

# Sault Ste. Marie Tribe of Chippewa Indians 2019 Annual Report



## Mong

(Ojibwe for Loon)

The Loon Clan is one of the Anishinaabe leader clans together with the Crane clan, providing balance.

Debwewin—	Truth	—Be faithful to reality
Gwekwaadziwin—	Honesty	—Tell the truth
Aakdewin—	Bravery	—Choose with courage
Nbwaakaawin—	Wisdom	—use good sense
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's significant and historical events of 2019



**Executive Director  
Christine McPherson**

There were many new projects begun in 2019, from a substance abuse recovery hospital to experimental whitefish stocking, our team members worked hard to bring more services and resources to the tribal community.

## Waiver begins recovery hospital project

The development of a much-needed drug and alcohol recovery hospital in the eastern Upper Peninsula took a significant step forward in January, 2019 when the Sault Tribe Board of Directors approved a waiver allowing Health Division Director Leo Chugunov to negotiate terms for entering a Patient Care Network agreement with the Hazelden Betty Ford Foundation for operating the recovery hospital. A 160-acre parcel of land, four miles west of the I-75 interchange on M-28, is the planned future site of the recovery hospital. The facility will include living quarters for those in extended recovery, walking paths, pond and trails. The aesthetic of the place is planned to be relaxing and healing. Placement of the facility on the site will allow for a discreet traffic flow. Aside from the assortment of construction and landscaping jobs to build the facility, the recovery hospital would employ at least 100 people year-round in a variety of well-paying jobs.

The tribe joined the Hazelden Betty Ford Patient Care Network in February, followed by a site visit from the foundation and area governmental representatives.

## Behavioral Health Program re-accredited for three years

The Sault Tribe Health Division's Behavioral Health Program was re-issued a three-year accreditation, the highest achievable standard, in 2019. The Commission on Accreditation of Rehabilitation Facilities, or CARF, an independent, nonprofit accreditor of health and human services programs provided the accreditation. Congratulations and thank you to all Behavioral Health team members who were involved in helping our Health Division achieve this accreditation.

## Sober Living homes open

In April, "Home of Hope" transitional housing needs for sober living opened. The much needed services and Home of Hope is a place to go to support sober living after release from substance abuse rehabilitation. By opening this transitional home, we are now able to respond to the needs of our tribal members and community more effectively by expanding services to support their pathway to recovery.

## Tribal Action Plan updates

Throughout 2019, Tribal Court worked to implement the Tribal

Access Program, as awarded to Sault Tribe (Tribal Court, ACFS, Tribal Prosecutor's Office) from the U.S. Department of Justice. In August, we were able to fully implement and "go live" with this program which allows our tribe to obtain criminal and civil background information from databases and input information such as active bench warrants, protection orders, bond conditions and orders of conviction.

ACFS received a kiosk to run background checks. For the first time ever, they are able to directly fingerprint foster parents, rather than having to wait and access the information through the State of Michigan.

On July 11, tribal governments gained the ability to directly input data and gain access to the FBI's National Sex Offender Registry (NSOR) using the Tribe and Territory Sex Offender Registry System (TTSORS). The system connection will be available to all tribal governments already participating in the Tribal Access Program (TAP), which allows information sharing between tribal and federal government criminal information systems. Providing direct connection to the FBI National Sex Offender Registry gives tribal law enforcement the information they need to investigate and prevent heinous sex violence offenses in Indian Country.

## Employee recognition luncheon

The second annual employee recognition luncheon was held on April 23 in the DreamMakers Theater at Kewadin Casino, 238 employees were recognized for their service. Carol Pages-Montie, former Contract Health certifier, had the most years of service at 40 years, followed by Deborah Ailing, Kewadin Casinos cashier, and Gregory Keway, health supply technician at 35.

The event began with a welcome, honor song and opening prayer followed by the luncheon. Members of the tribal board of directors were present to shake hands and present certificates with Chairperson Aaron Payment. The tribal board passed a longevity policy that rewards the team members for years of service. After the first five years there is a gift, thereafter each subsequent five-year increment will be compensation increase in their base pay. This is a small token of the tribe's appreciation of its workforce.

## Governmental and EDC team building event

The first annual governmental and EDC team building event took place on Aug. 14. There were four locations: Pines Park in Manistique, Tribal Health Center in Munising, Sherman Park in Sault Ste. Marie and Bridge View Park in St. Ignace.

The day was a success and meant to serve as a reminder to our employees that they are appreciated for their dedication to our tribe. Team building games were coordinated and food was prepared for the attendees. It was a great event for staff to become more familiar with one another.

## Culture Department restructured and expanded

In June, The Culture Department was restructured into the Language and Culture Department, and a new position, director of Language and Culture,



**The governmental and EDC team building event held across the tribe's service area was a special event for everyone involved. Above, Employee Team Building Workgroup, back row, from left, Jeri Eby, Leo Chugunov, Linda Grossett, Michael Guillmete, Annette Thibert, Tammy Henning, Tammy Bumstead, Stephanie Sprecker, Andrew Lane; front row, from left, Jennifer Bouschor, Brandi MacArthur, Melissa Killips, Regina Rolstone, Heather Smith, Christine McPherson. At right, from left, Sault Ste. Marie site cooks Doug Goudreau, Jake Sillers, Leo Chugunov, Jeri Eby.**

was created. More positions were created to help the department in its mission to rekindle Anishinaabemowin and help reestablish our culture.

## Tribe has successful walleye stocking season

Sault Tribe stocked 910,000 summer walleye fingerlings to area waterways from its three walleye rearing ponds in the eastern Upper Peninsula. This year's fingerlings went to their new homes in the St. Marys River, Bay de Noc, Epoufette Bay, St. Martin's Bay and the lower Cheboygan River.

In the spring, the program stocked 0.5 million walleye fry in the lower Tahquamenon River and Millecoquins Lake near Engadine.

## MITW fully funded

After 25 years of chronic funding shortages, the Michigan Indian Tuition Waiver program became fully funded in 2019. Governor Gretchen Whitmer signed the 2020 budget on Oct. 1 providing full funding for the state's obligation to pay tuitions for eligible members of federally recognized American Indian tribes attending public colleges and universities in Michigan. The 2020 state budget allotted \$12.7 million to fund the program.

## Experimental whitefish project initiated

The Sault Tribe Natural Resources Fishery Program began a study to figure out when young whitefish in the wild are disappearing, and if raising them in a hatchery might help them survive. In the Great Lakes, invasive mussels have changed the ecosystem so much that whitefish populations are starving. What started in lakes Michigan and Huron with zebra mussels has now been amplified with quagga mussels. The mussels are absorbing all the nutrients that are needed by young fish and their food.

The Fishery Program is hatching and raising whitefish. As work moves forward on whitefish assessments in the lakes, work



is being done in the hatchery to see if large scale stocking could make an impact. Biologists are hoping whitefish assessment work will show that when whitefish go through a diet change at a certain life stage they may be able to survive. If whitefish in nature cannot get past this point, then maybe a hatchery can raise whitefish beyond this point and stock large enough numbers to make an impact.

## Tribal Census conducted

The Sault Tribe Census was sent out December 2019. Designed by the Planning and Development Department, the census collected information on tribal homes, including the number of people per household and pertinent facts about each home. In particular, the census asked about education, income, military service and participation in treaty rights for each adult in the surveyed home, as well as similar questions about each minor child. The tribal Census asked about home costs, types of heating, sources of water, sewage facilities and major appliances. Question topics also included child-care services, health insurance and housing assistance, should any be used in the home.

## Approval for new childhood education facility

In August, the board approved a new Early Childhood Education facility to be constructed next to the Chi Mukwa Arena. ACFS received a \$1.3 million grant to build this facility and the board of directors will secure funding for the remaining cost. Construction began in 2020.

## Master Strategic Plan

In June, the board of directors' Master Strategic Plan was approved which contributes to the well-being of our tribal members and the long term sustainability of our tribal resources and rights. This plan highlights eight areas where our tribe focuses our efforts:

1. Culture and traditional

teachings

2. Sovereignty
3. Programs and services
4. Inherent rights
5. Representation, advocacy and leadership
6. Workforce
7. Appropriations
8. Economy

The intent of this strategic plan is to provide the membership, team members and other collaborators a clear picture of where our tribe is heading. As the various divisions and departments of the tribe work on their individual strategic plans, they will look at this Master Strategic Plan for guidance.

## Day of Awareness for Missing and Murdered Native Women and Girls

In 2019, our board of directors approved May 5 as the Day of Awareness for "Missing and Murdered Native Women and Girls." This day will help raise awareness for the high homicidal rate that American Indian women face in comparison to the national average (10 times greater).

Homicide is the third leading cause of death among American Indian and Alaska Native women between the ages of 10 and 24 and the fifth leading cause of death for these women 25 and 34 years of age.

## Tribal PRC eligibility policy member employees and dependents

In August, the board directed that Sault Tribe members who are also employees and reside in the Contract Health Service Delivery Area and enrolled participants in the Tribal Health and Vision Benefits Plan, shall also be enrolled in the Purchased/Referred Care (PRC) program without requirement of enrollment or completion of forms. Dependents of those employees shall also be enrolled in the PRC program, provided that the dependents are eligible members of the tribe and enrolled in the Health and Vision Benefits Plan as dependents.

# 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](http://www.saulttribe.com/government/board-of-directors) for meeting schedule, live meeting link, board votes and minutes, reports and more.

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## 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 2019 financial highlights – continued

equipment) with \$88.5 million of business assets invested in the same manner.

**Change in net position.** The tribe's total revenues from primary activities (excluding special items) was \$186 million. (See Table A-2.) The tribe's revenue comes mainly from gaming revenues, charges for services, taxes and federal sources.

The total cost of all primary activities was \$165.5 million and included both governmental and member services along with business-type operating costs excluding transfers and taxes.

**PLEASE SEE TABLE A-2.**

The tribe was able to cover the current year's costs for programs and services of governmental operations through lower costs. Table A-2 and the narrative that follows consider the operations of governmental-type activities and business-type activities separately.

**Governmental and business-type activities**

Revenues for the tribe's governmental activities decreased 4.3 percent, while total expenses increased 12 percent.

Revenues for the tribe's business-type activities increased 3.4 percent, while total expenses increased 4.8 percent.

**PLEASE SEE TABLE A-2.**

As the tribe completed the year, its governmental funds reported a combined fund balance of \$9.6 million, an improvement in combined fund balance of \$2.7 million from 2018. The primary reason for the increase in fund balance is highlighted in the analysis of governmental activities. In addition, these other changes in fund balance should be noted:

Debt service expenditures were \$3.1 million.

\$19.3 million net was transferred out to other activities from the General Fund, an increase of 22.8 percent from 2018.

**General Fund budgetary highlights**

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

Original budgets are approved by the board prior to the beginning of the program's fiscal year.

Amendments and supplemental appropriations are approved as needed by the board of directors during the course of the fiscal year.

Year-end modifications are made during the calendar year as needed for programs with non-December year ends.

Even with these adjustments, actual expenditures were \$1.1 million less than the final budgeted general fund amounts. The actual excess of revenues over expenses and other uses was \$2.4 million more than the final budget anticipated. This is due, in part, to higher other and interest revenues, less debt service costs, and more transfers in than the final budgeted amounts.

The most significant variances were as follows:

Other revenues and interest revenues were significantly

higher.

Debt service costs were less.

Other financing sources of funds were higher.

**CAPITAL ASSETS**

At the end of 2019, the tribe had invested \$137,762,551 in a broad range of capital assets, including land, machinery and equipment, buildings, roads, and vehicles. (See Table A-3.)

**PLEASE SEE TABLE A-3.**

The principal change in capital assets consists mainly of land purchases and equipment purchases. More detailed information about the tribe's capital assets is presented in Note G to the financial statements.

**Long-term debt**

At year end, the tribe had \$18,373,979 in notes payable. There was no governmental debt at year end and internal service debt decreased by \$514 thousand. More detailed information about the tribe's long-term liabilities is presented in Note H to the financial statements.

**ECONOMIC FACTORS AND NEXT YEAR'S BUDGETS AND RATES**

The COVID-19 pandemic has had a significant impact on the tribe's operations. Kewadin Casinos were closed effective March 22, 2020, through June 12, 2020. The tribe received approximately \$61.3 million in CARES Act funds subsequent to year-end related to COVID-19 disaster relief.

These indicators were taken into account when adopting the General Fund budget for fiscal 2020. The amount appropriated in the General Fund budget for operations is \$5.7 million, which is a 1.2 percent decrease from final fiscal 2019 budget. The tribe will use its revenues to finance current and expected future programs, program expansions into outlying areas, and the expected impact of inflation on those programs.

The largest fiscal 2020 budgeted expenditures are for direct services, consulting and subcontracting, and expansion of member services. If these estimates are realized, the tribe's budgetary General Fund balance is expected to remain steady by the close of fiscal 2020.

As for the tribe's business-type activities, we expect that the 2020 results will also improve based on these items:

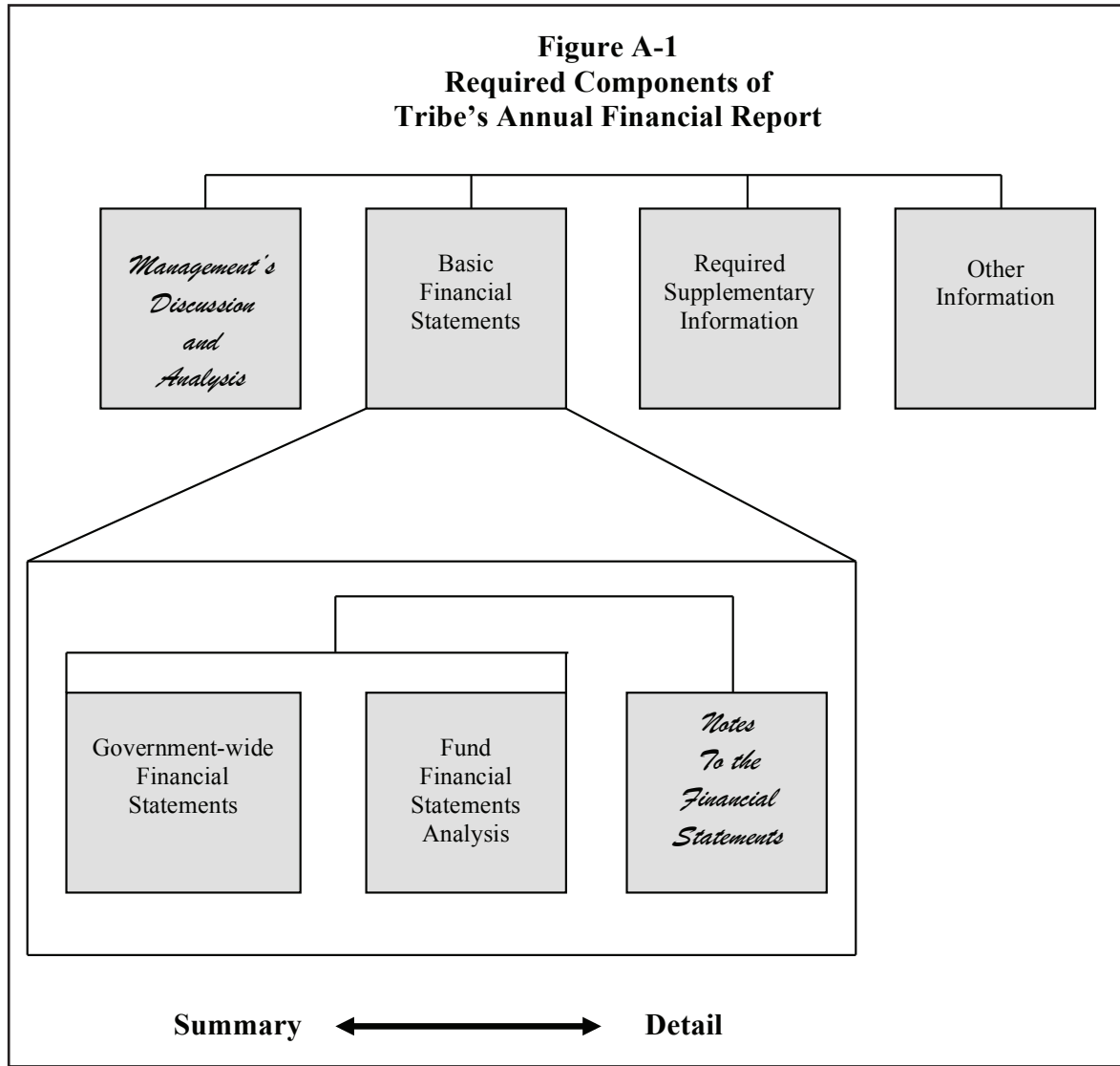
- Reduction in operating costs.
- Reduction in debt service.
- Increase in operating margins.

**CONTACTING THE TRIBE'S FINANCIAL MANAGEMENT**

This financial report is designed to provide our members, grantors, investors and creditors with a general overview of the tribe's finances and to demonstrate the tribe's accountability for the money it receives. Any questions about this report or need for additional financial information, contact the Sault Ste. Marie Tribe of Chippewa Indians Administration Office, 523 Ashmun, Sault Ste. Marie, MI 49783.

*Table A-3  
Tribe's Capital Assets – at Cost*

	Governmental Activities 2019	Business-type Activities 2019	Governmental Activities 2018	Business-type Activities 2018
Land and improvements	\$ 21,229,440	\$ 8,211,470	\$ 20,011,982	\$ 7,838,262
Construction in progress	2,586,135	94,590	2,046,597	684,981
Buildings and equipment	90,395,905	232,498,375	88,257,831	222,986,402
Less: Accumulated Depreciation	(67,410,459)	(149,842,905)	(64,001,474)	(141,837,872)
<b>Totals</b>	<b>\$ 46,801,021</b>	<b>\$ 90,961,530</b>	<b>\$ 46,314,936</b>	<b>\$ 89,671,773</b>



**Figure A-2  
Major Features of Tribe's Government-wide and Fund Financial Statements**

Scope	Fund Statements			
	Government-wide Statements	Governmental Funds	Proprietary Funds	Fiduciary Funds
	Entire Tribal government (except fiduciary funds) and the Tribe's component units	The activities of the Tribe that are not proprietary or fiduciary, such as public safety, health & welfare, and public works	Activities the Tribe operates similar to private businesses: Gaming Authority, Midjim, and Northern Hospitality, etc.	Instances in which the Tribe is the trustee or agent for someone else's resources such as the retirement plan for Tribal Employees
Required Financial Information	<ul style="list-style-type: none"> <li>Statement of net position</li> <li>Statement of activities</li> </ul>	<ul style="list-style-type: none"> <li>Balance sheet</li> <li>Statement of revenues, expenditures, and changes in fund balances</li> </ul>	<ul style="list-style-type: none"> <li>Statement of net position</li> <li>Statement of revenues, expenses, and changes in net position</li> <li>Statement of cash flows</li> </ul>	<ul style="list-style-type: none"> <li>Statement of fiduciary net position</li> <li>Statement of changes in fiduciary net position</li> </ul>
Accounting Basis and Measurement Focus	Accrual accounting and economic resources focus	Modified accrual accounting and current financial resources focus	Accrual accounting and economic resources focus	Accrual accounting and economic resources focus
Type of Asset Liability Information	All assets and liabilities, both financial and capital, and short-term and long-term	Only assets expected to be used up and liabilities that come due during the year or soon thereafter; no capital assets included	All assets and liabilities, both short-term and long-term	All assets and liabilities, both short-term and long-term
Type of Inflow/Outflow Information	All revenues and expenses during year, regardless of when cash is received or paid	Revenues for which cash is received during or soon after the end of the year; expenditures when goods or services have been received and payment is due during the year or soon thereafter	All revenues and expenses during year regardless of when cash is received or paid	All revenues and expenses during year regardless of when cash is received or paid

# Tribal Court 2019 accomplishments and plans

Having a Tribal Court is one of the hallmarks of a tribal government and an exercise of our tribe's sovereignty. The court is the forum for dispute resolution for our tribe, where the community can have the law and tribal Constitution interpreted and upheld. But more than that, the court can be a place of healing in our community – where families can be reunified, where children can obtain stability and where community members are given support while being held accountable.

Our justice system has a trial-level court and an appellate court. Our court is not a separate branch under our tribal Constitution, but rather was established by the board of directors within Chapter 80 of the Tribal Code. Chapter 80 provides that the Tribal Court has “the jurisdiction provided in the Tribal Code and in any subsequent enactment of the board of directors.” Tribal Code §80.106. The Tribal Appellate Court has the exclusive jurisdiction to review the decisions of the Tribal Court and was established by the board of directors within Chapter 82 of the Tribal Code.

In addition to criminal, child welfare and juvenile cases, the trial court hears a wide range of civil cases including torts, worker's compensation, personal protection orders, garnishments, enforcements of foreign judgments, landlord/tenant matters and conservation cases. At any given time, the court has approximately 700 open cases.

Tribal Court appoints attorneys to eligible litigants appearing before the court in criminal, child welfare and juvenile delinquency proceedings. The court maintains a roster of attorneys throughout the service area to provide defense attorney services. Eligibility for these services is income-dependent.

In 2019, Tribal Court held 1,593 hearings. While the majority of hearings take place in Sault Ste. Marie in the George K. Nolan Judicial Building courtroom, the court also travels throughout the seven-county service area to hold hearings in St. Ignace, Manistiquie and Munising. The court also utilizes a video conferencing system to allow litigants to appear for court remotely from locations within the service area and even across the country, including from jails and prisons. In addition, in 2019, 680 new cases were filed in Tribal Court.

## Adult and juvenile probation

The court places the majority of juvenile and adult offenders on probation and orders them to complete rehabilitative services, rather than incarceration. In 2019, 22 adults and 5 juveniles served terms of probation with the court. The court also continued to use electronic monitoring devices like Soberlink, SCRAM and GPS tethers in lieu of placing offenders in jail. In 2019, defendants served 332 days on tether devices. Probationers are subject to random preliminary breath tests and drug screens as conditions of probation. In 2019, probation staff conducted 371 drug screens and 390 PBTs. In 2019, Tribal Court probationers completed 631 total hours of ser-



**Tribal Court staff with representatives from DOJ Bureau of Justice Assistance on-site for Tribal Access Program implementation.**

vice to the community.

## Gwaiak Miicon Drug Court

The adult drug court program, Gwaiak Miicon, continued in 2019. Gwaiak Miicon is a healing-to-wellness court designed to address substance use disorder by creating structure and a high degree of accountability for offenders whose addiction leads to their criminal activity. Gwaiak Miicon drug court involves comprehensive probation supervision, frequent and random drug testing, required behavioral health treatment services, immediate sanctions, incentives and therapeutic responses to behavior, team-based case management and team and community support for the participants.

On May 6, 2019, the court celebrated the 20th anniversary of the Gwaiak Miicon program. Team members and participants past and present were recognized. Sault Tribe Law Enforcement's Det. Sgt. Mike Pins was recognized for his 20 continuous years of service on the drug court team.

## VAWA implementation

In December 2016, the board of directors passed Tribal Code

provisions to implement Tribal Court jurisdiction over non-native defendants under the Violence Against Women Act (VAWA). These amendments recognized the tribe's inherent power to exercise “special domestic violence criminal jurisdiction” over non-Native defendants who commit acts of domestic violence or dating violence or violate certain protection orders on our tribal lands. This was significant, because in all other criminal matters, Tribal Court only has jurisdiction over Native offenders. 2019 was the third full year in which the Tribal Court exercised jurisdiction over non-Native defendants in VAWA cases. Nine new VAWA cases were filed in the court in 2019 and a total of 19 cases since implementation through the end of 2019.

Sault Tribe continues to be viewed as a national leader in implementing VAWA jurisdiction. Tribal Court and its justice system partners are continuing to strengthen our tribe's response to violence against Native women by advocating for changes to federal legislation, presenting

our case statistics and being an active member of the Inter-Tribal Working Group (ITWG). The ITWG meets monthly by phone with the Department of Justice, National Congress of American Indians and Office of Violence Against Women and also attends in-person meetings annually.

## Tribal Action Plan

In 2016, Sault Tribe adopted a Tribal Action Plan (“TAP”) – a long-term strategic plan to combat substance abuse within our community. In 2019, Tribal Court continued to make significant progress in achieving one of the goals of the TAP: Incorporating tradition and culture into the justice system. The court collaborated with Traditional Medicine and the Cultural Department to make improvements in our programs and the court environment. The court regularly calls upon Traditional Medicine and Culture to perform blanket ceremonies at adoption and permanent guardianship hearings. Staff from Traditional Medicine and the Culture Department are permanent members of the drug court and family healing to wellness court teams and offer cultural opportunities like sweat lodges to members of those programs. In September 2019, Traditional Healer Gerard Sagassige began offering a weekly men's group for our Domestic Violence Court participants. Traditional Medicine and Tribal Court worked together to design a program for men that consists of talking circles and is based on traditional teachings. The circles allow the participants to receive the teachings and evaluate where they are.

## Other 2019 Accomplishments

Throughout the year, Tribal Court staff regularly participated in community events across the service area in order to educate the public about Tribal Court and issues affecting the justice system and community. The judge and other court staff participated in the Sault Tribe Community Health and Families Against Narcotics addiction awareness dinner, the Communities that Care Suicide Prevention Awareness Walk at Lake Superior State University (LSSU) regard-

ing the opiate epidemic and ACFS' Family Fun Nights in St. Ignace and the Sault.

— Tribal Court staff frequently presents at state and national-level trainings regarding drug courts, including in 2019, presentations at the U.P. Drug Court training sponsored by the Michigan Association of Treatment Court Professionals (MATCP), the Michigan Healing to Wellness Court Refresher training, Bay Mills Indian Community's VAWA/ICWA Conference, Noojimo-iwewin and the national Legal Aid and Defender Clinic annual conference.

— On Thursday, Sept. 26, Tribal Court held the ninth annual Recovery Walk to celebrate and raise community awareness of those in recovery from addiction.

— 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!

## Tribal Access Program

The U.S. Dept. of Justice previously approved Sault Tribe's justice system's application to receive the Tribal Access Program. The Tribal Access Program will allow the court to access public criminal background information in order to make release/detention and sentencing decisions for those individuals who have committed a crime and will allow the court to enter criminal convictions, warrants and personal protection orders, helping our tribe fill data gaps that currently exist. Tribal Court, ACFS and the prosecutor's office are now able to conduct name-based criminal background checks and access all necessary federal and state data systems.

In 2019, the court worked to implement the Tribal Access Program and the tribe was able to “go live” with the program in August. Sault Tribe now has electronic access to national criminal and civil databases, as well as input information, such as active bench warrants, protection orders, bond conditions and orders of conviction. In addition, ACFS received a kiosk to run the background checks and was able to begin doing fingerprint based background checks for foster parents, rather than having to wait and access the information through the state of Michigan. The Tribal Access Plan allows the tribe to more effectively serve and protects its citizens by being able to prevent individuals from illegally purchasing firearms and ensuring its personal protection orders are entered into federal databases, making their existence known, not only in Indian country, but across the nation.

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Alicia Roy, Court Clerk  
Angel Dishaw, Specialty Court Coordinator  
Denise Porter, Probation Officer  
Nick DePlonty, Probation Officer  
Becki Millier, Receptionist



**Det. Sgt. Pins is presented an eagle feather and blanket in recognition of his 20 years on the Drug Court team.**

# Law Enforcement 2019 overview, 2020 goals

Sault Tribe Law Enforcement (STLE) manages and oversees the general administration of Sault Tribe Law Enforcement which includes police, conservation, Sault Tribe Youth Facility (STYF), Sex Offender Registration and Notification Act (SORNA) registration, verification and compliance activities, federal grants management, budget development and management, policy adherence, development and implementation of department procedures, implementation and education of updated tribal policies and laws affecting the responsibilities of STLE/STYF and so forth.

## Major accomplishments

- Assisted at multiple community mobile food pantries hosted by JKL Bahweting School.
- 2019 DOJ-SMART Office Assurance – Sault Tribe is in compliance with continued substantial implementation of SORNA.
- Hosted the 20th annual Junior Police Academy at Boedne Bay.
- U.S. mailed the Oct. 17 Chippewa-Ottawa Resource Authority notice re: temporary Michigan Department of Natural Resources closure of Rockport State Recreation Area to all active commercial captains.
- Hosted the Criminal Jurisdiction in Indian Country training.
- Hosted the Law Enforcement Committee meeting.
- Participated in Sault High's homecoming parade.
- Provided assistance with Sault Area High School prom.
- K9 Officer successfully completed K9 recertification training.
- Finalized and implemented department policy for body worn cameras.
- Obtained new department K9 dog.
- Officers qualified with both state and federal firearms standards.
- Officers completed annual Michigan Commission On Law Enforcement Standards recommended training hours.
- Sault Tribe Youth Facility:
  - 100 Percent compliance with all State of Michigan licensing, rules and regulations.
  - Zero assaults, escapes or deaths.
  - All detention officers trained in Handle With Care Training.
  - Detention officers hired in 2019 completed and graduated federal BIA Corrections Academy.
  - Second successful tour of UofM Scholars, they donated books for the youth.
  - Successful tours provided to local youth/parents in order to educate the youth who are misbehaving/breaking the law
  - All new cook staff who are doing a great job with many new ideas.
  - All detention officers training in Prison Rape Elimination Act.
  - Full staff, no vacancies.

## Major assignments

- Staff worked with IT Security and the Communications Department to develop and implement online reporting for 2020.



- Completed and submitted Schedule's A, B and C budgets.
  - Completed and submitted all required grant progress reports by or on the due dates.
  - Processed confirmations of staff recognized for years of service.
  - Hosted Department of Health and Human Services Michigan Youth Opportunity Initiative event for foster children in the community – provided youth with law enforcement and conservation career insight and information.
  - Developed, completed, submitted and was awarded the 2019 Adam Walsh Act SORNA Implementation Grant.
  - Continued compliance with Adam Walsh Act.
  - Coordinated and hosted retirement luncheon for Sergeant Daniel Grondin, August 2019.
  - Worked with Natural Resources Department and Communications Department to update the Inland Harvest Guide.
  - Continued working with IT Security and MIS to complete the implementation of the Tribal Justice System IT Project.
- ### Grants
- Grant 1: 2015 U.S. Department of Justice (DOJ) Community Oriented Policing Services Tribal Resources Grant Program (COPS TRGP) prepared and submitted all required progress reports to the DOJ. Continued purchase of all grant project funded supplies and equipment. Grant will be ready for closeout at its expiration of Feb. 29, 2020..
  - Grant 2: 2018 COPS

TRGP prepared and submitted all required progress reports to the DOJ. Continued working with IT Security to implement IT Project that provides STLE the ability to maintain/enhance security of all STLE data and systems thereby maintaining compliance with all federal and state regulations.

- Grant 3: Adam Walsh Act/SORNA implementation. Completed acceptance documents and submitted. Worked with SMART Office to obtain release of funding GAN and FY20. Indirect application GAN. Developed tribal budget, presented to the board of directors, budget approved. Posted SORNA project coordinator position.
- All appropriate grant documents are supplied to the Planning and Development Department for their repository.

## Goals and objectives for 2020

- Write for and submit 2020 Coordinated Tribal Assistance Solicitation (CTAS) grant. Solicitation – Work with CTAS group to develop the comprehensive grant application for submission.
- Implement online reporting for all treaty licenses issued by STLE: inland harvest reports, subsistence catch reports, commercial treaty fishing catch reports.
- Finalize the implementation of the IT Project.
- Finalize implementation of LiveScan equipment.
- Assist Tribal Court in the implementation of their Tribal Access Program.
- Enhance Community Oriented Policing.
- Complete and submit monthly conservation articles to tribal newspaper.
- Continue developing, revising, and implementing the Standard Operations Manual for front office operations (All treaty licensing, dispatch, LEIN responsibilities, etc.).
- Ensure continued compliance with Adam Walsh Act/SORNA.
- Ensure continued com-



At the detention center, Officer Grove helps out with geography in the classroom.

pliance with all awarded grant requirements.

- STYF: Ensure all new detention officer hires attend and graduate from Federal Corrections Academy.
- STYF: Re-integrate the second lead maintenance technician position.
- STYF: Ensure all federal, state and tribal training requirements are met.

— Certify maintenance staff in BIA Maximo Maintenance system.

## CONTACTS

Main office: George K. Nolan  
Judicial Building, 2175 Shunk Rd., Sault Ste. Marie, MI 49783  
Sault Tribe Law Enforcement/  
Conservation: 635-6065  
For emergencies, dial 911.



Sault Tribe Police Department Sgt. Dan Grondin retired Aug. 1, 2019. At a celebration in his honor, he posed with some of his colleagues, from left to right, Officer Alan TenEyck, Officer Anthony Lester, Sergeant Daniel Grondin, Sergeant Michael Pins, Chief of Police Robert Marchand, Officer Joshua Mayer, Rachel Lafaver (next to chief), Lona Stewart (behind LaFaver), Officer James McLeod, Officer Kassandra Kuemin (right of LaFaver), Amber Horner (behind Kuemin), former Sault Tribe Police Officer Albert Menominee, Sergeant Eric Rye, and Officer Travis MacArthur.

# Natural Resources Fisheries 2019 Highlights

The Fisheries Management Program 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 member's 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 2019, 22,780 samples were collected and analyzed, almost 17,000 miles driven, and 8,150 structures were studied to determine the fish age.

## St Mary's 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



Fisheries Aide Troy Lehre holds a lake sturgeon from the St. Mary's River that will receive a tag so it can be tracked when released.

method for reducing the number of future invaders. In 2019, we implemented an AIS monitoring program throughout the St. Mary's River. We partnered with U.S. Fish and Wildlife Service and Ontario Ministry of Natural Resources and Forestry. In these

surveys, we caught over 5,600 fish from 19 different species. No invasive species were detected!

## Lake Whitefish Bottleneck Recruitment

Lake whitefish has long been an integral part of Sault Tribe's history. Due to invasive species,

whitefish populations have been drastically reduced throughout much of the Great Lakes. Sault Tribe has been conducting research of the early life stages of whitefish to see if that is where the bottleneck is occurring. A bottleneck is a term used in biology where a population is restricted through a limiting factor. Think of a small hole in a bucket where only a little water gets out rather than pouring the water out from the top and you only have a very short time to get the water out. There is no way for all the water to make it through a small hole in a short time.

The Fisheries Management Program has been conducting beach seine work looking for whitefish during their first 60 days of life and monitoring the conditions at all sites. If conditions are seen (changes in water temperature, predatory invasive fish, nutrient levels, etc.) then we may be able to narrow down the limiting factors keeping young whitefish from surviving.

## Elder Meals Fish Donations

In 2019, 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 1,036 pounds of filleted fish were donated.

## Harvest and Effort Statistics

Fisheries Management Program staff collect harvest reports (inland, subsistence, and commercial), processes, and analyzes the information to provide summaries 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. Mary's River 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 ceded territory. In this time span, the hatcheries have stocked over 14,000,000 walleye. In 2019 alone, over 900,000 walleye were raised. These fish were stocked at location in Lakes Superior, Huron (including the St. Mary's River), and Michigan.

## Lake Whitefish Experimental Rearing

The Fisheries Management Program started an experimental project to rear whitefish. This project is funded by the Great Lakes Restoration Initiative and its goal is to rear whitefish to learn the best process to raise them in case research shows that large scale stocking could help the whitefish population.

In November of 2018, whitefish brood stock was collected from Lake Huron. These fish were spawned out at the Nunns Creek Fisheries Enhancement Facility. The eggs were hatched out on site and the fish were raised all winter and into the summer. These fish were raised using multiple methods to look at the feasibility of rearing whitefish to different sizes and life stages. This project is working closely with the Whitefish Bottleneck Project. If we can figure out at what life stage whitefish are reaching that bottleneck then we may be able to rear whitefish past that bottleneck in order to make sure they survive. This project will continue into 2020.

## 2020 Goals

- Continue the Whitefish Recruitment Bottleneck Project
- Pursue external funding to assist with additional work
- Continue conducting our yearly juvenile whitefish trap net assessment
- Continue our beach seine survey for whitefish
- 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 Ceded Territory

## Contact Information

(906) 632-6132  
916 Ashmun Street, Sault Ste Marie, MI 49783



Above, whitefish being raised by Sault Tribe. Below are Fisheries Technicians Dave Pine (left) and Rich Reining, hauling in a beach seine as part of the ongoing work looking at juvenile whitefish survival.





# Natural Resources *Wildlife* 2019 Highlights

## Assessing Sault Tribe Wildlife Harvest

In 2019, Sault Tribe issued over 50,000 individual licenses and permits to 4,514 members. Annually the Wildlife Program tracks harvest through the Inland Harvest Report process. In 2019, Sault Tribe members harvested 53 species of fish and wildlife with an estimated total harvest of over 108,000 animals. This harvest reporting and the data it provides is crucial to protection of the tribe's treaty rights.

Each year, the Wildlife Program publishes a harvest and effort summary as well as a variety of other harvest management related documents at [www.saulttribe.com](http://www.saulttribe.com).

One of the most popular species targeted by Sault Tribe hunters is white-tailed deer. In 2019, 4,149 Sault Tribe members harvested approximately 2,563 deer. This is slightly less than the 10-year average of 2,939.

## Center for Cooperative Ecological Resilience

After a decade of close collaboration between the Sault Tribe Wildlife Program and the Applied Forest and Wildlife Ecology Laboratory at Michigan State University (MSU), in 2019 their working relationship was formalized by a memorandum of understanding, which created the jointly-led Center for Cooperative Ecological Resilience.

Currently, CCER is co-led by Dr. Gary Roloff (MSU-Department of Fisheries and Wildlife) and Eric Clark (Lead wildlife biologist - Sault Tribe Natural Resources Department). The over-arching goals of this collaborative are to increase Sault Tribe Natural Resources Department capacity through strategic engagement with academic researchers while concurrently



Wildlife Program Assistant Biologist Colton Hudak holding a ruffed grouse fit with a GPS transmitter.

providing graduate education opportunities for Sault Tribe members.

In its first year, the center continued its work on fire ecology, snowshoe hare and American marten. It received funding to begin working on restoration in important lowland conifer complexes with a focus on regenerating northern white cedar as a culturally and ecologically important species.

## Wildlife Assessment and Habitat Restoration Projects

The Wildlife Program has a variety of wildlife assessment and habitat restoration and management projects that are ongoing. Three wildlife program initiatives are focused on assessing ruffed grouse habitat use in the face of climate change, understanding ecological response to prescribed fire and St. Mary's River coastal marsh restoration.

## Assessing Ruffed Grouse Habitat

Since 2018, the Wildlife Program has been using a variety of methods to study habitat use of ruffed grouse in the eastern Upper Peninsula. Work has been focused on understanding new ways to manage ruffed grouse given projected changes in climate. Much of grouse habitat management in the Upper Great Lakes Region is focused on promotion of early successional aspen stands. Aspen, however, is considered to be high-



Manoomin seed at Munscong Bay.

ly vulnerable to projected changes in climate.

The department's work has focused on using GPS transmitters to collect precise information about movement patterns of ruffed grouse. Staff is pairing this information with detailed information about the vegetation from those areas and information derived from satellite imagery to understand the relationship between ruffed grouse movement and forest characteristics. The department is in its second year of field data collection and the project will run through the end of 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 MSU.

## Understanding Ecological Response to Fire

In 2018, Sault Tribe Wildlife began working with the Hiawatha National Forest, the Inter-Tribal Council of Michigan and MSU to develop an new adaptive management plan for prescribed fire that seek to integrate Sault Tribe priorities in to the Hiawatha National Forest's fire management process. The ITC-MI conducted interviews with Sault Tribe community members to understand traditional knowledge regarding fire and fire management techniques. This information will be used alongside a variety of wildlife and vegetation information to develop fire prescriptions that will be implemented on the Hiawatha National Forest.

## Coastal Marsh Restoration in the St. Mary's River

Since 2011, the Sault Tribe Wildlife Program has been engaged in collaborative invasive species management in the St. Mary's River, specifically focused on the management of invasive

cattail, European frogbit and purple loosestrife. The Wildlife Program, in coordination with university partners, has worked to better understand effective management of invasive species as well as explored using technology (i.e., drones) for detection and monitoring of invasive species. The purpose of this work has been to improve migratory bird and waterfowl habitat in order to improve subsistence harvest opportunities for the Sault Tribe community.

Building on past partnerships focused on invasive species management within the St. Mary's River, the Sault Tribe Wildlife Program continued work to restore coastal marsh habitat in the St. Mary's River during 2019. Following up on an initial seeding effort implemented in 2018, the Wildlife Program monitored a pilot manoomin (wild rice, *Zizania palustris*) restoration effort in Munscong Bay. During 2019, manoomin successfully germinated and matured in a majority of small plots in which it was seeded. During the fall of 2019, a follow-up seeding of the pilot plots was conducted. The Sault Tribe Wildlife Program plans to seed the openings for at least 3-7 consecutive years. In the future, the Wildlife Program plans to expand manoomin restoration efforts across the 1836 Treaty Ceded Territory.

## The Wildlife Program Launches Social Media Pages

In 2019, the Wildlife Program launched a Facebook and Instagram page to share information and stories related to its work. See Instagram posts at "saulttribewildlife" and Facebook posts at "Sault Ste. Marie Tribe of Chippewa Indians - Wildlife Program."



The Sault Tribe Wildlife Program has been working with American marten since 2012. This marten was captured last fall.



Manoomin growing at Munscong Bay.

# Sault Tribe Language & Culture 2019 overview

Aaniin, Boozhoo!

The Language & Culture Department works to provide meaningful programming to tribal members and interested community members that promotes Anishinaabe Bimaadiziwin (The Way of a Good Life) and our beautiful Anishinaabemowin (the Sound of Ojibwe) language in order to protect and preserve our life ways that were handed down by our ancestors that have come before us.

The Language & Culture Department is comprised of five parts: Anishinaabemowin (Language), Naadin Eshpendaagwak (Repatriation and Historic Preservation), Anishinaabeg Edinokiiwad (Mary Murray Culture Camp), Administration, and the Ojibwe Learning Center & Library (OLCL).

In 2019, the Language & Culture Department went through a restructure where two new positions were added to the department: director of Language & Culture and the administrative assistant. Many job descriptions were updated to better reflect responsibilities and the structure of the department was updated.

The department is most thankful for the honor of providing meaningful language and cultural learning opportunities and programming for our communities. Please see some important highlights and exciting news from 2019.

## Anishinaabemowin Language (The Sound of the Ojibwe)

### Language Program

The goal of this program is to teach Anishinaabemowin to our communities, provide learning opportunities for those who would like to learn the language, to speak the language and preserve sovereignty. The Language Program staff provide in-person community language classes across our seven-county service area, Livestream lessons, Facebook lessons, and assists with many translations, projects, and events. Additionally, the Anishinaabemowin Language Program provides a monthly language lesson in the *Win Awenen Nisitotung*, the tribe's newspaper.

The Anishinaabemowin Department consists of four language consultants.

The Anishinaabemowin language program provided the following classes across the seven-county service area:

St. Ignace, Elders Complex  
Newberry, Health Center  
Munising, Health Center  
Manistique, Health Center  
Escanaba, YEA Building  
Sault Ste. Marie, "lunch bunch," Ojibwe Learning Center & Library

Sault Ste. Marie, Beginner Class, Ojibwe Learning Center & Library

Sault Ste. Marie, Nokomis-Mishomis Center

### Livestream Delivery

There were a total of 909 language learners who attended in-person classes across the seven-county service area. There were a total of 45 Livestream language lessons



Above, a guided 'Nish Trail Walk in Fall 2019. Below, the annual winter survival camp in 2019.



filmed and archived throughout the year.

The Language Department hosted the ninth Annual Baawting Anishinaabemowin Conference June 6-8, 2019.

### Naadin Eshpendaagwak (to get back what is sacred)

#### Repatriation & Historic Preservation

The Office of Repatriation & Historic Preservation is responsible for representing our tribe on issues concerning the Native American Graves Protection and Repatriation Act (NAGPRA), which includes the return of ancestral remains, sacred items and items of cultural patrimony removed from our homelands, past and present. Repatriation also deals with applicable historic preservation law, environmental laws, and applicable local, state, tribal, and federal laws to protect our valuable cultural resources.

The Repatriation & Historic Preservation Department includes the repatriation & historic preservation specialist and the maintenance technician. Additionally, the director of Language & Culture serves as the NAGPRA/MACPRA Designee and there is an elder advisor for all NAGPRA related matters.

The Niigaanagiizhik Ceremonial Building hosted a total of 116 events and/or ceremonies in 2019.

Repatriation staff attends and represents the Sault Tribe at the Michigan Anishinaabek Cultural Preservation and Repatriation Alliance (MACPRA) quarterly meetings. Director of Language & Culture is currently the vice-chairperson for MACPRA.

Eleven of our Ancestors were returned to our homelands in 2019.

Repatriation works with the Wequayoc Cemetery Committee

and the Mackinac Island Cemetery Committee on a regular basis.

Conducted consultation with these major institutions: University of Michigan, Karl May Museum, Fort De Baude Museum, Army Corps of Engineers, Michigan State University, Ojibwa Museum, Michigan Department of Natural Resources, Hiawath National Forest, City of St. Ignace, and City of Traverse City.

### Anishinaabeg Edinokiiwad (where the Anishinaabe work)

#### Mary Murray Culture Camp

Provides meaningful camps, activities and events that focus on Anishinaabe lifeways and traditions through the teaching of traditional life skills and land based education. This department 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 Department includes the cultural activities coordinator, cultural activities assistant and the maintenance technician.

Mary Murray Culture Camp hosted nine youth and community camps throughout the year of 2019:

Winter Survival Camp, Feb. 9-10—10 youth attended.

Sugar Bush Open House, April 13—30 attendees.

Spring Fasting & Release Camp, May 7-11—55 attendees with 10 fasters and three releasers.

Warrior Camp, July 10-13—22 youth attended.

Ogichidaa Kwe Camp, July 25-27—10 youth attended.

Young Environmentalist Camp, Aug. 21-22—14 youth attended.

Anishinaabe Miikaans

Anishinaabemowin Guided Trail Walk, Oct. 5—28 attendees.

Fall Fasting & Release Camp, Oct. 10-14—30 participants.

Healing Stories Camp, Oct. 25-27—13 story sharers and four community members attended

### Administration

The administrative responsibilities include establishing, managing and overseeing the policies and procedures within the Language & Culture Department, overseeing financial and human resource management, departmental operations and processes, development and management of departmental procedures, inter-departmental communications, financial and budgetary administration, grant management, strategic planning, communications, and daily administrative tasks.

Administration includes the director of Language & Culture and the administrative assistant. The office processed 93 employee cultural leave requests, which amounted to 1,336 hours requested. Of those requested, 837.25 hours were approved general cultural leave, 402.75 hours were approved traditional funeral leave, and 96 hours denied by the Cultural Leave Committee.

Director of Language & Culture attended quarterly MACPRA meetings and various committee meetings throughout the year.

### Ojibwe Learning Center & Library

The purpose of the Ojibwe Learning Center & Library (OLCL) is to provide meaningful educational materials, and promote the learning and preserving of traditional Anishinaabe ways.

The Ojibwe learning Center and Library features over 1,000 books focusing on Native American traditions, customs and more. The library contains over 120 authentic pieces including two birchbark canoes, baskets, beadwork and many others. OLCL also has numerous educational DVDs and videos, as well as Anishinaabemowin resources.

The OLCL includes a part-time library aide at 12 hours per week.

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.

The library had 327 guest signatures in the sign in book for the year of 2019.

A FY2020 Institute of Museum and Library Services Basic Grant was applied for and received.

### Other Highlights

The Language & Culture Department has implemented a department-wide directive to speak Anishinaabemowin in the workplace as much as possible within daily correspondence. When you call our department, the phone will be answered "Aaniin, Language & Culture." The department is also actively trying to use Anishinaabemowin in all of its emails, flyers, memos and other correspondence. This is part of our efforts to place more importance on language.

Ninth Annual Baawting Anishinaabemowin Conference, June 6-8

Night of Native Music in the Park: June 26

Sault Summer Powwow: July 4-9

Language & Culture Department attend Brady Park Picnic Dedication: Sept. 26

Language & Culture Department attend Annual Recovery Walk: Sept. 26

Community Craft Nights: Oct. 9, Oct. 23 and Dec. 4.

Bahweting Jiibay Wiikongewin (Spirit/Ghost Feast): Oct. 30

Honoring our Veteran's Powwow: Nov. 9

Anishinaabe Kinooomaagewin (Teachings)-St. Ignace: Nov. 5

Anishinaabe Kinooomaagewin-Marquette: Nov. 9

Hosted Tea & Teachings with Joe Syrette: Nov. 14

Bahweting Dagwaagin Manidookewin (Fall Ceremony): Nov. 16

Anishinaabe Kinooomaagewin-Escanaba: Nov. 18

Anishinaabe Kinooomaagewin-Manistique: Nov. 19

Hosted Lunch & Learning with Gerard Sagassige: Nov. 20

Anishinaabe Kinooomaagewin-Sault Ste. Marie: Nov. 21

Anishinaabe Kinooomaagewin-Hessel: Nov. 22

Language & Culture Department volunteered at Elders Christmas Luncheon on: Dec. 10

Language & Culture department created a livestream Christmas carol video all in Anishinaabemowin as part of our efforts to promote the language:

Dec. 12

NYE Sobriety Powwow held: Dec. 31

### GOALS

Ensure that language and culture are available, welcoming, and safe for each and every person who would like it.

Continue to provide and increase the amount of meaningful language and culture programming, projects and events.

Always acknowledge our ancestors who have come before us and those who will come after us and let that inherent connection drive us forward in the work that we do.

Continue to find new and exciting ways to offer Anishinaabemowin language lessons and programming.

Promote more land-based education.

Move department to operating at full capacity.

Create more resources and make them available in a variety of different ways to all of our members.

Apply for and receive grant monies that will enhance programming.

### Contact Information

Main Office: (906) 635-6050

Niigaanagiizhik Ceremonial Building: (906) 632-0239

Mary Murray Culture Camp: (906) 635-5604

Director of Language & Culture: (906) 632-1347 or (906) 203-6085

Follow us on:

Facebook at

SaultTribeLanguageandCulture Instagram at saulttribelanguageculture

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

# Sault Tribe Elder Services highlights for 2019

The mission of the Elder Service Division is to provide high quality in-home, access and community based services for tribal elders assuring maximum health and independence.

These services are comprised of in-home care services for personal care, light housekeeping, shopping and errands; congregate meals served at meal sites; home delivered meals for homebound elders and their caregivers; non-emergency medical transportation to get elders to their doctor appointments; ramp installations to assist elders with mobility issues; and services provided through the Elder Health Fund to help elders pay for dentures, eyeglasses and other needed items. There are currently 19 employees providing these services daily.

## Meal Programs

Daily meal programs operate in Sault Ste. Marie, St. Ignace, Hessel and Manistique. Three sites provide home delivered meals (sometimes called Meals-on-Wheels) to homebound elders. In 2019, Elder Services provided a grand total of 28,822 meals to elders. The Sault meal site served 14,545 meals, Hessel served 6,269 meals, St. Ignace served 4,779 meals, between both congregate and home deliveries, and Manistique meal program served 3,229 meals.

## Transportation

The Non-Emergency Medical Transportation Program provides rides to medical appointments. In 2019, the program provided 871 rides. This program is to assist elders who, for a variety of factors, have difficulty using conventional means of transportation to reach medical health care services. There are many varieties



Elders celebrate the holiday season at a luncheon in their honor.

of appointments from routine medical care to chemo therapy and radiation therapy for cancer patients and scheduled dialysis for those requiring on-going care. Rides are provided to tribal health clinics, hospitals, medical buildings in a number of areas including Petoskey and Gaylord, Michigan.

## In-Home Services

The homecare objective is to provide services which give frail and homebound elders the ability to stay in their homes, maintain a good quality of life and age in place. This program provided

2,504 care visits to elders, which translates to over 5,000 hours of assisting elders in their homes. In-home services consist mainly of personal care, homemaking and respite care. Personal care in 2019 totaled 356 visits to assist elders with activities of daily living. Respite care provides companionship, supervision and assistance for mentally or physically disabled and frail elderly persons to allow caregivers to receive a needed break from caregiving duties. Elder Service staff provided 583 respite care visits.

Finally, Homemaking is our highest demanded service with 2,504 visits in 2019. Homemaking services help elders with light household tasks to maintain a safe and clean living environment for older individuals with functional limitations.

## Elder Health Fund

The Elder Health Fund is a program established to assist elders in paying for glasses, dental labs and procedures, life lines and durable medical equipment. In 2019, Elder Services processed 164 applications and some of the requested services were

for eyeglasses, telemergency (life lines), arch replacements, denture relines, denture repairs, crowns/caps and guards.

## Elder Sub-Committees

Elder Services also has 10 elder sub-committees made up of area elders who provide a forum for elders in their respective areas to meet and discuss needs and concerns of tribal elders. The sub-committees also provide recommendations to the tribe's board of directors regarding elderly programs. Elders meet monthly in Sault Ste. Marie, St. Ignace, Hessel, Newberry, Naubinway, Munising, Marquette, Manistique and Escanaba.

## Events

Elder Services also assists with annual events for elders throughout the tribe's service area. The tribe provides holiday dinners and picnics along with organization to attend casino shows and events. Conferences are also attended by elders with the Michigan Indian Elders Association.

## Goals for 2020

— Establish an Outreach Worker Program to help elders get access to programs and services they may be missing.

— Expand core services such as meal-on-wheels for elders in rural, isolated areas.

— Update food service packaging to provide better and safer meal delivery.

— Explore all grant opportunities to give elders more program options.

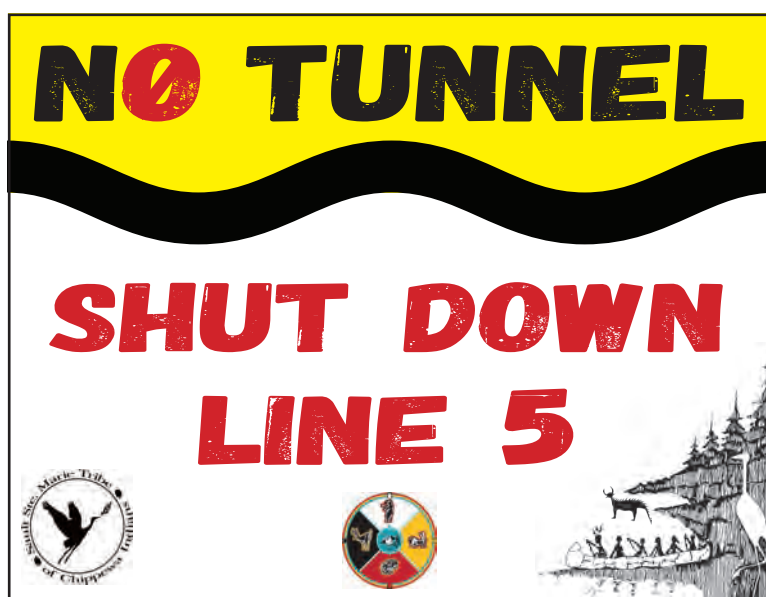
— Continue to provide tribal elders with best possible programming to meet their needs promote healthy living opportunities and improve their daily lives.

# Environmental program highlights for 2019

The Environmental Program had another successful year protecting Aki (Mother Earth) and helping tribal members to stay healthy and strong.

The water program diligently sampled all tribal drinking water systems to ensure water was safe and healthy, and added testing the community well for PFAs — a "forever chemical" that has recently been in the news. The surface water program sampled streams flowing through tribal lands to make sure they continue to meet all appropriate water quality standards and mapped wetlands for various tribal entities to help them plan their projects.

Environmental supported MidJim with its compliance monitoring for its underground storage tanks and fuel dispensers, and helped Sault Tribe Construction and Kewadin Casinos with proper handling of various wastes. And, Environmental answered tribal members' phone calls about a whole range of environmental issues. The program continued to map Brownfields (previously developed land not currently in use) and ensure they were not contaminated by activities of previous landowners and work with the Coast Guard to practice our skills to help in the event of



a spill.

The Air Program continued to provide indoor air quality assessment to tribal members in the service area and began working to comment on air emissions permitting applications to the state of Michigan. The Air Program applied for and was awarded funding to operate a National Air Deposition Program site with air pollutant collection equipment. The Air Program plans to bring the equipment to Chippewa County and is working with Lake Superior State University scientists on a project to monitor air deposition of mercury.

Environmental also did quite a bit of planning and acquiring funding for projects to be carried out in 2020 and 2021. Work on tribal invasive species education and outreach and removal of targeted species from tribal lands was planned in collaboration with the Wildlife Department. Funding was obtained for two projects from Indian Health Service that are going ahead in 2020. One will clean up dumping at four properties in Chippewa and Mackinac counties and the other will offer testing of tribal members' private drinking water wells to find out whether the water contains ura-

nium.

Environmental was also successful with the Volkswagen Trust. This is a fund based on the fines and fees that VW was assessed when it falsified air pollution testing for its small diesel cars. A trust fund was set up to help states and tribes to take actions to reduce diesel emissions in hopes of balancing out the excess pollution those cars created. The trust money can be used to replace higher-polluting equipment with new cleaner-burning units, so our department gathered information about every diesel unit the tribe operates, checked that list against the allowable replacement specifications, and found four units that qualified. We applied for the funds and were awarded almost \$200,000 to replace one of Sault Tribe Construction's existing trucks, taking the old truck out of service.

Environmental had two highly visible projects that tribal members might have noticed. First, owing to some funds that the tribal board set aside for outreach and public relations regarding natural resources issues, we designed a lawn sign displaying the tribe's opposition to the tunnel project and continued operation of Enbridge's

Line 5. You may have seen these signs. Environmental had help from Language & Culture Department and numerous folks at the Culture Camp in developing the design. If you want a sign, call us and we'll ensure you get yours! Or just swing by the Environmental office at 206 Greenough Street in the Sault, if you're in the neighborhood, and take one from our lawn.

The second visible project was the WaterMonster. If you were at the employee appreciation day held at Sherman Park in the Sault, or if you made it to the Hessel Powwow, you saw this in action. Perhaps you enjoyed a cold drink of safe, healthful water from this big blue tank! Environmental purchased this to avoid water bottle waste, and to ensure the tribal community has a source of safe water at events. Once events start up again in the service area, post-COVID, expect to see more of this unit!

As always, if you have any questions about any Environmental issue, please call Environmental at (906) 632-5575 or check out the Sault Tribe Environmental Facebook page and send a message. Staff at Environmental love to hear from tribal members and will do all they can to help.

# Sault Tribe Health Division overview for 2019

The Sault Tribe Health Division is comprised of four large ambulatory care facilities and four smaller nursing stations throughout the Upper Peninsula and the Fitness Club in Big Bear Arena.

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 the seven easternmost 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 over 274 health staff. Based on data collection from all Health Division sites, the Sault Tribe Health Division produced 31,733 medical visits, 9,126 dental visits and 4,604 optical visits.

## Behavioral Health

The Behavioral Health Program received the highest level of accreditation awarded by CARF in 2019. Referrals to the Behavioral Health program resulted in 1,072 client screenings being completed in 2019. The Behavioral Health program provided 6,698 sessions in 2019 including outpatient therapy sessions, Employee Assistance Program (EAP) sessions and Urgent Care sessions. Psychological evaluation services and psychiatric services included over 200 visits through the Behavioral Health program in 2019. The Road To Wellness program assisted clients with 685 transports in 2019.

In 2019, the Behavioral Health Program participated in community outreach across the service area with involvement in annual Recovery Walk events, the Domestic Violence Awareness Walk, Culture Camps for adolescents (in collaboration with Traditional Medicine), health fairs, drug courts, mental health courts, recovery coach events, recovery support groups, Communities That Care coalition meetings and Suicide Prevention Committee meetings.

## Clinical Services - Rural Health

The Manistique Tribal Health Center expanded the Dental Department services in 2019. This includes a second dentist hired in December with dental technician support services. Audiology services were also expanded to include monthly in-house Audiology clinics provided by on-site audiologists at both the Manistique and Munising Tribal Health Centers.

The Telemedicine Program services located at the Escanaba Tribal Community Health Center continues to expand primary care services for tribal members residing in the Escanaba area. Medication distribution services were expanded to five days per week at the Escanaba and Marquette Tribal Community Health Center sites.

Prescription consultation and



dispensing services were expanded to include a full time staff pharmacist position located at the Munising Tribal Health Center.

Maternal/Child Health Education and Promotion services through the Healthy Start/Family Spirit Program were provided for many young families by Community Health nurse and Community Health technician staff located across all tribal health center sites.

Monthly immunization clinics were established at the Newberry Tribal Community Health Center by Community Health nurse, technician and clerical staff.

## Clinical Services - St. Ignace

The St. Ignace site saw new staff additions in 2019. Staff dentist, Dr. Jill Perry, and Staff FNP, Jasjit Pataria, were hired in August. Michigan State University, Central Michigan University, Grand Valley State University and Ferris State University medical, nursing, pharmacy and leadership interns successfully completed clinical rotations.

The Mailed Rx program is going very well. Texting appointment reminders to patients has also been implemented. Educational programming through Good Health TV Health & Wellness in waiting areas is ongoing.

Also during 2019, the St. Ignace site collaborated with several groups and organizations to increase services to membership. The continued partnership with Community Health Access Coalition encourages and promotes patients enrolling into Medicaid, Medicare, VA bene-



Rural Health office staff.

fits, Disability and Affordable Health Care Insurance that fits their individual budget. The clinic has an ongoing partnership with the American Legion that provides an onsite Tribal Veterans Service Officer on a regular basis to assist our Veterans. It also partnered with Mackinaw Straits Health System on developing a video and promoting "Hand Washing" and "Vaccination Week" that received excellent reviews by patients and staff.

Substance abuse treatment that is culturally based in Native American traditions with the "Red Road to Wellbriety" continues. This has been a successful program at the St. Ignace Health and Human Services site since 2014. The Women's Recovery Therapy Treatment Group continues to grow in size and popularity due to the emphasis on crafting such as beading and practicing Native American culture within the treatment group.

This group engages females in learning and sharing knowledge of traditional medicines, bead work and other traditional crafts while gaining skills, support and mutual aid in their recovery from substance abuse and co-occurring disorders.

## 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.

Community Health Education Nicotine Dependence program (NDP) provided tobacco education and cessation serves to the tribal community throughout the seven-county service area. Over 300 referrals were received for cessation services. NDP staff developed and delivered numerous tobacco and e-cigarette/vaping educational programs to community members and area schools. A comprehensive

review, revision and update of the NDP policy and procedure manual was completed and a new evaluation program initiated. NDP staff designed, printed and dispersed two palm cards on the harms of vaping (one for adults and one for youth).

Community Health Education Physical Activity Referral Program was launched in 2019. The PA Program, designed for patients with serious medical conditions, provides medical fitness prescription to patients 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. All patients referred to the program receive one on one initial consultations and fitness assessments from our trained exercise specialists. From January to December 2019, the PA Referral Program received a total of 126 consults and PA staff provided over 1,000 visits for physical activity interventions.

Community Health Education manages several grant projects designed to provide healthy lifestyle education and health programming in our tribal communities. 2019 was the fifth and final year of the CDC funded Good Health and Wellness in Indian Country (GHWIC 1421) project. Over the course of the five-year grant project, many successes were realized. Highlights in 2019 include a media campaign that resulted in the development of several commercials, overview videos, billboards, monthly newsletters and articles in the tribal paper. Youth programming included many fitness activities including the new kayak program. In collaboration with the Tribal Food Sovereignty Coalitions, our GHWIC project supported canning and preserving classes, as well as other family-centric activities like the "Chopped" cooking challenge.

Through the CDC funded Tribal Practices for Wellness in Indian Country (TPWIC) grant, numerous cultural and traditional programs were offered to tribal members. Health Education staff presented TPWIC success at the Tribal Public Health Summit and TPWIC Awardee meeting in Albuquerque, N.M.

Through funding from the National Indian Health Board (NIHB) Tribal Health Systems Enhancement for Cancer Screening grant project, Community Health Education participated in a colorectal screening education project undertaken to improve colorectal screen rates among tribal members. Staff developed and printed an educational brochure. Approximately 4,400 educational brochures and response cards were sent to tribal members between the ages of 50-75. Colorectal cancer screening commercials were developed and aired throughout the seven-county service area



Tobacco Cessation Program display booth.

# Health Division 2019 overview — continued

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

The Community Health staff increased its outreach numbers again this year to promote its services and provide valuable health education and screenings to tribal members, families and the community. Community Health nurses and technicians increased home and office visit numbers for 2019.

Health Fairs were held in St. Ignace, Sault, Hessel, DeTour and, for the first year, Kinross, with over 1,000 attendees.

Community Health planned and implemented a community presentation on the opioid epidemic. In addition, they coordinated blood drives at the STHC and Hessel Health Centers. These blood drives met and exceeded set goals of total pints received.

Community Health provides CPR certification for the Health Division, Housing, Elder Health, EHS/HS, YEA and Law Enforcement.

From September through December, 22 flu clinics in various locations throughout the Sault, St. Ignace, Hessel, DeTour and Mackinac Island were provided.

## Dental

During 2019, the Dental Department focused on several areas to continue to expand services to the membership. Dental implemented the use of silver nitrate at all three dental clinics for crowns. This is a less invasive treatment for pediatric dental care that does not require a local anesthetic. The goal is to minimize emotional trauma by arresting decay and minimizing the occasions that local anesthesia is used and the number of patients that are referred to receive treatment under general anesthesia.

Dental has seen much needed new staff come aboard. In Manistique, Dr. Mark Madion started at the end of December 2019. He is a graduate of University of Detroit Mercy School of Dentistry. Dr. Steve Obreiter was promoted to Deputy Dental Director. Recruiting is ongoing for the staff dentist position in Sault Ste. Marie. Dental Hygienist Sharon Libich RDH was a great addition to the St. Ignace team in

November 2019.

New dental therapist legislation passed in Michigan in late 2018. This allows for dental therapists to be used for the delivery of dental care in our state. During 2019, preliminary discussions were ongoing with Bay Mills Community College to potentially begin a program to train these providers locally. This would be a wonderful addition to dental care for Sault Tribe.

Work has been ongoing to plan for a renovation of the dental clinic in Sault Ste. Marie. The dental clinic was 24 years old in 2019 and there is a lot of support and enthusiasm for upgrading the space and obtaining the latest equipment to provide dental care.

Total dental visits (A patient visit is recorded each time a patient visits the clinic): Sault Ste. Marie – 4,439, St. Ignace – 2,324 and Manistique – 2,363.

## Medical Department

There were many changes at the Sault Tribe Health Center in 2019. Long time Clinic Manager Tony Abramson retired in April, with Carrie Horton from War Memorial Hospital taking over. A Health Division recruiter was hired to help fill open medical staff positions.

The MAT/Vivitrol program began in 2019. Vivitrol, for adult use only, is a non-addicting medication lasting 30 days that curbs urges to use opiates and alcohol. Injected, it lasts 30 days. In tablet form, it does not last 30 days. The program is still growing.

## Pharmacy

The Sault Tribe Pharmacy Department continued to assist the Health Division in the critical area of appropriate use of antimicrobials. Health Division pharmacists remain active in the Antimicrobial Stewardship Committee by developing and updating multiple medication selection menus for prescribers to use, which promotes the appropriate and judicious use of antimicrobials.

Sault Tribe pharmacists completed a drug utilization review of antibiotics used in urinary tract infections and presented the results to the Health Division's Pharmacy and Therapeutics Committee to educate pharmacists and prescribers.



Traditional Ojibwa Practitioners Joe Syrette and Gerard Sagassige (L-R).



Manistique Health Fair.

The Pharmacy Department has been instrumental in assuring the continued effectiveness of the Health Division's Controlled Substance Committee.

Sault Tribe Health Division pharmacies reviewed, processed and filled over 176,000 prescription orders in 2019.

The Pharmacy Department developed and implemented policies concerning the safe handling of hazardous drugs and creating

standing orders for the ordering and processing of diabetes test strips and lancets.

## Traditional Medicine

The Traditional Medicine Program had a very robust 2019. Traditional Ojibwa Practitioner Joe Syrette started in February and Traditional Ojibwa Practitioner Gerard Sagassige started in April. They went to the Elders meetings in some of the areas for a meet-and-greet so

the healers and the elders could get to know each other and questions could be asked.

The Traditional Medicine Program held many in-services throughout the winter months including fire teachings, name and clan teachings, fasting teachings and self-care teachings. These teachings were held throughout the seven-county service area. The annual spring and fall fasting ceremonies were held in May and October.

Traditional Medicine collaborated with the Language and Culture Division on many different occasions throughout the year. They held Tea and Teachings and Lunch and Learning throughout Native American Heritage Month. They collaborated on the planning, coordination and implementation of Ogichidaa Kwe Camp and Warrior Camp that are held annually for our youth. In 2019, 22 young men and nine young women participated. In addition, Traditional Medicine Supervisor Laura Collins-Downwind and Language and Culture Director Colleen Medicine spoke to ACFS and Tribal Court about self-care while working with people in trauma.

Additional outreach to programs included Collins-Downwind attending Sault Tribe Child Care/EHS/HS staff meetings to share teachings throughout the year. Also, the Traditional Medicine Program reestablished services with the Juvenile Detention Center with teachings being provided to the youth twice a month.

Traditional Medicine continues to play an active role in Drug Court, Domestic Violence Court and within Behavioral Health and the services for addictions.

In October, Collin-Downwind and Traditional Practitioner Assistant Lori Gambardella attended the Gathering of Native Americans (GONA) facilitator train the trainer. They are looking forward to bringing the GONA program and objectives to the Sault Tribe community.

In 2019, Traditional Medicine saw 524 tribal members, 151 other Native and 15 non-Native patients. There were 202 patients seen for pain management, 73 for sweat lodges and 48 refills provided.



Community Health Education booth at Fall Health Fair.



Youth Drum at Manistique Health Fair.

# Sault Tribe ACFS Division 2019 highlights

Anishnaabek Community and Family Services has three primary components providing an umbrella of Social Services:

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

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

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

ACFS manages 30 grant contracts, 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 contracts are used to provide the most efficient services within three primary components.

## PROGRAM HIGHLIGHTS

Below are major accomplishments achieved in 2019.

### Advocacy Resource Center

ARC Program Director Jami Moran attended numerous conferences throughout the year providing oral and written testimony to advocate for victims of domestic violence not only in our community but across the nation. She also provided testimony to advocate for tribal set aside funding for tribes throughout the country.

During 2019, the ARC's comprehensive and culturally honoring victim service program was selected by the National Indigenous Women's Resource Center (NIWRC) to be the site location for the third ever Peer-to-Peer Mentoring event that took place during June.

May 5 is Missing and Murdered Indigenous Women (MMIW) Awareness Day.

Though awareness for MMIW has increased in recent years, it remains very much a crisis. According to the U.S. Justice Department, the murder rate of Native females is more than 10 times the national average on some reservations. To bring awareness to the community, the ARC displayed red dresses throughout the reservation in Sault Ste. Marie and published articles in Win Awenen Nisitotung.

During July 2019, the ARC Aakdehewin Gaamig – Lodge of Bravery – Emergency Domestic Violence Shelter became the first shelter in the Upper Peninsula of Michigan to be able to accommodate the pets of a domestic violence survivor who is seeking safety from intimate partner violence.

ARC staff participated in OVW Consultation Shawl Ceremony Aug. 21, 2019, in New Buffalo, Mich. The shawl ceremony highlights silent witnesses and represent the murdered, the missing, and the unborn children of women who are no longer with us because of domestic violence.

During October 2019, ARC Program Director Jami Moran was nominated and unani- mously voted to become the



Above, Advocacy Resource Center staff with teens.



Vice President of Michigan's Coalition to End Domestic and Sexual Violence (MCEDSV) Board of Directors.

The ARC's Annual Domestic Violence Awareness Walk took place during October. The walk sheds light on the critical issues of Domestic Violence that face our community and the services that are available for victims.

The ARC partnered with the Lake Superior State University Native American Center to provide a community Orange Shirt Day event; however, it was cancelled due to a power outage at LSSU. A small event with 50 community members was led by Chairperson Payment. The orange shirt is a tribute to the lives affected and lost through the residential school system, which saw more than 150,000 Indigenous youth sent away from their parents beginning in the 19th century.

During December 2019, the ARC received a \$15,000 gift from the DTE Foundation. The donation is being used for care packages for victims. When victims arrive at the Aakdehewin Gaamig – Lodge of Bravery they often arrive or leave with limited supplies.

During 2019, the ARC assisted with the revision to the tribal court rules leading to the implementation of privileged communication protections for victim advocates.

ARC Created a "Culture – The Key to Healing" logo to be used specifically for cultural healing community events sponsored by the ARC that are funded with the OVC Tribal Set Aside Grant funds.

ARC organized and offered a three-day Ojibwe Leather Mitten

Workshop on Dec. 25-27 at the Cultural Library in Sault Ste. Marie.

The ARC's FVPSA grant award increased from \$166,797 to \$213,093 for fiscal year 2019-20. The funding is used to support the Lodge of Bravery and assist with supportive housing for victims. Additional programming through the ARC component is anticipated for 2020 through grant funding anticipated from the Michigan DHHS DVS to fund the ARC's proposed Sexual Violence Services (SVS) Pilot Project. This project will provide a community based culturally honoring sexual assault nurse examinations and conduct community education and outreach to combat disproportionate rates of sexual violence.

Program Statistics for 2019:

- ARC case managers (victim advocates) provided 2,960 advocacy support units to 223 survivors who had 145 minor children as secondary beneficiaries.

- The ARC's annual number of advocacy clients served increased 61 percent during 2019 and additionally reflected a 300 percent increase in sexual assault survivors seeking supportive services.

- ARC staff provided 2,079 advocacy support units through the delivery of direct financial assistance to 141 survivors who had 132 minor children as secondary beneficiaries.

- The ARC's Aakdehewin Gaamig - Lodge of Bravery – Emergency Domestic Violence Shelter provided 2,636 shelter advocacy units during the 2,634 shelter nights that were provided to 40 adults and 27 children.

- ARC staff facilitated 147 shelter group talking circles to 83 adult and child residents.

- ARC staff participated in 48 community events reaching a total of 8,375 individuals and had a Facebook reach of 405,811 people.

### 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.

Parenting Awareness Month in March is highlighted throughout the community by the ACFS team with positive parenting activities and information sharing. The culmination of the months events are the annual parent celebrations that take place in Sault Ste. Marie, St. Ignace and Manistique. The event requires a great deal of coordination with other partners within the tribe and local communities. This year marked the 22nd annual event with over 1,000 participants.

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 service to children in foster care for over 35 years. Sault Tribe Executive Director Christine McPherson was instrumental in the development of the agency. 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 2019.

Historically, relative foster care providers needed to be licensed to receive payment for the children placed in their homes. Payment is critical for some relatives to be able to provide care. The licensing process has often been seen as intrusive by relatives. In 2019, the state of Michigan made a policy change which no longer requires a relative to be licensed to receive payment. This is significant for families that do not want to undergo the licensing process.

Foster parent recruitment activities continue to be a priority for the Child Placement component. An activity that allows the team to reach a large number of members has been the annual Halloween Goody Bag Foster Home Recruitment events across the service area. This year the team distributed 1,130 bags.

The program successfully participated in the Tribal Access Program Implementation and Launch. The Tribal Access Program for National Crime

Information, or TAP, allows tribes to more effectively serve and protect their nation's citizens by ensuring the exchange of critical data across the Criminal Justice Information Services (CJIS) systems and other national crime information systems. This allows Child Placement to take fingerprints for background checks, which are required for foster and adoptive parents as well as licensed day care providers. In the past, the program relied on the state for the background checks, which was a very cumbersome process. In 2019, the program completed its first background check.

The program also provides critical safety measures to field staff when they are called out to investigate Protective Services complaints on trust land. Staff are able to review the backgrounds of individuals to assess for any possible threat when going into homes.

Staff have continued to provide mandatory reporter training to tribal partners. Per Tribal Code, specific positions within the tribe are mandated to report suspected child abuse and neglect. Training for new staff is critical to ensure they are aware of their role to protect our tribal children.

The program has been very active with community partners throughout the year to provide ongoing staff training a development. Following is a list of co-sponsored trainings:

- Co-sponsored the EUP Foster Parent Coalition Annual Foster Parent Training and Appreciation Banquet

- Co-sponsored and hosted a Courtroom Confidence training with the State Court Administrators Office (SCAO)

- Co-sponsored and hosted a Parenting Nurturing Training with Chippewa County MDHHS

- Co-sponsored and staff attended UP Children's Conference Training in Marquette

- CP staff participated in a Technical Assistant Process with the Capacity Building Center (CBC) for Tribes. The short term project included a program assessment, initial practice mapping, and assistance with reviewing and revising the program strategic goals and reviewing and drafting updated licensing rules. CP staff also attended the CBC Tribal Leadership Conference in Minneapolis, MN.

- CP staff participated in the EUP Foster Parent Coalition. The annual training was conducted for 79 foster parents and agency staff. The presenter was Kim Seidel. The topic was: Become your foster/adoptive child's EXPERT and learn how self-compassion can create patience and understanding leading to a more loving and peaceful home.

### Program Statistics 2019:

- Child Placement (CP) Program staff provided family support services to 222 families within the seven-county service area.

- CP staff provided foster home placement and licensing services to 141 families within the seven-county service area.

# ACFS Division 2019 highlights — continued

- CP staff provided foster care case management services to 84 children within the seven-county service area.
- CP staff provided ICWA monitoring services to 543 tribal children across the country.
- CP staff provided ICWA legal services to 392 cases across the country.
- CP staff provided adoption services to 19 children within the seven-county service area.
- CP staff conducted 186 protective services investigations on Sault Tribe trust lands.
- CP staff processed 1,186 ICWA notices across the country.
- CP Case Aide staff provided 719 supervised parenting visits, 386 client transports for a total of 39,316 miles travelled.
- CP staff with the support of many tribal programs continued the Foster Child/Dress Down Gift Program.

**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 and former Unit I Representative Jennifer McLeod participated as chair of the committee on the Food Distribution Program on Indian Reservations. McLeod attended an elected leader consultation with the USDA in Las Vegas, Nev., and chaired this committee. It is the USDA's initial government-to government consultation on the entire department.

The Department of Agriculture conducted a listening session for FDPIR Tribes in Petoskey, Mich. ACFS attended and offered suggestions for program changes and additions to the food package. This fiscal year the Midwest Region is promoting a traditional food buy using the Great Lakes fish market. Hopefully Sault Tribe commercial fisherman will take advantage of this economic opportunity.

Nertoli's goal has been to have a storefront so members can do their own shopping. He has advocated with the funders for the past several years and was approved in 2019 for a major renovation project. The Commod 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 total remodel and function was not scheduled to be complete until Spring 2020 but due to staff diligence and work the store was in operation.

ACFS Direct Services receive additional funding from Administration of Children and Families Health and Human Services Child Care Bureau CCDF Program. Consultation with the board resulted in approval for construction of an Early Education Child Care Center. The funding will come from a combination of tribal and federal funding. This is an extremely exciting project for the tribe. The new building will be located next to the Big Bear Arena and with be the new home for both Head Start and Child Care Services. The building is scheduled to be



USDA Commodity Foods



ACFS Director Juanita Bye handing out cookies to a crowd.

complete in January 2020.

ACFS Director Juanita Bye continued to consult with the state of Michigan along with assistance from Planner Larry Jacques, Legislative Director Mike McCoy, Executive Director Christine McPherson and Tribal Chairperson Aaron Payment for a tribal-state agreement to increase funding for the the ACFS Community Services Block Grant Program (emergency assistance). The program has been significantly underfunded. Over two years of consultation resulted in an agreement and the funding will more than double annually. This will allow the program to assist more families facing critical crisis situations.

ACFS implemented an Early Learning Lending Library for families participating in its CCDF Program. The library has several age appropriate cultural learning books, puzzles and games.

**Direct Services 2019 Statistics**

- 193 Families CSBG Emergency Assistance
- 100 Families Employee Emergency Assistance
- 427 Tribal Emergency Assistance
- 62 Families Elder Heating
- 250 Families Emergency Housing
- 905 Families LIHEAP Heating Assistance
- 119 Families Native Employment Works
- 176 Funeral Assistance
- 129 Families and Children Child Care Development Fund (Child Care Subsidies).
- 100 General Assistance
- USDA
- Total Commodities Cost 2019: \$742,175.00

- Total Produce Cost 2019: \$144,646.00
- 2019 Combined Total: \$886,821.00
- Average of 900 members served per month
- Cultural Sensitivity/Awareness enhanced for Team and Members: ARC has created Healing Medicine Kits.
- ARC has created Cedar Bath Kits.
- ARC has made available cedar, sweetgrass and lavender oil to both clients and employees.
- ARC has displayed in their office a releasing vase filled with water that has dissolving paper next to it to write negative thoughts or feelings upon that are released as it is dissolved within the water.
- Some ARC office spaces have been rearranged to promote a less clinical power divide between ARC staff and their clients.
- The ARC received grant funding to purchase culturally honoring craft and activity supplies to promote healing in a traditional way. The shelter resident feedback to this improvement has been exceptional.
- ARC removed office wall displays that may be triggering to survivors and are working on replacing them with culturally honoring prints.
- ARC purchased culturally honoring domestic violence, Post Traumatic Stress Disorder, Elder Abuse, Safety Planning, Strangulation Education, Respecting our Native Women and Children Displays to be utilized during education and outreach events that the ARC is either sponsoring or is participating in.
- ARC staff successfully com-

pleted the design of a program postcard that was mass mailed during April 2019 to all head of households in the tribal service area.

ARC reorganized the shelter resident transportation process to improve efficiency.

ARC completed online surveys for MiVine Service Directory and the National Survey of Victim Service Providers to ensure program information is available to survivors seeking supportive services.

CP provided cultural resource folders to children, families and workers to share tribal information.

Cultural items from local traditional craftsman to provide as giveaways.

Cedar oil vials to provide to staff and others for easy access to medicines.

Each office was provided a smudge kit.

The agency partnered with the Traditional Medicine Program to create a small written cedar teaching and shared the vials of cedar oil and teaching at our community foster parent training. The agency also purchased a large volume of medicine and mirrored the ARC medicine bags. The agency worked to develop an informational brochure to include with the medicines. Cultural training was provided at the ACFS full staff meeting and ongoing cultural discussions happen at staffing and staff meetings.

The Cultural Program and the Traditional Medicine Program have been very open and helpful in assisting the agency to continue to create opportunities for learning and increasing cultural knowledge and awareness.

The agency and court have continued to work together to implement blanket ceremonies into the permanency planning hearings. Staff, children and families have all thoroughly enjoyed the inclusion of this cultural practice into the court process. The agency staff have also continued to share the various cultural activities via the Facebook page and support and encourage families to take part in activities that interest them.

Tribal/County/State/Federal Committees Staff Participation:

- 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

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(906) 632-4001

Advocacy Resource Center  
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(906) 632-5250, (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)  
(906) 347-7137

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

# Housing Authority 2019 Highlights, 2020 goals

The Sault Tribe Housing Authority (STHA) is a "Trially Designated Housing Entity" (TDHE). The TDHE was officially established via tribal board resolution May 5, 1998.

The Sault Tribe Housing Authority's mission is to "Improve the quality of life for tribal members through affordable and unique housing opportunities." Its 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."

## 2019 HIGHLIGHTS

### IHBG Competitive Grant

In December 2019, the Housing Authority opened an early Christmas gift. It received notification that its application was approved and it 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.

The homes will be a combination of two- and three-bedroom modular and stick built homes going up from 2020-2023. Of those, eight units are planned for elders, three units will be completely handicap accessible and two for transitional recovery housing.

All homes will be furnished with Energy Star appliances. LED lighting and high efficiency water conservation plumbing fixtures.

As the Housing Authority was one of 52 tribes to share in the \$200 million available grant funds it is very fortunate. This will provide a much needed influx of tribal housing to benefit our Sault Tribe members.

### Natural Gas Conversion

In the fall of 2019, residents at the Odenaang Housing site saw the arrival of the DTE crew for the start of the site-wide conversion from propane to natural gas. All 70 existing housing units will be converted by the fall of 2020. This will provide a savings of almost 50 percent to each utility paying resident. There are main gas lines running to the rest of the housing site that will provide ease of access to future development. In addition to the cost savings for residents, this is definitely a positive improvement to attract building expansion

### Unit Rebuild

When a tribal family suddenly lost their home due to a summer fire, the STHA Force Account stepped into action. At the end of August, the crew poured the foundation and then progressed to framing, roofing, siding, interior finishes, cabinet installation and final project punch list. The construction crew is made up of eight Sault Tribe members who were able to handle the majority of tasks from start to finish. This is also the first house in the Odenaang sub-division to totally make the switch from propane to natural gas for their appliances and heat. The home's owner and



Escanaba playground

family were able to move back into the new home just in time to celebrate the holidays.

### Escanaba Expansion

On Nov. 15, 2019, STHA held a ground breaking ceremony for four elder units being placed on the Escanaba Housing site. The HA partnered with Gitchee Auto, Home & RV Sales to make this project a reality. Each manufactured, stand-alone home will have two bedrooms and two bathrooms. The housing units will be ready for occupancy in the summer of 2020.

### Playground Upgrades

All housing site playgrounds are repaired and checked regularly for safety issues by our Maintenance department. The Sault Tribe Housing Authority has completed upgrades and repairs to the Wetmore, Marquette and Manistique. Newberry and Escanaba playgrounds will be complete by fall of 2020.

### Halloween – Community Outreach

The Housing Authority decorated the entire office for the month of October! The Kinross Headstart full-day class was invited to participate in trick or treating within the office. The preschoolers walked the ghostly decorated hallways that were filled with spiders, webs, tombstones, zombies, witches and pumpkins!

Children collected a treat at each office door and a majority of staff dressed up to get in on the fun.

Due to allergies within the class room all treats needed to be nonedible for the 17 students that participated. Due to confidentiality, no photos of the students could be recorded, but photos of the office and staff are below.

## DEPARTMENT UPDATES

### Homeownership Department

The Housing Authority's Homeownership programs are funded by NAHASDA grant funding. These programs consist of the Weatherization Program, Owner Occupied Rehabilitation, Home Rehabilitation Program and Sanitation Services.

Weatherization assisted 13 Sault Tribe members living in the seven-county service area to provide energy conservation improvements to make their homes more energy efficient. Some examples of work com-

pleted are 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 opens in the spring of each year and runs until all funds have been exhausted. Applicants are served based on a point system in which income and need for repair are taken into consideration.

Owner Occupied Rehab assisted 18 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 sub-standard 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. This program opens during the first of the year and runs until all funds are exhausted on a first come first serve basis.

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. Applicants are selected by using a point system based with the highest points being serviced first. This service can only be used once in a lifetime.

Sanitation 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. This year, eight members received a new well, eight members received a new septic system and three members received a new water treatment system.

Down Payment Assistance assisted seven 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. Thorough homebuyer education classes are required of all participants prior to closing on the purchase of the home.

The Lease to Purchase Program gives eligible applicants a chance at leasing with the option to purchase. This program is designated to have the home paid off in 15-30 years. Payments are based on the value of the home and amortized over the period of years chosen by the homebuyer.

The homeownership specialists at Sault Tribe Housing specialize in home ownership counseling services for Sault Tribe members. The specialists can assist members in gaining a better understanding of how to become financially stable to help prepare for homeownership by offering personal finance, credit repair and advanced budgeting.

The Resident Services Department consists of four Resident Service Specialists who cover all nine housing sites. The Specialists assist residents with their individual needs and concerns while also ensuring their continued occupancy. Specialists provide training and counseling curriculum to enhance their quality of life to 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. Resident Service Specialists moved 67 families into tribal Housing units, conducted 1,919 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 417 housing applications for low rent and home ownership units.

Some of the community events offered by the Housing Authority are:

- Annual Fire Safety Fair
- Site Beatification Clean-Up
- Annual Fire Safety Poster Contest

- Christmas snow sculpture or snowman contest
- Community Gardens

Some of the Services include:

- Money Management Training
- Care and Maintenance training
- Tenant Referrals
- Dispute Resolutions

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 of the rental. The rental units must pass a Housing Quality Standards Inspection prior to leasing.

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 14 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 five hundred and fourteen (514) units across the service area.

- Escanaba has 25 units.
- Marquette has 10 units.
- Kincheloe has 105 units.
- Wetmore has 19 units.
- Manistique has 38 units.
- Hessel has 23 units.
- St. Ignace has 90 units.
- Newberry has 23 units.
- Sault Ste. Marie has 183 units.

### Housing Authority Employee Recognition

2019 Crew of the Year

David Shields and Dan Maleport, Force Account Laborers

2019 Team Member of the Year

Kim Huskey, Project Assistant  
2019 Manager of the Year  
Mariea Mongene, Housing Authority Assistant Director

### Financial Assistance

### Payment in Lieu of Taxes 2019

Sault	\$17,300.44
Soo Township	\$9,300
Schoolcraft	\$5,700
Alger County	\$2,850
Escanaba	\$3,750
City of St. Ignace	\$1,650
Marquette	\$1,500
Pentland TWP	\$3,600
Kinross Charter	\$15,750
Total	\$61,400.44

### 2020 GOALS –

The Housing Authority is excited to share the goals for 2020:

– STHA is planning construction of a large cold storage warehouse at the Kincheloe Office Building. This cold storage warehouse will house the Housing Authority's assets.

– All bathrooms and kitchens located in Newberry will be receiving updates. All kitchens will receive new cabinetry, flooring, sinks and faucets. All bathrooms will receive new vanities, flooring, sinks, faucets and shower/tub combination.

– The Sault Tribe Housing Authority will finish the playground equipment upgrades for the Newberry and Escanaba sites.

– The Escanaba housing site will complete the construction of four brand new elder designated units featuring two bedrooms and one bathroom.

– The IHBG Competitive Grant project will place 12 units at the Odenaang housing site in 2020. Eight of these units will be two-bedroom manufactured units and four units will be three-bedroom stick built units.

– Implement electronic payment options for housing authority residents.

### CONTACTS

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, 1-855-205-2840

East Toll Free, (800) 794-4072  
West Toll Free, (888) 353-9502



# Sault Tribe Education Division 2019 Highlights

The Education Division provides academic, work training and early development services to tribal youth from infancy to adulthood. The division's purpose is to instill all students with high expectations of academic success and competent thinking skills while fostering growth in social and emotional behaviors and positive attitudes.



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

In 2019, Sault Tribe Early Childhood Programs served a total of 140 children including 85 preschoolers from 79 families and 55 infants/toddlers from 49 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 45 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. All three centers participated and are rated in Michigan's Early Childhood Star Rating System. Two centers are rated at four stars and one center at five 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 will begin in the spring of 2020.

## Youth Education and



## Activities (YEA)

### Sault Ste. Marie

Sault YEA took two teams to the inter-tribal basketball tournament hosted by Bay Mills Indian Community. Both 14 U and 18 U teams finished as runners-up. The teams have already assembled for the 2020 tournament and can't wait to go back and compete for the championship!

### Rudyard

Every year Rudyard TYC helps their school with the annual haunted trail. The students are in charge of creating their own themed section, costumes, and make-up. This year they were zombies.

### Hessel

YEA Coordinator Lisa Burnside worked with AFT Michigan and First Book to create great community libraries through Unit II. This included the creation of reading circles in a number of community where they not only focus on reading, but also on using the stories or lessons from books to apply to other activities, including crafts and inter-personal skill development.

### St. Ignace

Every year, YEA Coordinator Sue St. Onge puts one two production with St. Ignace Middle and High School students. So many students want to be part of Ms. Sue's production she writes extra parts so every student has a chance to speak or play a critical role in the production. Roughly 90 percent of the students in her drama program are Sault Tribe members.

### Manistique

YEA Manistique was requested by their county fair to provide a cultural enrichment exhibition



with stories, drumming and dancing in July 2019. The group was asked to return in 2020 for another exhibition. Since the group has been requested within their community including a presentation at Emerald High and Middle school with other local schools contacting YEA Manistique for the display for Native American culture and enrichment.

### Escanaba

Every Tuesday, the Tribal Youth Council donates its time at the local Delta Animal Shelter, taking care of animals before they reach their forever home. Coordinator Kelly Constantino travels over an hour before and after to pick up local students from multiple schools so they can give back to their community and make a difference.

### Munising

YEA Munising is a very lucky program with Mather's Elementary one of only a few schools that offers a specific Native American Enhancement class. Coordinator Cindy Reimer and Title VI Coordinator Jennifer Meyer work seamlessly to continue their student's education inside and outside the classroom all year long.

### Bike the Sites

The 10th annual health and fitness event took place June 20 where students from four sites biked over 46 miles from Sault Ste. Marie to St. Ignace to educate youth on childhood obesity



and the importance of exercise. There were 30 participants with 16 bikes and 14 helpers, which included five bikers completing every mile. One young man from Manistique has participated in the last six Bike the Sites events and never missed a mile, completing over 280 miles with YEA.

## 16th Annual Youth Empowerment Powwow

2019 marked the 16th annual Youth Empowerment Powwow held in Rexton. Roughly 60 people attended the event with 25 dancers showcased before the event was called for rain and lightning.

### MSU Extension event

MSU Native American and Hispanic Business Students and YEA co-hosted the annual Native American Community Outreach Program at the Big Bear Arena. First there was the annual Thursday night culture exchange and potluck, then a showing of Calvin Hartwig's film, "This is Who I Am," with discussion, and lastly, drumming and dancing. The next day activities on leadership activities and life-skill preparation were led by the MSU students and their advisor, Kevin Leonard.

## Munising Youth Flute Workshop

YEA Coordinator Cindy Reimer worked with Mather Elementary to use TED supplies



and provide cultural teaching about Native American flutes to all 5th grade students. Dan Gareacu came to the school for six sessions in December 2019 to provide teachings and hands on instruction for making flutes. These students will continue to work with their constructed flutes in music class in preparation for a flute performance during the school's spring 2020 concert.

## Workforce Innovation and Opportunity Act (WIOA)

WIOA is a federally-funded program designed to help Native American job seekers access employment, education and

training services to assist them in obtaining and keeping productive employment. Sault Tribe has operated very similar programs throughout the years. Training Services provided through WIOA:

On-the-job Training (OJT) provides opportunities for both employer and adult participants by reimbursing 50 percent of the trainee's wages during a specified training period.

Work Experience Program is short-term, temporary employment for youth, often referred to as after-school employment.

Summer Youth Employment provides up to 10 weeks of summer youth employment to eligible applicants.

Classroom training provides skills training to adults in an institutional setting to obtain a license or certificate. (nurse's aide training, heavy equipment, CDL, etc.)

Senior Employment Program provides part-time employment to Sault Tribe elders residing in the service area who are 60 or over.

## Higher Education Programs

Every year, the Higher Education Division releases its annual application packet and scholarship essay topic. Students who are Sault Tribe members interested in receiving funding for the school year are required to submit a complete application packet, which is posted on the Sault Tribe website saulttribe.com.

The program offers a variety of scholarships, most of which are \$1,000, with various eligibility requirements each academic year. Students are required to submit an essay based on an assigned essay topic.

Grant funding is available for 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 FAFSA by the March 1 deadline. Students must have their FAFSA information on file with their college by August if they are going to enroll for Fall semester. Grants are based on unmet financial need. Grants are only available for Fall and Winter semester. Grant deadline is always July 1.

Self-sufficiency incentive awards are available for FALL semester only. All required paperwork and grade reports must be submitted between Dec. 1 and Jan. 31 for the Fall semester that just ended. 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 2019, there were a total of 80 essays submitted for scholarships and 6,786.75 credit hours were submitted by 532 students for the Self-Sufficiency Incentive Award.

The BIA grant awards students who have an unmet need as determined by their college's financial aid office. Winter 2019, the grant awarded \$39,878. The Fall 2019 grant awarded \$28,556.

## Adult Education

Sault Tribe, in partnership with Consolidated Community School Services, provides alternative high school and adult education programs to residents in Chippewa, Luce and Mackinac counties. Regardless of a student's prior experience with education, these programs offer welcoming learning environments with individualized instruction, caring instructors and support staff and collaborations with the Intermediate School District and outside agencies.

## TED Grant

Through the TED grant, the Education Division was able to provide a wealth of equipment, books and cultural craft materials to several Sault Tribe Programs and local schools. Recipients included the Sault Tribe Early Childhood Programs, YEA Sault, YEA Rudyard, YEA St. Ignace, YEA Hessel, YEA Manistique, YEA Munising, YEA Escanaba, Ojibwe Library and Learning Center, Mary Murray Culture Camp and Malcolm High School. Some of the resources included expandable bead looms, sinew, jingle dress cones, pine needle basket kits, porcupine quill earring kits, ribbon, fabric, flute kits, regalia pattern booklets, dream catcher kits, beaded medallion kits, beeswax, cultural language flash cards, books, and a wide variety of beading supplies including a large assortment of beads, beading needles, storage containers, thread, drum kits, many book titles and teaching aides, laptops, projectors and other technology related accessories.

## Youth Development Fund 2019 Updates

There were a total of 352 Youth Development Fund applications approved in 2019 totaling \$42,486.73. Approved applications per unit included 213 in Unit I, 43 in Unit II, 30 in Unit III, 49 in Unit IV, and 17 in Unit V. Applications can be requested for a wide variety of extracurricular activities. Expenditures totaling \$42,486.73 for 2019 were as follows:

Camps/Trips - \$5,375  
Senior Pictures - \$828  
Book Deposits - \$10  
School Supplies - \$1123  
Testing Fees - \$249  
Instrument Purchase - \$269  
Instrument Rental - \$150  
Dance - \$9,189  
Driver's Education - \$4400  
Music - \$818  
Miscellaneous - \$463  
Sports Registration - \$16,014  
Sporting Equipment - \$3,599

## Education Contacts

Education director: vacant, 635-7010  
Cody Jodoin, executive assistant, 632-6797  
Early Childhood Programs Manager, 635-7722  
Dawn Fegan, Child Care Center supervisor, 632-5258  
Kaylynn Cairns, YEA manager, 635-4944  
Brenda Cadreau, WIOA Program manager, 635-4767  
Higher Education Program, 635-7784  
Tanya Pages, adult and alternative education coordinator, 495-5343

# Recreation Division 2019 highlights, 2020 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 and Kincheloe-Recreation Fitness Center
- Manistique-High school pool and Little Bear West ice arena
- Marquette-Northern Michigan University (NMU)
- Munising-Alger Parks and Recreation Center
- Negaunee-YMCA of Marquette County
- Newberry & Curtis-Helen Newberry Joy Hospital and Healthcare Center
- Sault Ste. Marie-Lake Superior State University (LSSU) and U.P. North Nutrition and 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](http://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



**The Youth Color Run a Sault Tribe Wellness Collaborative event. The Sault Tribe Wellness Collaborative planned a Youth Color Run for tribal youth departments including the Big Bear's Summer Recreation Program, YEA's Circle of Life Program and Community Health's Shkode-Fit 4 Life Program. Youngsters running in white T-shirts ran one-mile or 5K circuits in which they passed coloring stations where they were splashed with pink, orange, blue and green powders. The event was held on July 22, 2019. Additional youth departments will be included in future events.**

and community programs to collaborate 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 and figure skating equipment, skates, apparel and accessories as well as skate repair and sharpening. 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, personal training and fitness classes. Detailed club information can be found on [www.bigbeararena.com](http://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

## 2019 Accomplishments

There were:

- 1,813 tribal member visits to NMU in Marquette.
- 1,500 tribal member visits to the YMCA in Escanaba.
- 90 tribal member visits to the pool at the high school in Manistique.
- 3,055 tribal member visits to the Little Bear East in St. Ignace.
- 2,847 tribal member visits to the LSSU SAC and 471 to the LSSU pool.
- 85 tribal youth enrolled in the LSSU athletic camps.
- 14,644 tribal member visits to the All-In-One Fitness Club.
- 141 YEA/Big Bear open gym and skating sessions, 39 YEA intramural sessions and 4 YEA Three on Three Basketball Tournaments.
- 206 in attendance at the YEA/Big Bear Halloween Party and Spooky Skate.
- 791 in attendance at the YEA Children's Christmas Party.
- More than 200 attended the New Year's Eve Sobriety Pow Wow.
- Hosted:
  - Sault Tribe Anishinabek Community and Family Services (ACFS) Family Fun Night with 482 participants.
  - ACFS and Sault Tribe Tribal Court Recovery Walk with 220 participants.
  - Sault Tribe Community Health Fair with 301 participants and Smoke Pigs, Not Cigs with 84 participants.
  - Advocacy Resource Center's Domestic Violence walk with 200 participants.
  - Black Dragon Martial Arts

Tournament with over 120 competitors and 300 spectators.

United Way's Project Backpack with 567 backpacks distributed and over 1,500 attendees.

Feeding America Mobile Food Distribution with 15,800 pounds of food distributed to 722 people in 260 households.

Northern Ontario Junior Hockey League Showcase with 12 teams, 300 players, 600 spectators and 2,131 streaming spectators.

Sault College Cougars and NMU Wildcats women's hockey games with over 150 attendees.

Collaborated with Sault Tribe Community Health Nutrition and Diabetes, YEA and the All In One Fitness Club to develop and implement the Elder and Youth Social with 73 in attendance and the Youth Color Run with 142 participants.

Developed the 23rd annual Summer Recreation Program with 144 participants.

Developed the 23rd annual Youth Spring Hockey League with 254 players, including 22 teams and 80 games.

More than 175 community youth team practices were held in the courts.

More than 200 fitness classes were held at the facility.

More than 4,150 patrons participated in Public Skating.

Rented over 2,400 Rental Skates and over 525 Skate Aids.

More than 675 patrons participated in Drop-In Basketball and Volleyball.

More than 875 patrons participated in Drop-In Hockey and Stick N Puck.

Held six Totzones with 343 in attendance.

Hosted 206 birthday parties and celebrations and 46 meetings and trainings.

Hosted two adult hockey tournaments and six youth tournaments with a total of 164 teams and 22,260 players and spectators.

Hosted 22 high school hockey games and 17 clinics and tryouts. Hosted 17 school fun days including schools from across the EUP.

Developed the Bear Buck\$ program with Sault Tribe Tribal Court as an incentive program to reward positive behavior.

Secured multi-year contracts with various businesses for advertisements on the Zamboni, in-ice, lobby and rink view-thrus.

Implemented on-line ice and space scheduling platform for customer and staff efficiency and convenience.

Refreshed the facility's road sign with current graphics and energy efficient lighting.

Added new items to the Concession Stand menu including poutine, breakfast sandwiches, chili dogs and healthy beverages.

Replaced existing hand dryers and flush valves with high efficiency touchless models.

Replaced counter tops and sinks in the main level restrooms and fitness locker rooms.

## 2020 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.

Develop an extensive training course as well as implement a Counselor in Training program for the Summer Recreation Program staff to ensure adequate preparation to work with the youth participants.

Increase enrollment in the Summer Recreation Program by 15 percent.

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  
[www.bigbeararena.com](http://www.bigbeararena.com)  
Recreation Agreements  
(906) 635-4758  
Events Management  
(906) 635-4903  
Youth Programs  
(906) 635-6509  
Operations  
(906) 635-4982  
Concessions  
(906) 635-7465  
Pro Shop  
(906) 635-4906

# 2019 Sault Tribe's EDC Non-Gaming Growth and Future Outlook for 2020 and beyond

Overseeing the Sault Tribe's non-gaming businesses is the Sault Tribe's EDC (Economic Development Corporation). With growing support from the leadership of the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors, the EDC had a very busy 2019. The EDC bolstered its business development efforts by adding a new divisional branch, securing additional funding sources, developing new professional space, managing increasing profits and investment across all enterprises, and continuing to support the efforts of the Sault Tribe as a whole.

### Business Development

With strategic direction from the board of directors, the EDC was able to secure a \$485,000 Minority Business Development Agency (MBDA) grant that led to the creation of a Business Development branch of the EDC. The Sault Tribe Thrive Office is dedicated to the tribal member owned businesses, giving full support through business consulting, providing education on doing business on trust lands and the tax agreement with the state of Michigan, sharing capital access opportunities, networking opportunities with other tribal businesses and providing assistance in government contracting.

The Tamarack Business Center (TBC) was constructed with the help of a \$250,000 MEDC



grant. The business center houses several Sault Tribe member owned businesses as well as the Sault Tribe Thrive Office. It was quickly filled to capacity and has been a great asset for the Sault Tribe businesses. Soon after those efforts were complete, the EDC secured a \$2 million Department of Commerce Economic Development Agency grant, paired with a \$250,000 MEDC grant, to build a 20,000 sq. ft. complex of industrial suites.

### Real Estate

The EDC, under the board's guidance, completed its acquisition of White Pine Lodge (adjacent to Kewadin Christmas) in July 2019. During the 60 days of full occupancy and peak sales, all tribal departments involved worked together to manage the transition as well as maintain sales growth over the previous year's sales record.

DeMawating Development in Kincheloe is a long established



enterprise for the Sault Tribe. Over time, revenues have been steady, and the management of over 100 residential rental units

has become routine. The board of directors saw the potential for growth within the developed structure and incorporated the acquisition of Riverside Village and Shunk Properties into DeMawating deliverables. This foresight has DeMawating revenues up 68.52 percent year over year, now operating nearly 200 rental units in the Kincheloe footprint, and 120 sites at Riverside Village. DeMawating is positioned to be a profitable entity for our tribe for years to come.

### Commercial Development (Enterprises)

Gitchi Enterprises was created at the end of 2018, and completed its first full year of operation in 2019. Gitchi Auto, Home and RV is located on Shunk Road in Sault Ste. Marie, selling used autos, new Fairmont homes, used ATVs, trailers, RVs and scooters.

In a learning year, revenues are expected to exceed \$1 million and many new opportunities have presented themselves. The board looks forward to another year of growth in 2020 and will explore ways to diversify Gitchi's offerings.

### Sault Tribe Inc.

Sault Tribe Incorporated is an effort that began 10 years ago.



Under current board leadership, the Section 17 federally chartered entity has been fully enacted and a corporate board of directors put



### White Pine Lodge

into place. The five-member corporate board is already looking to secure business development opportunities in the government contracting arena. Moving into 2020, Sault Tribe Inc. has its sights set on startups in industries including hazardous materials abatement, commercial janitorial services and instructional design and learning technology plat-

### forms.

### 2020

With continued support and guidance from the Sault Tribe Board of Directors, the non-gaming business structure of the EDC will continue to show growth across the three branches of operation, and continue to grow support for our Sault Tribe member owned businesses and members.

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