities to the community. Guest speaker Isaac Murdock provided teachings on stars and constellations. Collaboration with the Language and Culture Department allowed staff to provide virtual winter teachings, "Coffee with a Community Leader" talks, storytelling and participation in virtual tribal food sovereignty teachings. Plant gathering and nutrition videos were created and shared with assistance from Community Health.

The program also worked closely with Domestic Violence and Drug Court to provide traditional services for healing and recovery. Prior to the pandemic, Traditional Medicine visited with young adults in the St. Ignace Detention Center to offer guidance and cultural teachings.

Other programs and organizations the program worked with in 2020 included:

- Collaborating with the Sault Alternative High School to perform a blanket ceremony.
- Providing several virtual cultural teachings by Traditional Healer Joseph Syrette for the Sault Tribe Head Start staff.
- Connecting with LSSU nursing students via Sault Tribe Community Health to provide alternative medicine guidance to several medical students.

In 2020, Traditional Medicine saw 580 tribal member, 97

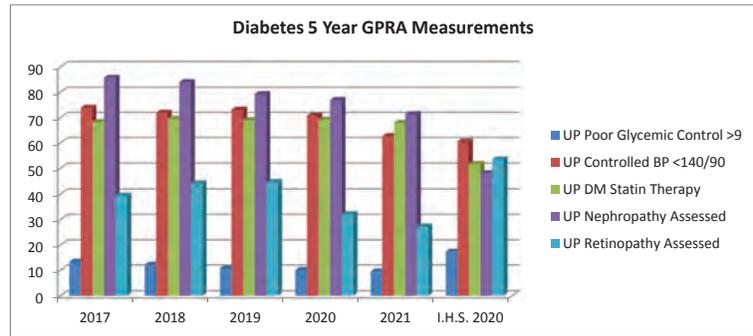
other Native and 63 non-Native patients. There were 168 participants in sweat lodges. Traditional Healers opened many COVID-19 vaccination events with traditional prayers and cultural teachings.

Community Health Education

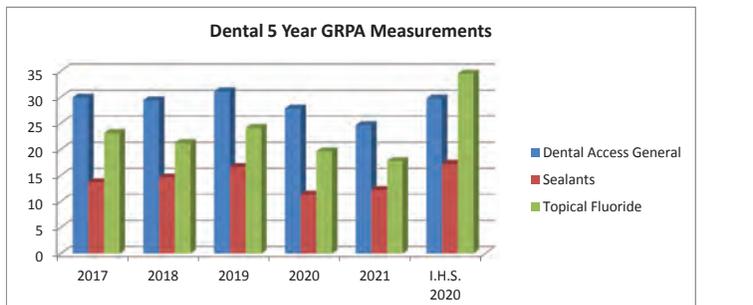
Community Health Education provides health education program, services and activities to community and tribal members throughout the Sault Tribe's seven-county service area. The COVID-19 pandemic affected all areas of programming and services making 2020 a very unique and challenging year. Community Health Education was able to adapt to provide services and aid in the pandemic response. Among the notable services provided was the Physical Activity Referral Program, which provides medical fitness prescription to patients with serious medical conditions referred to the program by Sault Tribe medical providers. The program follows the American College of Sports Medicine's (ACSM) Exercise Is Medicine (EIM) guidelines. Trained and certified staff use these criteria to develop individualized exercise prescriptions for each patient in order to improve their overall fitness level. The program received 48 referrals/consults, delivered 883 total patient visits (in-person and via phone) and provided 58 patients with medical fitness prescription services in 2020. Community Health Education won a second CDC-funded Good Health and Wellness in Indian Country award. Through the 5-year, \$1.9 million award, Community Health Education will implement strategies designed to reduce rates of death and disability from commercial tobacco use, diabetes, heart disease and stroke, reduce the prevalence of obesity, and prevention of other chronic disease risk factors and conditions among Sault Tribe members.

Community Health Nursing (Sault, St. Ignace, Hessel)

The Sault Tribe Community Health Nursing program ensured services and support continued in the office as well as in tribal members' homes while adjusting to pandemic restrictions. The



Diabetes	2017	2018	2019	2020	2021	I.H.S. 2020
UP Poor Glycemic Control >9	13.4	12.2	10.7	10.1	9.5	17.4
UP Controlled BP <140/90	73.8	71.9	73.1	70.7	62.6	60.5
UP DM Statin Therapy	68.2	69.5	69	69.2	67.9	51.6
UP Nephropathy Assessed	85.7	84	79.3	76.9	71.3	48.1
UP Retinopathy Assessed	39.4	44.1	44.5	32.1	27.2	53.5



Dental	2017	2018	2019	2020	2021	I.H.S. 2020
Dental Access General	29.9	29.4	31.1	27.8	24.6	29.7
Sealants	13.7	14.6	16.6	11.3	12.2	17.2
Topical Fluoride	23.1	21.2	24.1	19.6	17.7	34.5

Community Health Nurses and Technicians maintained Elders' home-based care such as health monitoring, medication set up, lab draws, injections and insulin start/adjustment. They also continued to deliver medications, incontinence supplies and other medical devices as needed. Community Health staff increased outreach numbers to promote services and provide valuable health education and screenings to tribal communities. This included Drive-thru Health Fairs/Flu Clinics in St. Ignace, Sault, Hessel, DeTour and Kinross with over 1,000 attendees; approximately 20 flu clinics held September through December in various locations throughout the service area; educational bags provided to all elementary schools in the service area that included a mask with their school logo, water bottle, hand sanitizer and information on COVID-19.

The Hessel Health Center remodel was completed to enhance both patient and client safety and infection control.

Dental

Since the pandemic created considerable risk for staff and patients, the Dental Department took special precautions and recommendations from CDC, IHS and others. Limitations on numbers of patients that could be accommodated were in place. Staff increased use of personal protective equipment. Special disinfection protocols were initiated including increasing air exchange in the rooms and the use of ultraviolet lights to disinfect rooms between patients. Staff and patients were tested for the coronavirus, adding an additional layer of protection. Emergency care was maintained throughout the pandemic and has increased as restrictions are lightened. Dr. Jill Perry was promoted to Chief of the St. Ignace Dental Clinic. Dr. Mark Madion completed his orientation at the Sault Ste. Marie clinic and is now the staff dentist in Manistique. In the Sault site hygienist Chantel Anderson was added. The Sault Tribe Board of Directors approved funding for

the planned renovation of the SSM dental clinic (25 years old) and a large order of dental equipment was awarded. An architectural firm was hired to oversee the plan. Although this will limit the number of dental chairs for the period of construction, the improved facility will add more chair space when it is completed.

Pharmacy

When COVID-19 began, pharmacy staff very quickly developed plans for each of the three pharmacies to adjust the delivery of services in such a manner as to maximize social distancing and minimize the exposure of patients and staff to COVID-19. Other departments, such as Elder Care Services and Community Health, pitched in to help out. Despite many significant challenges, through it all Pharmacy staff continued to deliver high quality pharmacy services, reviewing, processing, filling and delivering over 173,000 prescriptions to patients.

Purchased Referred Care

Purchased Referred Care benefits are established by federal law and regulations and funded through appropriations from the federal government. Tribes establish priorities of coverage based on funding appropriated as to what services they are able to provide to their members. PRC is a payer of last resort and may be used as a secondary payer should there be a primary insurance on a "covered service" authorized by PRC to pay: Sault Tribe members residing within the Purchased Referred Care Delivery Area as established by the federal government; and non-Indian dependents covered for pre and post natal care and delivery, for communicable disease.

Tribal members must apply for PRC and be a permanent resident of the PRC Delivery Area. PRC service area consists of seven counties: Mackinac, Chippewa, Luce, Schoolcraft, Delta, Alger, and Marquette. In 2020, PRC processed approximately 10,835 vouchers totaling over \$3.3 million in services to tribal members.

Anishinaabek Community & Family Services

Anishnaabek Community and Family Services has three primary components providing an umbrella of Social Services throughout the tribe's seven-county service area.

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

Emergency Assistance
General Assistance
Native Employment

Works

Child Care Development

Fund

Funeral Assistance
Employee Assistance
Low Income Energy Assistance Program (LIHEAP)
Elder Heating
Emergency Housing

Assistance

United States Department of Agriculture Food Distribution Program in Indian Reservations (USDA) Food Commodities

— Child Placement includes several programs which improves outcomes for safety, permanency and well-being of children and families which includes Adult Protective Services.

Foster Care
Adoption

Foster and Adoptive

Home Licensing

Prevention

Adolescent In Home

Assistance (AIHA)

Protective Services

Indian Child Welfare Act

(ICWA) Monitoring

Family Continuity

In-Home Care

Parenting

— The Advocacy Resource Center provides supportive services to victims of crime in a culturally honoring manner.

Advocacy

Legal Aide

Community Outreach

AAKDEHEWIN

GAAMIG (Lodge of Bravery) Shelter

NAANDA NSWI

KIDWENAN (Sexual Violence Services)

Turning Points

ACFS manages 40 plus grants, with funding from Sault Tribe, BIA, IHS, U.S. Department of Health and Human Services, the Department of Justice., USDA and the State of Michigan. The grants are utilized to provide the most efficient services within three primary components.

ACFS HIGHLIGHTS

The most significant accomplishment to note for 2020 is the outstanding job Anishnaabek Community and Family Services (ACFS) staff did at continuing to provide all services to the membership and maintaining operations during a Global Pandemic.

ACFS, the Sault Tribe's Social Service department, has been categorized as an essential program providing critical direct services to the Tribal community. Based upon this categorization, all ACFS Programs remained "open" and operational at all times; this applied to all components of ACFS to include: USDA, ARC, Child Placement and Direct Services

The work at Anishnaabek Community and Family Services could not have been accomplished without the hard work and dedication of our staff. Staff have dedi-



Adoption Blanket Ceremony Tribal Court facilitated by ACFS, Child Welfare Committee and Tribal Court.

cated much effort, often more than what was required or expected, in order to provide services throughout the Pandemic.

ACFS Management Team participated in weekly ACFS Division Safety Meetings to ensure a collaborative response to the continued provision of essential services during the COVID-19 pandemic.

PROGRAM HIGHLIGHTS Advocacy Resource Center

— During 2020, the ARC received the Michigan Department of Health and Human Services Division of Victim Services Culturally Specific Underserved Sexual Violence Services (SVS) grant award. This grant funding will be used to provide comprehensive and culturally honoring forensic sexual assault examinations for adult and child survivors of sexual assault in a community setting

— During 2020, a 33-foot RV was delivered and will serve as the Eastern Upper Peninsula Mobile Child Advocacy Center. This unit will provide mobile Forensic Interview services and eliminating the need for child victims having to travel three hours one way for identical services.

— The ARC collaborated with other Tribal partners towards the purchase and delivery of a modular home to be used as both a Child Advocacy Center and for the ARC's new Sexual Violence Services. This facility will be located on the reservation in Sault Ste. Marie and is to be complete summer 2021.

— The ARC purchased a 16-foot Geodesic Dome Tent to be installed on the grounds of the ARC facility and serve as a survivor dedicated Wabano. The ARC additionally received Michigan Coalition Against Domestic and Sexual Violence grant award which was used to landscape an area for Wabano placement

— During fall of 2020, the ARC Aakdehewin Gaamig- Lodge of Bravery- Emergency Domestic Violence Shelter, replaced wooden outdoor playground equipment with a more durable, disinfectable plastic material creating a safer environment for children sheltered at the Lodge of Bravery.

— The ARC replaced all wood-

en shelter bedroom furniture with heavy-duty metals bunk beds, replaced mattresses and pillows with more durable and waterproof items, and added extra storage to create a more comfortable environment for shelter residents. Additionally, televisions and land-line telephones were installed in each individual shelter resident rooms to assist with social distancing.

— In January 2020, the ARC added ARC domestic violence shelter program information to the Animal Welfare Institute online directory of safe havens for pets of domestic violence victims, replaced and replenished the domestic violence shelter children's play room items and purchased items to create a child friendly, culturally honoring play area in the ARC's main office client waiting area.

— The ARC purchased a new program vehicle which was delivered during January 2020 to increase available transportation services to survivors.

— During January 2020, the ARC updated program Mission, Vision and Values Statement facilitated with Uniting Three Fires Against Violence (UTFAV).

— Three ARC staff successfully completed the 18-month Praxis International Advocacy Learning Center (ALC) during February 2020 which involved three face to face immersions and multiple webinars in which some of the ARC staff were presenters.

— The ARC updated and combined all of the ARC program and informational brochures into one outreach booklet which was a FVPSA grant goal. All outdated program brochures across the seven-county service area were replaced with this updated version.

— The ARC was determined to be an essential tribal service when the COVID-19 Pandemic struck during March 2020 and has remained open 24 hours a day and seven days a week operating under COVID-19 Protocols. The ARC published an article featuring ARC Program's continued provision of victim services during the COVID-19 pandemic. The article was shared via the tribal Intranet, and the Sault Tribe and ARC

Facebook pages to keep the community aware that the program remained completely operational.

— In September 2020, ARC staff traveled to Trace Holistic in Marquette, Michigan to tour their SANE community based sexual violence services program.

— In October 2020, the Sault Ste. Marie Tribe of Chippewa Indians was selected as one of only six Operation Lady Justice - Murdered and Missing Indigenous People (MMIP) Pilot Projects from across the United States.

— Several employee offices and common areas within the ARC facility were painted and received new laminate flooring during November 2020.

— During November 2020, the ARC developed a program process and application for victims to receive a tablet for use to increase remote access to Court hearings, therapy and other community supportive services during the COVID-19 pandemic. Information and application were shared with tribal partners to maximize people reached.

— The ARC created a Murdered and Missing Indigenous Person (MMIP) Shawl Dedication Video for use by a Sault Tribe Board Member during a National meeting that took place in December 2020.

— The ARC Cultural Healing Educator was featured during the Sault Tribe Culture Division's "Coffee With a Community Leader" during December 2020.

ARC Program Statistics for 2020

— Advocacy Resource Center Case Managers (victim advocates) provided 2,739 advocacy support units to 297 survivors who had 231 minor children as secondary beneficiaries.

— ARC staff provided 2,150 advocacy support units through the delivery of Financial Assistance to 159 survivors who had 162 minor children as secondary beneficiaries. \$37,579.80 in direct financial assistance was provided to survivors. \$116,805 in Supportive Housing financial support was provided to 23 adult survivors, which totaled 4,657 nights of rental assistance.

— The ARC Legal Aid

Program provided 506 advocacy support units totaling 338.9 hours to 35 survivors.

— The ARC's Aakdehewin Gaamig - Lodge of Bravery - Emergency Temporary Domestic Violence Shelter provided 2,199 shelter advocacy units during the 1,887 shelter nights that were provided to 49 adults and 19 children.

— ARC staff facilitated 137 shelter group talking circles that were provided to 68 adult and child shelter residents.

— ARC staff participated in 17 community events reaching a total of 2,828 individuals and had a Facebook reach of 84,907 people.

— ARC staff drove 11,938 miles providing transportation assistance to survivors and their children while additionally attending local community collaborative meetings and professional development events.

— The ARC fielded 87 inquiries received from community members seeking assistance with locating available community supportive services.

Child Placement

— Program Director Melissa VanLuven attended numerous conferences throughout the year consulting with tribal, county, state and federal partners to advocate children and families with the tribe's child welfare system. Her advocacy has resulted in policy changes within the Michigan Department of Health and Human Services (MDHHS) to ensure protections for not only Sault Tribe's children but all tribal children within the state.

— Sault Tribe is the only tribe in Michigan that holds a Child Placing Agency License with the MDHHS. The license allows the tribe to manage cases for all children placed out of the home within the tribe's seven-county service area. The Sault Tribe Binogii Placement Agency has been providing culturally responsive services to children in foster care for over 36 years. As a result of the program's existence, the tribe is able to keep children within its communities with a priority of keeping them within their family unit. The license requires an annual inspection of the agency, which successfully passed for 2020.

— Foster Parent recruitment activities continue to be a priority for the Child Placement component. There were a number of events that allowed the team to reach a large number of members in 2020, even with COVID-19. These events included Mackinac and Luce County Project Backpack, where 400 back-to-school bags were donated. The bags included Foster Parent recruitment information, as well as important school supplies.

— Child placement recognizes many different awareness months that relate to child welfare, such as National Parenting Awareness Month in March, National Child Abuse Prevention month in April, Foster Parent Appreciation Month in May and National Adoption Month in November.

ACFS Division 2020 highlights — continued

Although COVID-19 changed the way most of these awareness months were recognized, ACFS was still able to set up awareness tables, distribute quarterly foster parent newsletters, include articles in Win Awenen Nisitotung, and attend some drive-thru events, where important information was given to the community.

— The Annual EUP Foster Parent Training had to be conducted online this year due to the pandemic. Although this year was a bit different the annual training has always been a way to thank our foster parents. Fifty-six foster parents were in attendance and they were all provided with appreciation gift cards in lieu of a recognition banquet. Child Placement was also awarded additional BIA funds to support Foster Parent training.

— The program also maintained their Tribal Access Program fingerprinting access in 2020. The Tribal Access Program for National Crime Information, or TAP, allows tribes to more effectively serve and protect their nations' citizens by ensuring the exchange of critical data across the Criminal Justice Information Services (CJIS) systems and other national crime information systems. Child Placement now has the ability to fingerprint foster and adoptive parents for required background checks. The fingerprinting kiosks are located at the ACFS Kincheloe site as well as the Sault Tribe Law Enforcement office in Sault Ste. Marie. The program also provides critical safety measures to field staff when they are investigating Protective Services complaints on trust land. Staff are able to review backgrounds of individuals to assess for any possible threat before going into homes.

— Child Placement staff participated in ongoing Emergency Operations Plan and COVID-19 response, which included maintaining operations as an essential workforce throughout the pandemic. This included keeping buildings open, deploying staff to work remotely, ensuring that program duties were occurring according to current travel, face to face, emergency guidance, ensuring that clients and staff had the equipment, funding and opportunities to participate in services and court hearings virtually and safely. Child Placement also upgraded their visitation rooms to COVID-19 safe furniture and fixtures that can be easily cleaned and disinfected.

— Child Placement actively consulted with MDHHS on a variety of tribal topics to include: DCWL Rule Change Workgroup, ICWA Data Reports Workgroup, Redaction Policy, APSR Plan, Central Registry Changes, Tribal Foster Home Borrowed Bed Agreements, ICPC Office Tribal Consultation, GROW Foster Parent Training Curriculum preview, Tribal Foster Home Case Closing MiSACWIS Job Aide development, Definition of a Relative, Changes to definition of Abuse and Neglect definitions, ICWA Compliant process, MSP Finger Print Tribal Code, MCL 712 changes, MDHHS CPS Re-design, MDHHS ICWA Case Reviews, Families First

Prevention Act Funding, Tribal Leaders Video, Governor's Office Consultation Process.

— Child Placement was awarded new HHS funding for Transitional Families First Prevention Act activities. This allowed the agency to develop and hire an ICWA Program Support staff to support the program to increase prevention-based supports and services to tribal families. Child placement was also awarded HHS COVID emergency funding to support the safe provision of services during the global pandemic.

— The program has continued to work with community partners and provide ongoing staff training and development. Following is a list of trainings and consultations that Child Placement has participated in:

— Staff presented at a BSCA ICWA training and a Wayne County ICWA training. Child Placement also provided consultation on Sault Testimony pertaining to changes to the Indian Child Protection Act.

— Staff participated in Monthly Tribal Leaders calls with the MDHHS Director of Children's services.

— Staff continued to actively participate with the Tribal Social Service Directors of Michigan group to include various conference calls to discuss common concerns.

— Staff continued to participate actively on the Tribal State Partnership of Michigan to include quarterly meetings with the first meeting being in person in Manistee, and the other meetings

— Child Welfare staff participated in the following trainings:

Parenting Nurturing Certification
Active Shooter Training (in person at Casino)
Division of Child Welfare Licensing Certification and Complaint Training
Forensic Interviewing Training (Virtual)

— The Child Welfare component applied for and was selected to participate in an ongoing Technical Assistance Project through the Children's Bureau Capacity Building Center for Tribe's. The program has started with the completion of a prevention program practice mapping and work plan review.

Child Placement Program Statistics 2020:

— Child Placement (CP) Program staff provided Family Support Services to 188 families within the 7 county service area.

— CP staff provided Foster Home Placement and Licensing services to 117 families within the 7 county service area.

— CP staff provided Foster Care Case Management services to 73 children within the seven-county service area.

— CP staff provided ICWA Monitoring services to 457 tribal children across the country.

— CP staff provided ICWA Legal Services to 390 cases across the country.

— CP staff provided Adoption Services to 13 children within the seven-county service area.

— CP staff conducted 90 Protective Services investigations

on Sault Tribe Trust lands.

— CP staff processed 1,112 ICWA notices across the country.

— CP Case Aide staff provided 336 supervised parenting visits, servicing 59 families and travelling 16,413 miles.

— CP submitted the Annual Child Care Fund of Michigan Program Plan, Budget, and completed a successful program review.

Direct Services

— USDA Program Director Tony Nertoli has continued to consult with our Federal and Tribal partners providing information for testimony. Tribal Chairperson, Aaron Payment, submitted written testimony on the various components of the Farm Bill, USDA's consultation on 638 provisions of self-determination within the Department of Agriculture. This was the USDA's initial government to government consultation on the entire department. The Department of Agriculture and the additions to the food package. This fiscal year the Midwest Region is promoting traditional food buy using the Great Lakes fish market and received a walleye fillet.

— Nertoli's goal has been to have a storefront so members can do their own shopping. The Commodity Store is the most significant change in the program since its inception in 1980. Tribal members can now shop and choose their own food. The funders provided 1.5 million dollars for the warehouse addition and store and the total remodel and function was completed in the Spring of 2020.

— In the Winter of 2020-2021, due to the Covid Pandemic, the Department of Agriculture granted the Sault Tribe FDP \$157,542.00 for various food safety equipment allowing the Food Distribution Program the opportunity to purchase two vehicles and a new refrigerated box for the Western Star delivery truck.

— New Construction of the Early Childhood Education Center ongoing and due to be complete March 2021

— Construction/Renovations completed at the USDA Food Distribution Program

— Ongoing meeting with the Construction Team for the Early Childhood Education Center. The building is up and the project is proceeding very well.

— General Assistance New Article regarding Covid Funding

— USDA received supplemental funds for the following projects:

Tuition money for the truck driving school

COVID CARE funds for vehicles, a sanitizing machine and truck box with cooling

COVID Tribal funds for new barrier free entrance

— USDA Completed Construction/Renovations

— The Food Distribution Program distributed fresh vegetables and fruits to tribal Elders in Hessel and finished the all-inclusive food give away at its store.

The FDP warehouse is still benefiting from the COVID-19 funding. The building is receiving a barrier free front entrance and a roll up door in the warehouse for

cooler space.

— CCDF has provided COVID Care Packages to CCDF Parents and Providers.

— Community Services Block Grant Covid Award received to assist Tribal Families with Covid related emergencies.

— Child Care Development Fund COVID grant received.

Funds have been used to assist CCDF recipients and providers with covid supplies, covid upgrades to the Early Childhood Education Center, waiving child care co-pays for parents.

— ACFS in partnership with Housing continued assisting homeless families by increasing award amount to assist with preventing homelessness.

— Ongoing Project management of the Early Childhood Education Center due to be completed March 2021.

Direct Services 2020

Statistics

— Emergency Assistance Program provided Emergency Services to 522 Families

— Low Income Energy Assistance Program provided Heating Assistance to 914 Families

— Funeral Assistance was provided to 201 Families

— Native Employment Works was provided to 55 Families

— General Assistance provided 544 Units of Service

— USDA provided 4429 Units of Service

— Emergency Housing assisted 235 Families in preventing homelessness

— Elder Heating assisted 77 Elders with Heating Assistance

— Emergency Employee Assistance was provided to 83 Employees

— Child Care Assistance provided 996 Units of Service

To ensure the optimum level of service and advocacy to our members, staff continue to actively participate of the following tribal, state and federal committees/collaboratives:

— Michigan Coalition to End Domestic and Sexual Violence (MCEDSV)

— Michigan VOCA Tribal Victim Advocate Coalition (MTVAC)

— Praxis International – Advocacy Learning Center (ALC) Cohort

— Praxis International – Technical Assistance

— SC3 Schoolcraft County Communities that Care - Executive Sub-Committee

— Schoolcraft County Community Prevention Subcommittee

— Schoolcraft County Child Death Review Committee

— Schoolcraft County Domestic Violence Task Force Meeting

— Schoolcraft County Friends Helping Friends

— Schoolcraft County Suicide Prevention Workgroup Subcommittee

— Schoolcraft County Trauma Team

— Sexual Violence Comprehensive Culturally

Honoring Grant Planning

— Superior Child Advocacy Center Workgroup

— Northern Michigan Child Advocacy Center

— Jami Moran Uniting Three Fires Against Violence Board Member

— Upper Peninsula Human Trafficking Taskforce

— Upper Peninsula Sexual Assault Nurse Examiner U.S. Attorney Annual Meeting

— EUP CAC Workgroup

— Sexual Assault Response Team

— Child Welfare Committee

— Tribal Justice Systems Meeting

— Child Protection Team (CPT)

— Multi-Disciplinary Team (MDT)

— Family Preservation Court Steering Committee

— Customary Adoption Workgroup

— NAA Policy Workgroup

— MDHHS SRM Policy Workgroup

— MDHHS CSA/Tribal Directors Monthly Call

— Tribal Social Services Director's Group

— Tribal State Partnership

— PAFC/BSC1 Directors Group

— Tribal State Consultation Sessions

— EUP Foster Parent Coalition

— TAP Grant Implementation Team

— CBC Program Assessment

— Neo-natal Substance Abuse Committee

— Mackinac SCAN

— Chippewa SCAN

— Luce SCAN

— Domestic Violence Task Force-Chippewa County

— EUP Local Planning Body

— Quarterly Meetings with Chippewa Mackinac Luce Community Action

— Active participation of Child Placement and ARC on the CAC development workgroup.

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CONTACTS

ACFS Main Office
2218 Shunk Rd.,
Sault Ste. Marie, MI 49783
(906) 632-5250, (800) 726-0093

USDA
3601 Mackinaw Trail,
Sault Ste. Marie, MI 49783
(906) 635-6076 or (888)
448-8732

Child Advocacy Center
2163 Migisa Ct.
Sault Ste. Marie, MI 49783
(906) 632-4001

Advocacy Resource Center
2769 Ashmun St.
Sault Ste. Marie, MI 49783
(906) 632-1808 or (800)
726-0093

St. Ignace Office
1140 N State St.
St. Ignace, MI 49781
(906) 643-8689

Manistique Office
5698 W HWY US-2
Manistique, MI 49854
(906)341-6993 or (800)
347-7137

Munising Office
622 W Superior St.
Munising, MI 49862
(906) 387-3906, (800) 236-4705

Sault Tribe Housing Authority 2020 in review

The Sault Tribe Housing Authority's mission is to "Improve the quality of life for tribal members through affordable and unique housing opportunities." Their vision is to "Create and sustain housing programs that promote improved quality of life, economic self-sufficiency and future growth for members of the Sault Tribe of Chippewa Indians."

2020 HIGHLIGHTS

IHGB Competitive Grant

In December 2019, the Housing Authority received notification that we were awarded \$5 million for new housing construction. The grant through the U.S. Department of Housing and Urban Development (HUD) along with \$1.6 million of leveraged funds will allow for approximately 40 more housing units to be placed at the Odenaang housing site in Sault Ste. Marie.

There will be a combination of manufactured and stick built two- and three-bedroom rental units constructed during 2021-2024. Due to the COVID-19 pandemic and office closures this project was delayed. The original construction time frame was 2021-2023 with the pandemic delay adding an additional year.

Today, there are four- and 3-bedroom units 85 percent complete, five 2-bedroom units 80 percent complete with an additional three manufactured homes scheduled to be delivered soon. The four unit 2-bedroom elderly designated unit is under construction with an anticipated occupancy date of January 2022.

This project will increase the over-all housing stock by nearly 10 percent, increase the housing opportunities in Sault Ste. Marie by 55 percent, and significantly decreasing the Sault Ste. Marie housing site waiting list by 46 percent. Selection for these units will begin in early fall 2021.



Natural Gas Conversion

After the DTE main gas line was installed in the fall of 2019 all 70 of the existing housing units at Odenaang were converted to natural gas in the summer of 2020. Converting to natural gas will provide a utility savings of almost 50 percent for each resident. Items converted from propane to natural gas included boilers, furnaces, ranges, water heaters and dryers. Natural gas main line was installed to the entire Odenaang housing site, which will provide ease of access for future development.

Unit Rebuild

Two tribal families suddenly lost their homes due to a 2020

summer fire in Kincheloe. Thankfully, no one was injured and the families were quickly relocated to vacant housing units. The fire damage caused a total loss of the duplex. The demolition of the lot and removal of dangerous debris was completed within weeks of the fire. The replacement duplex will be complete in the fall of 2021 by the Housing Authority Force Account Construction Crew. The units will be two-bedroom, one-bathroom and fully handicap accessible and ADA compliant. Some of these accessibility include a full walk in shower, lowered cabinets, wider door frames, grab bars and all on one main level. These units will also have an attached one car garage and are the first elder designated ADA compliant units in Kincheloe.

Escanaba Expansion

The four elderly designated manufactured homes were finalized in the fall of 2020. These single family homes are each two bedrooms with two bathrooms. The completion of these units brings the total number of houses in Escanaba to 28.



Warehouse

Force Account construction staff completed the construction of a 30-by-40 pole barn that allows the Housing Authority to safeguard and improve protection of its assets including snow plows, lawn equipment, and various types of machinery needed to maintain the housing sites. The new warehouse is located at the Housing office in Kincheloe.



Sault Ste. Marie Roof Replacements

The Housing Force Account Crew started the roof replacements on May 26, 2020. They completed one roof per week and finished in October. The crew removed the old style 3-tab shingles and half-inch sheeting, which is no longer to code, and replaced with insulation, new 5/8-inch sheeting. The roofs are now all up to code and have brand new architectural shingles.

COVID-19 Pandemic / Tribal State of Emergency

The onset of the COVID-19 pandemic and the declaration of the tribal State of Emergency canceled most housing resident and community activities for 2020.

Resident Services was creative and still found ways to do outdoor activities, following social distancing and enforcing PPE. Mini-site clean ups were held on all nine Housing sites. Thirty-one residents participated and helped pick up debris and garbage on the sites. PPE was supplied to every-

one and social distancing was enforced.



Resident Services held a Back-to-School drive-by event on five Housing sites. There were 137 participants, making these very successful. Various school supplies and back packs were given out to the children.



Resident Service Specialists provide training and counseling curriculum to enhance resident's quality of life and promote self-sufficiency while building strong communities. They execute home visits, perform annual safety inspections in every home, and collaborate with outside agencies, tribal entities and programs to hold community events. Specialists moved 58 families into tribal Housing units, conducted 629 home visits to residents, encompassing everything from move-in to move-out, collections, safety checks, sharing resources, and compliance. The Housing Authority Occupancy Specialist processed 292 Housing Applications for low rent and home ownership units.

Housing Authority Commission unanimously approves expanding housing assistance:

The Housing Authority Commission and Housing Administration firmly committed to taking all necessary steps to curtail the spread of COVID-19 while providing flexibility in existing housing assistance programs to meet tribal member needs. To prove this the standard of financial assistance for emergency housing assistance was increased from \$750 to \$1,000 for both rental and mortgage assistance. An additional service was added to include \$500 for hotel stay.

Effective April 1, 2020, Sault Tribe Housing Authority residents' rent and homebuyer payments were suspended for the four months of April, May, June and July. The rent and homebuyer payments did not accumulate and residents were not required to pay it back. During this challenging and uncertain time Housing committed to actions to assist members retain housing.

COVID-19 CARES Act Funds

The Housing Authority submitted a CARES Act Indian Housing Plan to the United States Department of Housing and Urban Development (HUD). The grant award was for activities to prepare for, respond to and prevent COVID-19. The grant provided services and programs to alleviate the financial impact of the pandemic for housing

residents and tribal membership. Some of the projects and services the Housing Authority was able to provide are as follows:

Expand Emergency Housing Assistance Payments

In conjunction with the Sault Tribe Anishnaabek Community and Family Services, Tribal members received financial assistance to secure or maintain an off reservation housing to prevent homelessness.

Financial assistance included:

- First month's rent and/or security deposit to secure affordable housing - \$1,000

- Rent subsidy to prevent an eviction - \$1,000

- Mortgage subsidy to prevent a foreclosure - \$1,000

- Temporary shelter payment to prevent homelessness - \$500

During the 5.5 month period of July 15 to Dec. 31, 2020, 57 eligible tribal member households received financial assistance.

Emergency Utility Subsidy Program

This activity funds a short term emergency utility subsidy program. The assistance is structured to provide a one-time payment of \$500 financial assistance for water/sanitation service; payments are made directly to utility companies. 507 Tribal members received the utility subsidy.

Housing Resident CARE Packages:

Housing staff acquired and distributed CARES packages consisting of personal protective equipment (masks, gloves, hand sanitizer etc.) and cleaning supplies (disinfectant, bleach, spray bottles, wipes, etc.) to current residents. Educational material was distributed on how to limit exposure to COVID-19. Supplies continue to be replenished with a direct request to Housing Authority staff while funding is available.

Rehabilitate Shared Elder

Garages in SSM: The Housing Authority was able to construct 14 barrier walls to separate shared garage common space in elder designated duplex units. Constructing the walls eliminated shared space and promotes resident safety while providing additional protection during and after the COVID-19 pandemic.

COVID-19 CARES Act Governmental Relief Funds

The Housing Authority applied for and was awarded a grant from the Sault Ste. Marie Tribe of Chippewa Indians for COVID-19 CARES Act Governmental Relief Funds. These funds were specifically approved by the tribe and the U.S. Department of Treasury and used for activities in response to sanitation and mitigation of COVID-19.

The Housing Authority purchased a PolyCom video conference system to allow team members to participate in virtual meetings.

Numerous Housing Authority buildings received upgrades to prevent the spread of COVID-19.

Examples of the upgrades included, but were not limited to, installation of ionization systems to improve air quality, installed a HVAC filtration system and purchased and provided portable Sani-spray equipment. The Youth Education and Activities areas were painted with hospital

grade washable paint and a sink and touch less upgrades were installed. Renovations were completed in the Community Health area including demolished and constructed walls for social distancing and staff separation. Touch less upgrades — faucets, toilets, light switches, soap/hand towel and sanitizer dispensers — to provide protection against the spread of COVID-19.

Housing Authority logo: The Housing Authority implemented a new logo! Staff at Housing got creative and came up with multiple creations and ideas for a logo just for Housing. The Housing Board of Commission reviewed all submissions and selected the winner in early February 2020. The winning Logo was submitted by a Housing Maintenance Repairer.



The Rental Assistance Program provides rent subsidies for income qualified working families within the seven-county service area. Participants are required to pay 27.5 percent of their adjusted income to the landlord and the Housing Authority will pay the remainder up to the fair market rent rate for the area. The rental units must pass a Housing Quality Standards Inspection prior to leasing.

The Weatherization program

was open for a minimal amount of time due to the COVID-19 pandemic. Inspection delays hindered the process further. Funding for this program will be carried over into 2021 and will increase the number of Weatherization applicants served. The Weatherization program strives to provide energy conservation improvements to make homes more energy efficient. Examples: roof replacements, new windows, exterior doors and insulation. Each eligible member selected could receive up to \$7,500: eligible applicants may receive assistance no more than every 5 years. This program is now included in the Home Rehabilitation Program and applications can be submitted year round for placement on waiting list. Applicants are selected based on a point system in which income and need for repair are taken into consideration.

Owner Occupied Rehab

assisted 23 Sault Tribe members, living in the seven-county service area, to provide energy conservation and moderate rehabilitation to home owners faced with costly repairs and replacement of substandard heating systems and water heaters. Each eligible tribal member could receive up to \$6,500; this program can only be utilized once in a lifetime.

Sault Tribe Housing Division — continued

This program opens during the first of the year and runs until all funds are exhausted on a first-come, first-served basis. Five homeowners received water heaters and 18 homeowners received new furnaces.

The Home Rehabilitation Program assisted four Sault Tribe members, living in the seven-county service area, with home rehabilitation assistance for homes that are privately owned by members. Each eligible member may receive a grant within approved budget amounts for the weatherization or rehabilitation services. These services include new roofs, windows, doors, bathrooms and siding. Applicants are selected by utilizing a point system based with the highest points being services first. This service can only be utilized once in a lifetime.

Sanitation Program services assist Sault Tribe members, living in the seven-county-service area, with individual water and sewer services. This program is a once in a lifetime service and does not have emergency funding because start to finish periods can be very long. In 2020, five members received a new well, six members received a new septic system and two members received a new water treatment system. The COVID-19 pandemic caused extreme delays in providing timely sanitation services this year.



Down Payment Assistance assisted five Sault Tribe members living in the seven-county-service area to become first-time homeowners of a structurally sound home. Each member selected could receive up to \$9,500 or 20 percent of the purchase price. Financial assistance of down payment and or closing costs was provide to a secure a mortgage.

The Emergency Housing Assistance Program is funded by the Housing Authority and administered by Anishnaabek Community and Family Services. This program provided financial assistance to 27 families. These families received assistance with obstacles considered of an emergency in nature and the household is not able to resolve with their own funds. Assistance may be provided to prevent or remedy the housing emergency. Services can include first month's rent, security deposit and payments to prevent an eviction up to \$750 annually.

The Housing Authority has 511 units across the service area. Escanaba has 28 units. Marquette has 10 units.

Kincheloe has 103 units. Wetmore has 19 units. Manistique has 38 units. Hessel has 23 units. St. Ignace has 89 units. Newberry has 23 units. Sault Ste. Marie has 178 units.

Financial Assistance Payment in Lieu of Taxes 2020: The Housing Authority has established cooperation agreements with many of the local cities and townships that have housing sites. Each year payments are made to the local municipality for emergency, fire and police services, road maintenance and snow removal.

Soo Township	\$9,450
Schoolcraft County	\$5,700
Petland Township	\$3,450
Kinross Charter Twp.	\$15,750
City of St. Ignace	\$1,500
City of SSM	\$19,186.01
City of Marquette	\$1,500
City of Escanaba	\$4,350
Alger County	\$2,850
Total:	\$63,736.01

2021 Goals
The Housing Authority is excited to share the goals for 2021:
— The IHBG Competitive Grant project will place 12 units at the Odenaang housing site. Eight of these units will be two-bedroom manufactured units and four units will be three-bedroom stick built units. There will also be 90 percent progress made on elderly designated quad

apartment complex. This complete ADA compliant apartment complex will feature four- and two-bedroom units with one bathroom.

— Feasibility study for solar panels on Housing homes.
— Implement the Department of Treasury funded Emergency Rental Assistance Program – This program provides assistance to Sault Ste. Marie Tribe of Chippewa members and households who rent homes anywhere in the United States.

The ERA program can help renters with the following costs starting as far back as March 13, 2020:

- Past due, current and up to three months of prospective rent costs
 - Past due, current and up to three months of prospective utility costs
 - Security deposit, relocation and rental fees
 - Emergency motel stay
 - Application or screening fees
 - Internet service
 - Other Housing expenses incurred related to housing due, directly or indirectly, to COVID-19 that qualify for assistance under federal law
- Download an application today on the Sault Tribe of Chippewa Indians official website.
— Develop and Implement a Homeowner Assistance program

funded by the Department of Treasury to assist homeowners who have been negatively impacted by COVID-19 with mortgage payments, insurance, taxes, etc.. A late fall 2021 date is anticipated to begin accepting applications.

— Technology Improvements for 2021:

Develop and implement a standalone Housing Authority Website to facilitate:

- 1.) Electronic submission of housing program applications to reduce reliance on in-person meetings.
 - 2.) Ability for residents to have electronic payment transactions.
 - 3.) Establish remote computer Kiosks for electronic submission of housing program applications at Tribal Community buildings – five locations.
- Please contact the Housing team at:
Administration (906) 495-1450
Maintenance (906) 495-5555
Homeownership (906) 495-1450
Resident Services (East) (906) 495-1450
Resident Services (West) (906) 341-8157
Maintenance Emergency (855) 205-2840
East Toll Free (800) 794-4072
West Toll Free (888) 353-9502

Facilities continued from annual report page 11 —

Kitchi-Miniss Ednakiyaang Gamig
Grand Island Chippewa Center
Victor Matson, Sr. Community Center
622 W. Superior St.
Munising, MI 49862
(906) 387-4721
(800) 236-4705
Fax (906) 387-4727
Administration
Board of Director's Office
Membership Liaison (906) 450-7011
Veterans Administration Services
Elder Meals
Community Gathering Spaces
Maintenance
Health and Human Service
Programs-Main Reception/
Patient Registration, Medical,
Traditional Medicine, Nursing,
Medical Records, Medical
Referrals, Pharmacist, Audiology,
Community Health, Nutrition,
Health Education and Behavioral
Health
Anishnaabek Community and
Family Services (906) 387-3906
**After Hours Urgent Medical
Care (906) 387-4721

White Pine Lodge and
Convenience Store
E7889 W. State Hwy M-28
Christmas, MI 49862
(906) 387-1111
Youth Education and Activities
Program - Munising
Mather Middle School (Facility
not owned by Sault Tribe)
411 Elm Street
Munising, MI 49862
(906) 387-2251 Ext. 180

Wetmore YEA Building
6378 Atmik Rd
Wetmore, MI 49895
(906) 387-1014

MANISTIQUE AREA BUILDINGS
Kewadin Casino Manistique
5630 W US 2
Manistique, MI 49854
(906) 341-5510
1-800-KEWADIN

Chigibig Ningabi An (Near the
Western Shore)
Manistique Tribal Community
Center
5698W US Highway 2
Manistique, MI 49854
(906) 341-8469
(866) 401-0043
Fax (906) 341-1321

Administration
Sault Tribe Law Enforcement-For
emergencies dial 911
(906) 635-6065
(906) 341-8317
Board of Director's Office
Membership Liaison (906)341-8469

Veterans Administration Services
Elder Meals (906) 341-9564
Community Gathering Spaces
Maintenance
Health and Human Service
Programs- Main Reception/Patient
Registration, Medical, Traditional
Medicine, Nursing, Medical
Records, Medical Referrals,
Pharmacy, Dental, Optical,
Audiology, Community Health,
Nutrition, Health Education and
Behavioral Health
Anishnaabek Community and
Family Services (906) 341-6993
or (800) 347-7137
**After Hours Urgent Medical
Care (906) 341-8469

Housing Authority: Escanaba,
Newberry, Manistique, Wetmore,
Marquette
1176 North Chitoma Drive
Manistique, MI 49854
(906) 341-5145

(888) 353-9502
Maintenance-Eastern and Western
End
(855) 205-2840

Youth Education and Activities
Program - Manistique
174 Zhigag
Manistique, MI 49754
(906) 341-3362

Marquette Area Buildings
Sawyer Village
250 Voodoo Ave.
Gwinn, MI 49841
(906) 346-3919

Harvey Properties
2250 US 41 South
Marquette, MI 49855
(906) 249-4223
(906) 346-3919

ESCANABA AREA BUILDINGS
Youth Education Activities -
Escanaba Area
1226 Wigob
Escanaba, MI 49829
(906) 789-0972

GAS STATIONS
The following gas stations are
offering the discount to Sault Tribe
members.
Tribal owned gas stations offering
gas and cigarette discounts:
Midjim Convenience Store
2205 Shunk Road
Sault Ste. Marie, MI 49783

Midjim Convenience Store
3045 Mackinac Trail
St. Ignace, MI 49781

Tribal owned gas station offering
gas discount only:
White Pine Lodge and
Convenience Store
7889 E. W. M-28

Christmas, MI 49862

Not Tribal owned stations offering
gas discounts only:
Kinross BP
4440 Tone Road
Kincheloe, MI 49788

Cedar Pantry
159 W M-134
Cedarville, MI 49719

Newberry BP Express Mart
13975 M-28
Newberry, MI 49868

Freedom Value Center
501 W. Washington Street
Marquette, MI 49855

Manistique Oil Company
216 Deer Street
Manistique, MI 49854

Carnes BP
2300 Ludington Street
Escanaba, MI 49837

LAW ENFORCEMENT
George K. Nolan Judicial Building
Sault Tribe Law Enforcement/
Conservation (906) 635-6065
For emergencies, dial 911
2175 Shunk Rd.
Sault Ste. Marie, MI 49783
Law Enforcement Satellite Offices
Kincheloe - There is an officer for
the Tribe on duty at this location.
For emergencies, dial 911
(906) 635-6065

Sault Tribe Youth Facility and
Sault Tribe Law Enforcement
1130 N. State Street
St. Ignace, MI 49781
Sault Tribe Youth Facility
(906) 643-0941
Sault Tribe Law Enforcement
(906) 635-6065

For emergencies, dial 911

Sault Tribe Law Enforcement
Manistique Tribal Community
Center
5698 W US-2
Manistique, MI 49854
For emergencies, dial 911
(906) 635-6065
(906) 341-8317

SAULT TRIBE SATELLITE HEALTH CLINICS
Hessel Community Tribal Center
3355 N 3 Mile Road
Hessel, MI 49745
(906) 484-2727

Newberry Tribal Community
Health Center
4935 Zeez ba tik Lane
Newberry, MI 49868
(906) 293-8181
Fax (906) 293-3001
Monday-Friday 8 a.m.-5 p.m.
(Closed for Lunch)

Escanaba Tribal Community
Health Center
(Not owned by Sault Tribe)
Penstar Office Building
1401 North 26th Street, Suite
105
Escanaba, MI 49829
(906) 341-1836
Fax (906) 786-0944
Monday-Friday 8am-5pm
(Closed for Lunch)

Marquette Tribal Community
Health Center
(Not owned by Sault Tribe)
1229 W. Washington St., Suite 1
Marquette, Michigan 49855
(906) 225-1616
Fax (906) 225-1633
Monday-Friday 8 a.m.-5 p.m.
(Closed for lunch)

Sault Tribe Education Division 2020 highlights

Early Childhood Programs Head Start, Early Head Start, Child Care Center

In 2020, Sault Tribe Early Childhood Programs served a total of 130 children including 86 preschoolers from 85 families and 44 infants and toddlers from 39 families. Head Start provides 40 part-day, part-year slots in Sault Ste. Marie: 20 full-day, full-year slots through its Child Care Center Partnership and 20 slots that were funded through an Extended Duration grant allowing full day, school year services in St. Ignace.

Head Start and Early Head Start programs are federally funded through the Department of Health and Human Services Administration for Children and Families, Office of Head Start and American Indian and Alaskan Natives Program Branch. Its centers participate in the state of Michigan's Early Childhood Quality Rating System (five stars being the highest). The St. Ignace Center is a four-star center. The center in the Sault is a five-star center.

The Child Care Center provides full-day, full-year services for 44 children and 38 families in Sault Ste. Marie. The Child Care Center partners with Head Start and Early Head Start providing before and after care services to children enrolled in the partnership. The Child Care Center is funded through the tribe and receives funding through ACFS Childcare Development Fund grant, Head Start, Early Head Start, and parent fees. The Child Care Center also participates in Michigan's Early Childhood Quality Rating System and is rated at four stars.

The Sault Tribe Board of Directors approved the construction for a new Early Childhood Programs Facility in Sault Ste. Marie. The new facility will house all Early Childhood Programs under one roof and it will be attached to the existing Big Bear Arena. ACFS received a \$1.3 million grant for the facility and the board will secure funding for the remaining cost. Construction for this new facility is near completion with a move-in date during summer 2021.

Contact

Shondra Gervais
Early Childhood Programs
Manager
(906)-635-7722

Higher Education 2020

The Sault Tribe provides post-secondary education, services and other financial support to Sault Tribe members through the Higher Education Program. These programs include post-secondary education and assistance with Michigan Indian Education Waiver, Scholarship Program, Self-Sufficiency Incentive Award program, and Need-based Grant program.

In 2020, the Education Division and subsequently Higher Education Program assisted in the one-time funding opportunity that provided a qualifying tribal member with financial assistance to meet their technology needs for educational purposes. This one-time funding was a direct result of the impacts of the COVID-19 Pandemic and its impact on the

Tribe, it's members and access to educational and employment needs and opportunity.

The tribe's Scholarship opportunity begins with the release of the annual application packet and scholarship essay topic. Sault Tribe students who are interested in receiving funding for the school year are required to submit a complete application packet, meet eligibility requirement, and provide documentation required.

Each year, this program offers a variety of scholarships ranging from \$150 to \$1,000; each having their own eligibility requirements. Essays are blind scored by members of the Higher Education Committee. This is a competitive program.

The Sault Tribe offers BIA grant funding to Sault Tribe members enrolled as full-time (12 credit hours or more) undergraduate students who attend a Michigan state supported public college. The student must be a resident of Michigan. Students are required to complete their annual FAFSA and submit to their respective post-secondary institution. The BIA Grant awards students who have an unmet need as determined by their college's financial aid office. BIA Grants are available for Fall and Winter semesters each year.

Self-sufficiency incentive awards are available for FALL semester only. Students are required to submit completed applications, required documents, and grade reports prior to the deadline to receive consideration. The available funding is divided by the number of credit hours taken by all students who submitted their fall grades. This is not a need-based program. The program only pays for C or better grades and will not pay for repeat courses.

In 2020, the Sault Tribe Higher Education Program provided financial/technological support to Sault Tribal members completing post-secondary education:

- Scholarship Program – 30 students received scholarships totaling \$29,150.00

- BIA Need-Based Grants Program - 115 students received grants totaling \$157,636.76

- Fall 2019- 62 students totaling \$87,747.70

- Winter 2020 – 53 students totaling \$69,899.06

- Self-Sufficiency Incentive Award Program – 363 students received SSIA funds for 4,471.65 credit hours totaling \$105,500.36

- Higher Education Technology Program (one-time funding) – 220 students received assistance

Youth Education & Activities (YEA)

Youth Education & Activities had many goals in 2020 as we planned for the year in January, but as everyone else it changed very quickly. Some of these goals included reinstating Battle of the Boards-Trivia, college and trade school visits, creating leadership opportunities (like Grand Tribal Youth Council and Unity), restructuring staff to increase services across the seven-county service area, continuing and create collaboration with Sault Tribe and community organizations, and so



Sault Ste. Marie, Rudyard and Kinross YEA — Sault Tribe's Youth Council challenged the Board of Directors to a Battle of the Boards Trivia Challenge.

much more.

Prior to the shutdown we were able to meet one of our goals of attending the annual Critical Issues Conference in Grand Rapids, Mich. Critical Issues has been something our Tribal Youth Council student look forward to every year to discuss issues effecting their generation and provide a Native Student perspective. We were able to take 39 students from three units (Units 1, 2 and 4).

Just days after return from the Critical Issues conference the world changed and our doors closed to face-to-face activities. However, the need for YEA and assisting our families was probably never as large as during the COVID-19 pandemic. Families needed help with food and adjusting to homeschooling while living in a world of uncertainty. YEA didn't miss a beat as we began getting calls from our schools, students and families. YEA staff was packing and delivering lunches, making masks and starting to create educational and cultural kits for delivery.

Before the end of the stay at home order in June, YEA packaged and delivered thousands of meals, provided tutoring-virtually and through windows, sewn thousands of masks, delivered hundreds of educational and cultural kits. The June return to work was the start of our normal Circle of Life Summer program in a non-normal way. We began looking for community and tribal partners to help us to continue our programming virtually as the needs and cost were high, as this was prior to additional federal funding being awarded.

YEA was very grateful for the collaboration we were able to create with MSU Extension and Sault Tribe Community Health. MSU Extension helped to provide our students with garden kits complete with containers, dirt and seeds. They also provided a Seed SEVA program, which allowed our coordinators to get training on ways to increase knowledge to teach our students about growing their own food. Community Health helped with a number of education and cultural kits provided many traditional practices supplies for outdoor plant identification, pedometers, instructions on water and kayak safety and teachings. Food Sovereignty provided Famer's Market Voucher and Fall Harvest Baskets for fall

planting.

Circle of Life (COL) began in June through August as normal and we connected with students and families on a weekly basis. Through the collaboration of the previous listed Sault Tribe and community organizations we were able to deliver educational, cultural, and food/snack kits to our families. The positive of these kits was our only restriction was our supply budget. Usually, COL is limited by the number of people who can fit within our GSA vehicles. We were able to connect with so many more students and families and have been able to grow our program when many services were restricted, limited, or non-existent.

After the completion of our COL program, we started gearing up for return to school. This included our normal back to school supply collaboration with our community and school partners. Schools and YEA new this year would look very different. Some of our usually school partners were not allowing visitors, including YEA staff, into their building. Other schools greeted us with open arms and couldn't wait for our return. In schools we hit the ground running providing individual and small group tutoring. Over the year, we saw the struggles students and families incurred due to distance learning. This became more evident as fall COVID-19 numbers started to rise and many of our students became quarantined or schools moved back to a virtual setting.

Several of our sites also provided in-person learning for families who chose to stay distance base. Students and families could schedule one to two days per week where students could come into the YEA center and have full day learning. We keep families to their own pods for the health and safety of their families and students.

Every year, the different YEA sites host and assist with holiday parties. Whether these parties were in-person, virtual, or drive thru this year was no exception. Easter baskets were delivered throughout the service areas. Drive thru trick-or-treating was established at several sites across the service area. YEA also did drive through Christmas parties. Our students are so important and during these times of closure and distance we wanted to make sure they were still included in our

formal holiday fun and excitement.

Cares Funding

The CARES funding provided YEA with great opportunity to continue and provide educational, cultural, and snack kits to our students. These funds were instrumental in continuing our COL program through summer of 2020. Many sites were doing weekly delivers with some delivering 50 kits each week. A positive of this is it allowed us to connect with so many more families and students.

We were able to order many cleaning supplies and PPE supplies. Our landlords were able to purchase upgrades for the YEA spaces allow for new heating, paint and windows. It is great to see our spaces get some new life with the addition of these funds. This included mobile air purifiers not only for our spaces, but also our vans, which allowed us to keep our students and staff healthy and safe.

Technology became a huge part of world in 2020. This additional funding helped to provide much needed computer upgrades. Several of the coordinators had outdated desktop computers. The CARES funds allowed for upgraded laptops and cameras. This helped with virtual tutoring and distancing learning school spaces to connect students with their schools. These technology purchases helped to push our program into a technology era.

Wetmore Building was the greatest thing in Munising for the YEA programming. This has provided us so many great opportunities to serve the students on the Wetmore Reservation and continue to serve the students at the Mather's Elementary School. We have seen a great influx of students and excitements from these families has been rejuvenating for our Munising YEA program.

In the end, YEA accomplished so much in 2020 even if there were goals we weren't able to reach — we were able to reach goals we never even considered. Students and families, past and present, became very support of YEA. We connected with so many new families and were able to show the amazing work YEA has been doing for years. Those students and families have stayed with us and we hope the program will continue to grow and YEA can be a positive valued experience.

Recreation Division 2020 highlights, 2021 goals

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

Recreation Agreements

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

Escanaba-YMCA and Sullivan's Health and Fitness
Kinross / Kincheloe-Recreation Fitness Center
Manistique-Yooper Fitness, High School Pool and Little Bear West Ice Arena
Marquette-Northern Michigan University (NMU)
Munising-Alger Parks & Recreation Center
Negaunee-YMCA of Marquette County
Newberry & Curtis-Helen Newberry Joy Hospital & Healthcare Center
Sault Ste. Marie-Lake Superior State University (LSSU) and U.P. North Nutrition & 906 Gym
St. Ignace-Little Bear East Arena

Most recreation agreements include full fitness centers with some facilities having swimming pool access as well as ice skating. In addition to a fitness center at LSSU, there are various athletic camps available at no charge to tribal youth as well as free tickets to LSSU hockey, basketball and volleyball games. Detailed information about recreation agreements throughout the seven county service areas can be found on www.bigbeararena.com, under the Tribal Departments tab, listed under Recreation.

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

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

Purpose Statement

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

Division Departments

The Events Management department develops and coordinates facility events and activities for tribal and community families as well as coordinate customer ice and space rentals. The department works closely with tribal and community programs to col-

laborate on programming.

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

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

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

The Administration department oversees business operations, marketing, customer service strategies as well as safety and security of personnel and customers.

The Operations department ensures facility equipment is operational, maintaining the ice and dry floor surfaces, facility cleanliness and a safe environment.

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

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

Big Bear Services and Programs

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

2020 Accomplishments

Despite facility closures and limited capacity for events and activities during the COVID-19 pandemic, the following recreation accomplishments were achieved:

667 tribal member visits to



New Hockey Camp at the Bear — Cade Bell enjoys a break from the action during the Great Lakes Hockey Camp at the Big Bear Arena. The head instructor for the camp was former Jr. A Indians standout, Jared Nightingale. The 32 Participants learned the fundamentals of hockey.

NMU in Marquette

994 tribal member visits to the YMCA in Escanaba

114 tribal member visits to the pool at the high school in Manistique

1,677 tribal member visits to the Little Bear East in St. Ignace

1,872 tribal member visits to the LSSU SAC and 118 to the LSSU pool

9,315 tribal member visits to the All-In-One Fitness Club

41 YEA/Big Bear open gym and skating sessions

549 participants at the YEA/Big Bear Drive-Thru Halloween Party

700 participants at the Sault Tribe Children's Christmas Party

120 participants at the ACFS and Sault Tribe Tribal Court Recovery Walk

282 participants at the Sault Tribe Community Health Drive-Thru Flu Clinic and Health Fair

40,000 pounds of food was distributed to 2,286 people at the Feeding America Mobile Food Distributions

24,280 dairy boxes, 6,200 half-gallons of milk, 545 vegetable boxes 545 fruit boxes and 545 cheese boxes were distributed at the Farmers to Family Food Distributions

More than 325 community youth practices were held in the courts

More than 40 fitness classes were held at the facility

More than 1,425 patrons participated in Public Skating

Rented over 1,150 Rental Skates and over 225 Skate Aids

More than 400 patrons participated in Drop-In Basketball and Volleyball

More than 175 patrons participated in Drop-In Hockey and Stick N Puck

Held five Totzones with 315 in attendance

Hosted 56 birthday parties and celebrations and nine meetings

and trainings

Hosted one adult hockey tournament and six youth tournaments with a total of 173 teams and 19,784 players and spectators

Hosted 11 high school hockey games and two tryouts

Hosted eight school and organization fun days

Updated ice and space rental agreements

Updated and distributed the 7-County Wellness and Recreation Guide

Implemented online scheduling platform for ice and space rentals

Secured advertising contracts with local businesses, including Fairview Construction and Ferrell Gas

Developed advertising campaign for the Sault News publication, both print and digital platforms

Implemented drive-thru sales for various equipment in the Pro Shop

Replaced all fire extinguishers, completed compressor overhaul and installed filtering system for boilers in Big Bear Arena

The COVID-19 pandemic had significant impact on facility activities and events. There were many canceled and postponed activities throughout the year. During this time, many adjustments were made to the Big Bear Arena to provide a safe and healthy recreation environment. Projects completed includes hand-free lighting, faucets, soap dispensers and drinking fountains, automatic doors, keyless locker room access, individual shower stalls, sneeze guards in customer service areas and hard surface walls in the Fitness Center.

In addition to the above projects, many protocols and safety equipment were put in place to provide a clean and safe environment for facility patrons. This includes sanitizing stations, portable sinks, temperature kiosks,

designated entrance and exit, enhanced cleaning procedures, social distancing signs and complimentary masks.

2021 Goals

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

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

Explore new ice activities including bumper cars, ice bikes and rideable skate aids including associated grant funding opportunities.

Explore new programming ideas for the Summer Recreation Program including culture, education, health and eSports. Implement digital locker room assignments and concessions menus.

Continue to research new menu items such as flavored popcorn, ice cream, smoothies and other healthy food choices. Implement vending services for Pro Shop items such as tape, laces and mouth guards to enhance customer service.

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

Collaborate with the MIS Department to implement an app for smart phones for use in communicating with customers and promoting the Recreation Division.

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

Contact Information

Big Bear Arena
Two Ice Circle
Sault Ste. Marie, MI 49783
(906) 635-RINK
(800) 588-RINK
bookthebear@saulttribe.net
www.bigbeararena.com

EDC 2020 annual report and future outlook

Overseeing the Sault Tribe's non-gaming enterprise is the Sault Tribe's Economic Development Corporation (EDC). With the support from and at the direction of the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors (BOD), the EDC held true to its vision of a vibrant, self-sustaining tribal community. The fiscal year (FY) 2020, although challenging at times, proved to be one of the most active and prosperous years for the EDC. The revenue growth from EDC enterprises alone increased from \$13.8 million (FY'19) to \$17-plus million (FY'20). The 2020 enterprise revenue of \$17-plus million resulted in earnings before interest, tax, depreciation and amortization (EBITDA) of \$2,735,697. That represents a 50 percent increase over the 2019 number of \$1,821,697.

In addition to the enterprise growth, Sault Tribe Inc. generated \$1.8 million in revenue along with monies from the *CARES Act*, \$3.8 million, bringing the total revenue for EDC as a whole to \$22-plus million.

Commercial enterprises

The Commercial Enterprise arm of the EDC has traditional brick and mortar enterprises and operates gas stations, convenience stores, hotels and furniture retail.

Midjim Convenience Stores are located on trust lands in Sault Ste. Marie and St. Ignace. The stores provide convenient access to food, gasoline and other basic items to those who live on or near tribal lands. Also, Midjim Convenience Store has proven advantageous for enrolled tribal members to utilize the tribe's tax exempt status on gasoline and cigarettes as they offer these items at a discount for members.

Northern Hospitality, a stalwart enterprise of the EDC features products in the flooring, furniture and fixture categories. The business benefits the tribe by providing these items to, most notably, Kewadin Casinos and also other tribal departments.

Northern Hospitality offers expertise in purchasing special industry items for casinos and hotels. They enhance the tribe's purchasing power that results in lower prices for tribal departments. Tribal team members have an opportunity to payroll deduct, a unique method for team members to deduct purchases from paychecks over a set amount of time. Tribal members living in the tax agreement area can also take advantage of the tax exempt status when purchasing from Northern Hospitality.

Gitchi Auto, Home and Recreation was created in 2018.

It is a Class-A vehicle license facility specializing in selling Genuine Scooters, used autos, ATVs, RVs, Amish made storage sheds, and Fairmont Modular and Manufactured Homes. Gitchi has successfully won several bids to provide Sault Tribe Housing with quality Fairmont homes. In addition to contracting with Sault Tribe Housing, Gitchi was instrumental in purchasing 14 Fairmont homes for emergency housing for the tribe. Gitchi has made great strides since its creation with yearly sales exceeding \$3.6 mil-

lion. EDC will continue to look for products to diversify Gitchi's offerings.

White Pine Lodge and C-Store, acquired in July 2019, has become a welcomed addition to EDC Enterprises. It is located in Christmas, Mich., adjacent to Kewadin Christmas. It boasts of 48 rooms available, a combination of double-queen rooms and king size suites. It operates 24/7 year round and offers complimentary continental breakfast and free Wi-Fi. It is generally full in the winter months of January through March and summer months of July through September with rates \$180-\$200 per night. Also, there is a convenience store attached as well. You will find the same amenities and discounts here as you do with the Midjims. There have been several improvements made — new carpet and furniture in half the lodge, with the rest scheduled at a later date; upgraded restrooms and kitchen facilities for COVID compliance; and a total kitchen remodel (floor, walls, cabinets, sinks). 2020 annual revenue for White Pine Lodge was \$2,962,075.

Real estate

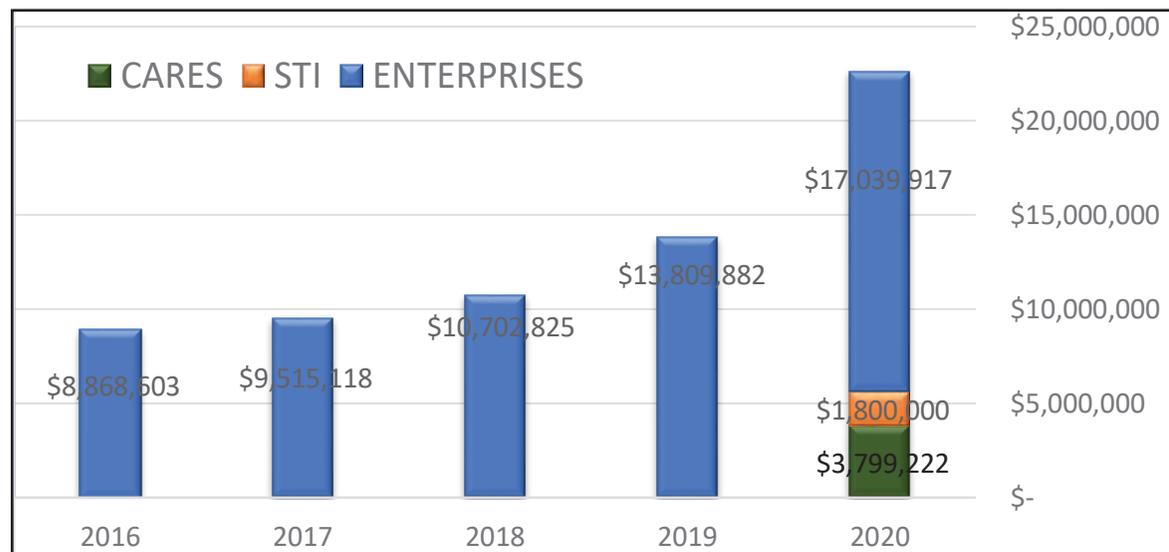
The Sault Tribe has developed expertise and a competitive advantage in property management and will consider any development in this sector with appropriate CAP rate as defined by the BOD. Strategically building land base has been a key objective identified by the EDC. In FY'20 Sault Tribe purchased six properties to add to the inventory: Harvey properties, Malcolm Schools, Chippewa Landings, Nazarene Church, M-28 and Tuori (Dafter), and JKL expansion.

The EDC will consider and analyze opportunities developed on trust lands or potential trust lands that offer an opportunity for competitive advantages. The EDC has continued to establish a foothold in the billboard industry. We have 14 billboards operating on tribal land. In FY'20, Sault Tribe began working with Lume Cannabis Company. Currently, Lume is operating two retail locations on trust land; one store in Sault Ste. Marie and the other in Escanaba. We expect to expand our partnership with Lume by opening two more locations in August 2021, in Christmas and Manistique.

Property management enterprises

The tribal Property Management Enterprises fall under the Real Estate arm of the EDC. DeMawating Development, located in Kincheloe, and Sawyer Village, located in Gwinn, both have a long and a well established reputation in both the EDC and their respective communities. They offer affordable housing and storage options to the general public, tribal members and to the local community. Both locations have been very good investments for the tribe.

DeMawating Development: In FY'20, had 192 units available to rent with 187 occupied for an occupancy rate of 97.32 percent. They offer 3 and 4-bedroom duplexes and single family homes. The price for a rental ranges from \$450 to \$650 per month. DeMawating Develop-



ment expanded the storage unit inventory by 11 by building a brand new storage facility at Odenaang. DeMawating development has 67 storage units to rent with 64 units occupied for an occupancy rate of 95.55 percent. They offer 10x10 and 10x20 units and the price range is \$65-85 per month

DeMawating also manages Riverside Village, a manufactured home community located on Riverside Drive in Sault Ste. Marie. During 2020, Riverside was able to begin infrastructure upgrades and was able to increase available lots for rent by 15, continued improvements to the infrastructure and community are scheduled as revenue growth permits.

Website: www.DemawatingDevelopment.com.

Sawyer Village: In FY'20, had 214 units available to rent with 204 occupied for an occupancy rate of 95.33 percent. They offer 3 and 4-bedroom apartments, duplexes and single family homes. The price rate for a rental ranges from \$415 to \$750 per month. They have three hangars for storage; two of which are leased to a company and the other is used as a storage building. Sawyer also manages the commercial and storage property known internally as the Harvey Property, which consists of three commercial retail suites and over 150 storage units. Website: www.SawyerVillage.com.

By implementing and adhering to the EDC's growth strategy,

acquisitions and additions to the tribe's Property Management portfolio since 2017 have increased the Property Management revenues by \$1.1 million annually, and 2020 EBITA was \$1,372,500, an increase of \$665,988 over 2017.

Business development Sault Tribe Thrive

In September 2019, the EDC was awarded a Minority Business Development Agency (MBDA) grant for \$485,000 to create Sault Tribe Thrive (STT). The objectives for this effort are: outreach, advocacy and promote Sault Tribe Member Owned Businesses (MBEs). We are pleased to report that since the creation of Sault Tribe Thrive, there have been 170-plus MBEs served across the service region and the U.S. STT has provided over 1,200 hours of consultation and support services. Through this effort, 12 startups have been formed, 22 jobs created/retained and seven contracts awarded. STT also maintains a directory of MBEs and success stories. More information on STT can be found on its website: www.SaultTribeThrive.com.

Federal charter Sault Tribe Inc.

As previously reported in the *2019 Annual Report*, Sault Tribe Inc. is a Section 17 federally chartered entity that has been fully enacted and a corporate board of directors is in place. Sault Tribe Inc. is a 100 percent tribally owned charter. There are several subsidies that reside under

the umbrella of Sault Tribe Inc.: Chippewa Government Solutions LLC; Ojibwe Hazardous Abatement LLC; Hawkeye Facilities Management LLC; and Sault Tribe Online Gaming, Tribal Charter (TC).

Notable 2020 projects

- Chippewa Government Solutions, LLC
 - EDC COVID-19 safety training module
 - JKL COVID-19 video
 - Sault Tribe Thrive outreach video
- Ojibwe Hazardous Abatement, LLC
 - COVID-19 contracts with EDC enterprises
 - Hawkeye Facilities Management, LLC
 - Entity created and pending population
- Sault Tribe Online Gaming, TC
 - Partnering with Wynn Bet Casino®

Looking forward

Current projects 2021

- Crane Industrial Suites
- Sault Tribe Inc. progression and 8a development.
- Sault Tribe Thrive: Create a MBEs certification process.
- Complete and support opening new Lume locations.
- Complete EDA Land use Grant activity
- Complete NABDA Opportunity Grant
- Complete acquisition of Escanaba property and lease to OHA, LLC

Sault Tribe Inc. & Subsidiaries Consolidated Statement of Income and Changes in Equity For the Year Ended December 31, 2020

Revenues	
Gaming license fee	\$ 1,000,000
Service revenues	872,794
	<u>1,872,794</u>
Cost of sales - service activities	
Labor	219,702
Other direct costs	69,405
Total cost of sales - service activities	<u>289,107</u>
Gross profit	<u>1,583,687</u>
Operating expenses	
Payroll and related	122,857
State gaming fees	100,000
Travel	21,532
Depreciation	19,632
General and administrative	19,418
Professional fees	16,369
Insurance	16,362
Interest	15,377
Occupancy	14,500
Vehicle insurance and maintenance	3,339
Advertising	3,414
Total expenses	<u>352,800</u>
Net income	<u>1,230,887</u>
Equity, beginning of year	-
Equity, end of year	<u>\$ 1,230,887</u>