

Sault Ste. Marie Tribe of Chippewa Indians 2023 Annual Report



Waawaashkeshi

(White tailed deer)

Deer or Hoof Clan members are kind, gentle and compassionate. They are caregivers and poets. With a positive attitude and vision, they promote healing.

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



Win Awenen Nisitotung Special Section

Inside ...

Board of Directors	2	Language and Culture	11	Recreation.....	19
2023 Executive Overview	3	Health.....	12	Law Enforcement.....	20
Financials.....	5	Elder Services.....	13	EDC.....	21
Tribal Court	7	ACFS.....	14	Facilities.....	22
Natural Resources	8	Housing Authority.....	16	Team Members	24
Membership Services.....	10	Education	17		

Tribe's governing body: Board of Directors



AUSTIN LOWES,
CHAIRMAN



KIMBERLE GRAVELLE
DIRECTOR, UNIT I



ISAAC MCKECHNIE
DIRECTOR, UNIT I



ROBERT MCRORIE
DIRECTOR, UNIT I



MICHAEL MCKERCHIE,
DIRECTOR, UNIT I



AARON PAYMENT
DIRECTOR, UNIT I



LANA CAUSLEY-SMITH,
DIRECTOR, UNIT II



KIMBERLY LEE,
DIRECTOR, UNIT II



SHAWN BOROWICZ,
DIRECTOR, UNIT III



BRIDGETT SORENSON,
DIRECTOR, UNIT III



LARRY BARBEAU,
DIRECTOR, UNIT IV



KIMBERLY HAMPTON,
DIRECTOR, UNIT IV



TYLER LAPLAUNT
DIRECTOR, UNIT V

The Sault Ste. Marie Tribe of Chippewa Indians Board of Directors

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. The chairperson is elected at large. 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. Regular meetings are held twice a month, usually on Tuesdays.

See www.saulttribe.com/government/board-of-directors for the meeting schedule, board votes and minutes. See www.facebook.com/saulttribe for live meeting links.

Write to your board representative care of Sault Tribe, 523 Ashmun St., Sault Ste. Marie, MI 49783.

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.



Board of Directors contacts

Austin Lowes, Chairman
(906) 203-5898
alowes@saulttribe.net

Michael McKerchie, Unit 1
(906) 440-7768
mmckerchie@saulttribe.net

Isaac McKechnie, Unit 1, Treasurer
(906) 203-4787
imckechnie@saulttribe.net

Robert McRorie, Unit 1
(906) 379-8068
rmcrorie@saulttribe.net

Aaron Payment, Unit 1
(906) 440-8946
apayment@saulttribe.net

Kimberle Gravelle, Unit 1
(906) 259-3742
kgravelle@saulttribe.net

Kimberly Lee, Unit 2
(906) 379-8965
klee@saulttribe.net

Lana Causley-Smith, Unit 2
(906) 322-3818
lcausley@saulttribe.net

Bridgett Sorenson, Unit 3
(906) 430-0536
bsorenson@saulttribe.net

Shawn Borowicz, Unit 3
(906) 379-8511
sborowicz@saulttribe.net

Kimberly Hampton, Unit 4, Secretary
(906) 440-8138
khampton@saulttribe.net

Larry Barbeau, Unit 4
(906) 259-3040
lbarbeau@saulttribe.net

Tyler LaPlaut, Unit 5, Vice-Chairman
(906) 440-8294
tlaplaut@saulttribe.net

Highlights of a busy year in tribal government

Overview

The executive office leads and directs division directors to administer comprehensive and collaborative governmental services for the benefit of tribal members, employees, and tribal interests. Governmental Administration includes planning, development, implementation, evaluation, compliance monitoring and reporting. Also, Governmental Administration assures that division directors operate programs in compliance with established policies and procedures; licensing, grant, contract requirements; and abide by state and federal laws. The executive office also serves as liaison to the tribal chairperson and the board of directors regarding critical issues and related political or legislative concerns. Coordination ensures follow up on governmental and internal services issues and questions, as requested.

Functions include internal structures and procedures, coordination of communication between leadership and team members, collaboration across tribal operations and membership access to tribal programming.

Board Directives & Reporting

In 2023, the Executive Director attended all 25 board meetings, 43 workshops, and quarterly report presentations. There were 58 resolutions needing Executive office action. Major directives included "Resolution 2023-325 Approval of a Contract to Blue Stone Strategy Group LLC for an Assessment of Tribal Health Services" and "Resolution 2023-272 Approve Proposal for Professional Services for MIS Assessment Project 23-079."

Budget Oversight

The Executive office oversees 63 cost centers over nine divisions. The director attended budget oversight meetings, submitted budget modifications and budget establishments, and throughout the year oversaw 53 budget-related resolutions.

Supervisory Responsibilities

The Executive Director leads an Executive Team made up of the Assistant Executive Director, CFO, Administrative Manager, Executive Assistant and Efficiency Analyst/Trainer. She directly supervises Director of Strategic Planning, Editor, Lead Fisheries Biologist, Lead Wildlife Biologist, Chief of Police, IT Security Administrator, IT Director, Telecommunications Manager, Human Resources Director, and Natural Resources Director. Over 80 supervisory meetings were conducted in 2023.

Under the Executive Director, the Natural Resources Division was restructured to include Fisheries, Wildlife and Environmental. Human Resources was divided into department specific HR departments for government, Kewadin, Health and EDC.

2023 Oversight of Internal Divisions

Communications

Communications published 12 newspapers, gained 2,522 new



**Executive Director
Christine McPherson**

Facebook followers for a new total of 15,522, mostly from the Upper Peninsula and northern Michigan; and administrated the tribe's website, Facebook and Sault Tribe Intranet, updating daily. Communications assisted the tribe's public relations firm with Sault Tribe PR and Fisheries PR, published the 2022 annual report to the membership, and updated and published the Membership Services Booklet.

Human Resources

Three major HR-related resolutions were approved by the Board of Directors: 2023-046 to rescind COLA adjustments to Wage Grids Governmental, Enterprise and Kewadin Casino to address pay compression issues for existing team members within the company;

2023-125 – Adopting Health Wage Grids with Step Levels effective Feb. 27, 2023.

2023-300 – Creating Department Specific Human Resource Departments.

During 2023, 41 of 587 exit interview surveys were completed for an 8 percent return.

Annual trainings on Customer Service; Preventing Harassment; and Diversity, Inclusion and Belonging were attended by 1,110 team members.

The HR Department presented the following new and updated policy to the Board of Directors for approval:

- Remote Work Policy
- Promotion Policy
- Job Posting Policy
- Rescind Substance Abuse Policy
- Amend Drug Free Workplace Policy
- Appeal Policy
- Company Vehicle Policy

Law Enforcement

In 2023, the Detective Sergeant and Chief of Police completed the HSI task force officer training. STLE officers updated certifications at the state and federal firearms shoots. Sault Tribe Youth Facility is now adhering to all BIA licensing and standards and sent two new officers to Detention Facility Academy for certification.

Sault Tribe Law Enforcement also:

- Hosted two tribal members through the WIOA program who plan to enter the law enforcement field
- Entered into a 2023 Housing/STLE K-9 Agreement

- Hired new SORNA coordinator, Administrative Manager and Detention Facility Administrator
- Assisted Santa Claus with his visit to the Sault Tribe Daycare
- Provided safety and escort services for Bronco the Mac, Minis on the Mac and Jeep Parade; presence at St. Ignace Gun show at the casino; and safety and patrol for the Car Show and Monster Truck show in St. Ignace
- Participated in the Walmart Safety Event in Sault Ste. Marie
- Helped the family of retired officer George Parish with a celebration of life

Planning and Development

During 2023, Planning and Development worked on:

- USDA ReConnect FOA 3
- Grand Assembly Planning
- ARPA Remaining Funds Report
- Monthly Population Statistics
- Land and Space Workgroup
- IRB Related Projects of Interest
- Health Annex Planning
- Great Heart of Turtle Island Project

Natural Resources

- Conducted 96 bacteriologic water samplings monthly at key locations
- Guided an AmeriCorps National Civilian Community Corps (NCCC) team for six weeks, contributing significantly to invasive species removal

- Managed and operated a National Atmospheric Deposition Program (NADP) site, conducted 12 indoor air quality assessments on tribal members homes, while a team member was appointed to the National Tribal Air Monitoring Steering Committee

- Collaborated with Michigan Tribal Brownfields to produce "Protecting Treaty Resources and Spill Response Planning," presented at the No Spills Conference in Traverse City
- Teamed up with the CLMCD (local conservation district) on the Munoscong River restoration project
- Carried out educational outreach program to raise awareness on various environmental concerns

STNR Fisheries

- Conducted St. Mary's River Aquatic Invasive Species Survey
- Captured over 4,364 fish from 32 different species.
- Captured a single invasive species, an Eurasian Ruffe.
- Protected the tribe's treaty rights and natural resources by serving on the Technical Fisheries Committee, Modeling Subcommittee, Inland Fisheries Committee and lakes Huron, Superior, and Michigan Technical Committees.
- Walleye Rearing and Stocking.

See "Executive Report," Page 4

2023 Highlights



April 26 — Direct Reports participated in "Denim Day" in support of Sexual Assault Awareness.



May 5 — Attended the "Missing & Murdered Indigenous Relatives" ceremony at the Niigaanagiizhik Ceremonial Building.



May 19 — Attended the DeTour Health Center Grand Opening Ceremony



Executive staff at the June 29-30 Grand Assembly Event.



July 26 — Ribbon Cutting Ceremony for the new Homeless Shelter "Lodge of Hope."

Executive Office reporting for 2023, continued

From "Executive Report,"
Page 3

• Fish caught in assessment surveys were processed by Massey Fish Company and given to the Elder Services Division to service at meal sites in Sault Ste. Marie, St. Ignace, Hessel and Manistique, providing natural, healthy traditional food for tribal elders.

Other actions in 2023 included:

- Stocking over 1.4 million summer fingerlings of walleye into both the Great Lakes and the inland lakes in the 1836 Ceded Territory.
- Leading tribal assessment activities.
- Collecting 12,326 samples across lakes Superior, Huron, and Michigan and 2,608 structures from fish aged.
- Travelling over 14,000 miles.
- Conducting community outreach.
- Collaborating with Sault Ste. Marie Convention & Visitors Bureau to support two walleye and two bass tournaments.
- Presenting at the Spring Fisheries Workshop in Cedarville and the St. Mary's River Walleye Club.
- Participating in the National American Fisheries Society Conference and making three presentations at the Native American Fish and Wildlife Conference.
- Joining Boat-To-School initiative alongside Michigan Sea Grant and Joseph K. Lumsden School, aiming to educate young minds about the importance of sustainable fisheries and aquatic ecosystems.

Sault Tribe's Natural Resources Division

- Co-Stewardship with the Hiawatha National Forest.
- Issued 56,664 permits for hunting, fishing, gathering, and trapping and collected 2,715 harvest reports.
- Conducted sharp-tailed grouse lek (communal mating ground) occupancy surveys in the Eastern Upper Peninsula in collaboration with the Michigan Department of Natural Resources.
- Working with the Center for Cooperative Ecological Resilience (CCER) on a number of wildlife research projects aimed at better understanding species and habitat dynamics in boreal transition forests.
- Engaged with the Michigan Wild Rice Initiative (MWRI), a collaboration of tribal, state agencies and federal organizations that seek to protect, preserve, and restore manoomin (wild rice) in Michigan through collaboration, research, education and policy, and stewardship for the benefit of present and future generations.
- Participated as members of the Great Lakes Coastal

Assembly, a collaboration of agencies and governments across the Great Lakes region.

Telecommunications

In 2023, Telecommunications set up closed captioning on a few VOIP phones requested by people hard of hearing, and a sound booster that boosts the sound on VOIP phones for people of hard hearing.

Telecommunications also worked on:

- Networks and cabling, switches, firewalls and PFN for numerous buildings throughout the service area.
- Cables, and networking if necessary, for Escanaba Fitness, Manistique Fitness.
- New board of directors meeting and remote sites, Jackpot Kiosks, Tribal Court Remodel and Lodge of Hope.
- Firewalls at Enrollment and Health Center
- Upgrades through PFN direct lines out to the Internet for more bandwidth for the Sault and Munising health centers.
- Replacement switch for Manistique Health Center New Access Points.
- New access points in the Kinross sites, White Pine Lodge, and Sault Casino.

Ministerial supervision

Legislative, Enrollment, Tribal Court, Housing, and Health take their principal direction from the board but receive administrative support from the Executive Office. Tribal Court, Housing, and Health have reported in this annual report, but Legislative and Enrollment have not.

Enrollment moved to a larger location now at 2076 Shunk Road after 18 years at its old building.

In 2023, the Legislative Department:

- Prepared the I-500 Reception and Dinner on Feb. 3
- Submitted the FY 2024 Congressional Direct Spending Appropriation Requests to Senator Stabenow's, Senator Peters' and Representative Bergman's offices for the Permanent Supportive Housing Project.
- Organized names for the Michigan Political Leadership Program Dinner.
- Worked with the Governor's office to arrange a Ceremonial Signing of the Guardianship Assistance Program Bills (SB 137 – 138)
- Monitored, tracked and disseminated DTLLs (Dear Tribal Leader Letters) from several federal agencies and associations.

Committees and Workgroups

It is the executive director's responsibility to attend Conservation and Child Welfare Committee meetings and lead Executive Team meetings on a wide range of subjects. For 2023, 10 internal workgroups

were formed for specific tasks, such as the comp study and health grid workgroups. Executive Office 2023 projects included the Employee recognition luncheon, the 50th anniversary grand assembly, team building day and the establishment of an administration building workgroup.

Executive Office 2024 Goals

There are seven goals for 2024:

Goal 1 - A culturally conscience Tribal governance system that delivers high-quality governmental services.

This complex goal involves prioritizing communication, removing barriers preventing membership access to programming and services, and creating a work environment that encourages innovative direction and empowers team members.

Goal 2 - Strengthen tribal government management and operations.

This goal involves guiding the development of departmental comprehensive strategic plans and their update for the next five years, management of assets and resources from the departmental level and up, establishing a process to improve data-driven decision making, and improving communication and feedback across the tribal government.

Goal 3 - Support consistent decision making by strengthening and clarifying policies.

This goal involves providing guidance on policy changes, reviewing policies to ensure they continue to meet needs, and ensuring policies and policy updates are communicated across the tribal government.

Goal 4 - Support staff growth by ensuring consistent performance reviews and feedback.

This goal involves providing guidance on policy changes, reviewing policies to ensure they continue to meet needs, and ensuring policies and policy updates are communicated across the tribal government.

This will be done by reviewing and updating the system, establishing review, updating criteria, and clarifying fiscal management expectations using training and professional development to ensure responsible fiscal management.

Goal 6 - Have a structured reporting system that defines and measures continual improvement within performance areas.

Establish guidance for standardized performance measures, and direct divisions to propose short lists of performance measures. Operationalize ongoing periodic review of the measurements and reporting system.

Goal 7 - Have a reporting mechanism that allows departments to articulate their work towards accomplishing tribal strategic objectives, while also providing an opportunity to share operational insights.

Include training, and establish guidance on areas of collaboration and how to determine valuable insights across departments.



Dec. 29 — Attended the "Smudging Ceremony" for the Mackinac Straits Health System MOB.



Sept. 29 — Participated in "Every Child Matters" to support residential school survivors.



Sept. 8 — Employee Team Building Day across the service area.



Dec. 15 — Administrative Complex Christmas party.

Sault Tribe's 2023 financials, future outlook

Financial Highlights

The tribe's total governmental assets decreased by \$10 million or 2.69% over the course of this year's operations and total assets from business-type activities increased by \$9.2 million or 6.61%. Total primary governmental assets were \$511 million at 2023 year-end, a decrease of \$859,000 or 0.17%.

Total liabilities in governmental activities decreased by \$53.6 million or 21.25%. Total liabilities in business-type activities decreased by \$5.8 million or 10.59%. Total primary governmental liabilities were \$247 million at 2023 year-end.

During the year, the tribe's governmental expenses and transfers were \$44 million less than the revenues generated by grants, taxes and other sources for governmental activities.

In the tribe's business-type activities, total revenues were \$113.8 million while total expenses, taxes, gain on disposal of capital assets, and transfers were \$97.2 million.

The General Fund reported a decrease in expenditures of \$345,000 or 2.5% for the year due to decreases in general government expenses funded with the American Recovery Program Act (ARPA) of 2022 COVID-19 grants. The tribe's MERS Defined Benefit Pension Plan for law enforcement employees reported a net pension liability of \$219,107 in the government-wide financial statements.

Tribal external debt reduction payments amounted to \$1.2 million.

Major capital projects

As part of the overall plan to obtain property to expand the campus of the JKL School, property was purchased contiguous to existing holdings at a cost of \$21,435.

The Tribal Building fund purchased land, buildings, equipment, vehicles and made building improvements totaling \$2,952,186. These were funded in part as noted in the ARPA section and with building funds. These included improvements to office buildings, cultural centers and expansion of housing opportunities.

Works-in-Progress for the Building fund included upgrades to the Sault Powwow Grounds and Sault Cultural Center, generators at strategic buildings, ice rink upgrades at the Big Bear Arena and design work for a new Natural Resources Building.

The various Health Centers in the service area received various upgrades included new building environmental control systems and boilers, common area upgrades, security systems and new flooring.

Mitigation Action Funds were used to purchase a 2024 International Harvester Dump Truck/Snowplow at a cost of \$185,769.

Completed in 2022, the Industrial Warehouse is now home to two outside tenants. This project was funded with a Federal Economic Development Administration Grant of \$3,276,000, a \$250,000 grant from the Michigan Economic Development Corporation and

Table A-1

	Governmental		Business-type		Total	
	Activities		Activities			
	2023	2022	2023	2022	2023	2022
Current and Other Assets	\$ 290,643,174	\$ 309,510,634	\$ 37,118,875	\$ 33,413,844	\$ 327,762,049	\$ 342,924,478
Capital Assets	71,963,140	63,276,405	110,578,160	105,119,815	182,541,300	168,396,220
Deferred Outflows of Resources	475,855	317,597	-	-	475,855	317,597
Total Assets	\$ 363,082,169	\$ 373,104,636	\$ 147,697,035	\$ 138,533,659	\$ 510,779,204	\$ 511,638,295
Current Liabilities	\$ 169,093,828	\$ 220,929,108	\$ 9,951,523	\$ 13,578,946	\$ 179,045,351	\$ 234,508,054
Noncurrent Liabilities	28,800,984	30,471,902	38,826,431	40,978,837	67,627,415	71,450,739
Deferred Inflows of Resources	638,836	720,066	-	-	638,836	720,066
Total Liabilities	198,533,648	252,121,076	48,777,954	54,557,783	247,311,602	306,678,859
Net Position						
Net Investment in						
Capital Assets	66,073,162	56,535,772	102,676,548	103,419,326	168,749,710	159,955,098
Restricted	4,705,271	-	-	-	4,705,271	-
Unrestricted	91,245,943	61,447,788	(3,757,467)	(19,443,450)	87,488,476	42,004,338
Designated	3,000,000	3,000,000	-	-	3,000,000	3,000,000
Total Net Position	\$ 165,024,376	\$ 120,983,560	\$ 98,919,081	\$ 83,975,876	\$ 263,943,457	\$ 204,959,436

\$332,400 in tribal matching funds. Tribal infrastructure improvements made with Department of Transportation funds totaled \$1,139,036.

ARPA — use of funds in 2023

With the receipt of ARPA funds in 2021, the Sault Tribe formulated plans in each geographic unit of the tribe's seven-county service area to purchase or use existing tribal property and develop much needed housing and community centers. A parcel and building were purchased in Marquette County for \$1,200,000.

In 2022, ARPA funds were used to begin construction of 38 affordable housing units at various locations throughout the tribe's service area. The goal for this project is to provide community members another source of desirable housing alternatives. Units will be either placed on lots at Odenaang (housing development by Sault Tribe Housing Authority), Riverside Village Park or on a site chosen by the tribal member. As of Dec. 31, 2023, seven of these units were occupied. Total anticipated costs of the project is \$12.5 million with completion expected in 2024.

ARPA funds were also used to repurpose and upgrade existing buildings. Improved access, new HVAC systems, security enhancements and restroom renovations were among the uses of the funds.

Also in 2022, the Sault Tribe began to implement board-approved Housing and Community Center expansion projects. Each unit in the service area received funds to initiate the projects based upon the need developed in that unit. Buildings are being constructed in Manistique and Escanaba with occupancy in 2024. The total amount of ARPA funds estimated to be used for the two buildings is \$8 million.

ARPA funds were used to purchase three vans for the Elder Programs for \$209,985. These vans were special ordered to accommodate wheelchair access.

Another critical element of the ARPA funding is the provision for the computation of "revenue

loss." This is a calculation of the tribal-wide loss of revenues beginning in March 2020 with the onset of the COVID pandemic and initially ending at Dec. 31, 2020, and comparing it to 2018 and 2019 revenues. A similar computation was performed in years 2022 and 2023. The goal is to gauge the impact this loss of revenues had on the ability of the tribe to provide services to members and fund the administration of the organization and to use ARPA funds to supplement this loss in revenues. For 2023, the Sault Tribe was able to use \$14,301,099 of ARPA funds in this manner.

A number of projects were undertaken at the various tribal health centers using funds provided through ARPA. This included new exam room equipment, optical equipment, improved sanitizing systems, new HVAC and boiler systems, parking lot replacements, and so forth. A number of these larger projects were completed in 2023.

ARPA funds were also used by Kewadin Casinos in 2023 for various projects — completion of the parking lot improvements and chair replacement projects were the primary uses. The Sault location also began a major upgrade in 2023 that involved both exterior and interior renovations and will be funded in a large part with ARPA funds.

Enterprise Major Projects

Additions to the various casinos' land improvements, furniture and fixtures, equipment and right-to-use assets totaled \$8,130,542 with the major projects being the replacement of laundry equipment in the Sault, computer equipment and credit card devices, furniture and fixtures and slot machines at all five locations.

The Sault casino also completed a major overhaul of its Superior Side Parking Lot for a total cost of \$1,158,200. This included the infrastructure replacement and new paving.

Non-Gaming Enterprise funds procured additional properties, buildings and improvements along with equipment additions. Major activity included the relocation of the Gitchi's vehicle and modular home sales to an

expanded site. Major projects included additional billboard rental space, Gitchi's relocation and expansion of used vehicle/modular home lots, addition of one modular home for rent at Riverside Village. Northern Hospitality (flooring and furniture) sold its inventory to another flooring company and the building to its next door neighbor.

In January 2023, the MidJim Convenience Stores expanded to a third location with the purchase of the University BP outlet in Marquette. The strategic location is right across the street from the Northern Michigan University campus and will serve not only the students but tribal members.

The Property Management Enterprises continued their systematic program of roof and furnace replacements and interior renovations in 2023. The total 2023 additions to fixed assets were \$442,800 for DeMawating Development and \$325,000 for Sawyer Village. DeMawating sold the Malcolm Building during the year as it was determined to be an excess holding.

Sault Tribe Housing Authority fixed asset additions and improvements totaled \$3,017,194 and consisted of land improvements, building and structures, equipment and machinery and vehicles. The total invested in these areas was \$69,804,474 at the end of 2023. In addition, the Authority served a total of 126 tribal members under the Emergency Rental Assistance Program grant as part of ARPA. Total expenditures for this program were \$75,832 in 2023.

Also, the Housing Authority completed the construction of 12 units in 2023 under the 2023 American Rescue Program. The goal is to use these funds to construct a total of 40 units.

In addition to the renewal of funding for a host of tribal programs, new grant awards in 2023 consisted of the following expenditure amounts:

- USFWS — Aquatic Invasive Species: \$22,994
- TED Grant: \$359,094
- DOJ Stonegarden: \$43,626
- Expanding Public Health Force: \$80,000
- Overview of the financial

statements. The tribe has three kinds of funds:

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

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

Fiduciary funds — The tribe is trustee, or fiduciary, for its employees' pension plans. It is also responsible for other assets because of a trust arrangement — can be used only for the trust beneficiaries. The Tribe is responsible for ensuring that the assets reported in the funds are used for their intended purposes. All of the tribe's fiduciary activities are reported in a separate statement of fiduciary net position and a statement of changes in fiduciary net position. We exclude these activities from the tribe's government-wide financial statements.

See "Financials," Page 6

Sault Tribe's 2023 governmental financials, continued

From "Financials," Page 5
 cial statements because the Tribe cannot use these assets to finance its operations.

FINANCIAL ANALYSIS OF THE TRIBE AS A WHOLE

Net position. The tribe's combined governmental and business-type net position was \$263,943,457 for 2023.

(See Table 1.)

\$66.1 million of governmental assets are invested in capital assets (land, buildings and equipment) with \$102.7 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 \$270 million. (See Table 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 \$206 million and included both governmental and member services along with business-type operating costs excluding transfers and taxes.

The tribe was able to cover the current year's costs for programs and services of governmental operations through revenues. 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 increased 3.4%, while total expenses decreased 2.2%.

Revenues for the Tribe's business-type activities increased 19.8%, while total expenses decreased 8.9%.

Governmental Activities

Table A-2 presents the cost of each of the tribe's five largest programs—health and welfare, public safety, recreation and culture, education, and general government as well as its judicial services, public works and interest expense.

The cost of all governmental activities this year was \$109.1 million.

The cost of those services was paid from the following:

- Taxes of \$9.08 million
- Charges for services of \$40.4 million.

- Operating and Capital Grants of \$93.6 million.

- Component unit distributions of \$937,000.

- Interest, dividends and other revenues of \$12.8 million.

The increase in governmental net position for 2023 was \$44 million.

Business-type Activities

Revenues of the tribe's business-type activities were \$113.8 million and expenses were \$97.2 million. (Refer to Table 2). Business-type activities provide all of the governmental tax revenues, and the increase in net position for the businesses in 2023 was \$14.9 million after taxes.

As the tribe completed the year, its governmental funds reported a combined fund balance of \$79.7 million, an improvement in combined fund balance of \$46.1 million from

2023. 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 \$2.8 million.

\$6.1 million net was transferred in from other activities to the General Fund, a decrease of 33% from 2022.

General Fund Budgetary Highlights

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

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

- Amendments and supplemental appropriations are approved as needed by the 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 \$3.9 million less than the final budgeted General Fund amounts. The actual excess of revenues over expenses and other uses was \$2.5 million less than the final budget anticipated. This is due, in part, to lower tax and other revenues, less debt service costs and lower transfers in than the final budgeted amounts.

The most significant variances were as follows:

- Tax revenues were significantly lower and this was offset by other financing sources.

- Debt service costs were less.

- General government costs were less.

- Other financing uses of funds were less.

Capital Assets

At the end of 2023, the tribe has invested \$182,541,300 in a broad range of capital assets, including land, machinery and equipment, buildings, roads, and

vehicles. (See Table 3.)

The principal change in capital assets consists mainly of land and equipment purchases.

Long-Term Debt

At year end, the tribe had approximately \$10.3 million in notes payable. There was no governmental debt at year end and Internal Service debt decreased by \$851,000.

Economic factors and next year's budgets and rates

These indicators were taken into account when adopting the General fund budget for fiscal 2024. The amount appropriated in the General Fund budget for operations is \$17.7 million, which is a 1.3% increase from final fiscal 2023 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 2024 budgeted expenditures are for direct services, consulting and subcontracting, and expansion of mem-

ber services. If these estimates are realized, the tribe's budgetary General Fund balance is expected to remain steady by the close of fiscal 2024.

As for the tribe's business-type activities, we expect that the 2024 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.

If you have questions about this report or need additional financial information, contact the Sault Ste. Marie Tribe of Chippewa Indians Administration Office, 523 Ashmun, Sault Ste. Marie, MI 49783.

Table 2

	Governmental Activities		Business-type Activities	
	2023	2022	2023	2022
Revenues				
Program Revenues:				
Charges for services	\$ 40,363,414	\$ 31,152,361	\$ 110,808,406	\$ 94,827,553
Operating grants and Contributions	88,393,245	101,917,920	-	-
Capital grants and Contributions	5,230,767	1,782,412	-	-
General Revenues:				
Taxes	9,078,428	9,379,280	-	-
Interest/Dividends	12,934,772	4,226,060	381,738	112,959
Component unit distributions	937,500	3,200,000	2,562,500	-
Other	(71,600)	-	44,179	-
Total Revenues	\$ 156,866,526	\$ 151,658,033	\$ 113,796,823	\$ 94,940,512
Expenses				
Gaming Authority	\$ -	\$ -	\$ 69,278,338	\$ 85,745,567
Other	-	-	27,934,931	21,015,886
Judicial	1,771,188	1,649,905	-	-
Education	11,618,378	10,816,725	-	-
Health and Welfare	70,283,598	73,128,002	-	-
Recreation and Culture	3,101,437	2,794,986	-	-
Public Safety	3,687,477	4,778,965	-	-
General Government	13,977,616	12,182,640	-	-
Public Works	1,462,294	2,959,156	-	-
Interest Expense	3,116,546	3,171,817	-	-
Total Expenses	\$ 109,018,534	\$ 111,482,196	\$ 97,213,269	\$ 106,761,453
Excess	\$ 47,847,992	\$ 40,175,837	\$ 16,583,554	\$ (11,820,941)
Gain (loss) on Disposal of Capital Assets	-	6,750	-	-
Transfers	(3,807,176)	(5,061,981)	3,807,176	5,061,981
Taxes	-	-	(5,448,464)	(5,710,221)
Change in Net Position	44,040,816	35,120,606	14,942,266	(12,469,181)
Net Position - Beginning (as restated)	120,983,560	85,862,954	83,976,815	96,445,057
Net Position - Ending	\$ 165,024,376	\$ 120,983,560	\$ 98,919,081	\$ 83,975,876

Table 3

Tribe's Capital Assets - At Cost

	Governmental	Business-type	Governmental	Business-type
	Activities	Activities	Activities	Activities
	2023	2023	2022	2022
Land and improvements	\$ 29,815,933	\$ 12,094,251	\$ 24,485,517	\$ 11,170,384
Construction in progress	9,914,691	9,399,230	8,137,814	6,540,939
Buildings and equipment	119,696,634	260,256,600	112,089,166	250,800,397
Less: accumulated depreciation	(87,464,118)	(171,171,921)	(81,436,092)	(163,391,905)
Totals	\$ 71,963,140	\$ 110,578,160	\$ 63,276,405	\$ 105,119,815

Tribal Court 2023 accomplishments, 2024 goals

One of the most important aspects of our tribe's sovereignty is the exercise of jurisdiction through the tribe's judicial system. It is the Tribal Court's responsibility, and therefore that of the Judge and Court Administrator/Magistrate, to adjudicate the cases that come before it. Our Tribal Court hears a wide range of cases, as authorized by our Tribal Code, including child welfare, juvenile delinquency, adult criminal, conservation, landlord-tenant, general civil lawsuits, and personal protection orders. In addition, the court exercises special tribal criminal jurisdiction over non-Natives. Appeals from the trial level court's decisions can be filed with the Tribal Court of Appeals. The trial level Tribal Court consists of the Chief Judge, the Court Administrator/Magistrate, the Court Clerk, the Deputy Court Clerk, a Probation Officer, Specialty Court Coordinator, and a part-time Field Surveillance Officer/Bailiff.

Court Administration

In 2023, 454 new cases of various case types were filed in Tribal Court. The Court held 1,484 total hearings during 2023, including arraignments, pre-trials, motion hearings, plea hearings, bench trials, jury trials, sentencing, dispositional review hearings, and permanency planning hearings. While the majority of hearings took place in Sault Ste. Marie in the George K. Nolan Judicial Building courtroom, over one-third of the hearings were held by Zoom video-

conference to allow litigants (and attorneys) to appear for court remotely from locations within the service area, and even across the country, including from jails and prisons. In addition, the Court issued about 2,500 Court orders and opinions the past year. In 2023, the Court was able to hold three adoption hearings and finalize five permanent juvenile guardianships this year as well, which are always among some of the most joyful days at the court.

Probation Department

The safety of individual victims and the community is the foundation of the services of the Tribal Court Probation Department. Those services are tailored to the individual needs and circumstances of each probationer and are intended to facilitate accountability, while providing opportunities for personal growth. In 2023, 46 adults and 15 juveniles were sentenced to terms of probation with Tribal Court and were ordered to complete services. The Court made significant use of electronic monitoring devices like GPS tethers and Soberlink devices in lieu of placing offenders in jail, and probation staff still conducted 849 drug screens and 745 preliminary breath tests of probationers, drug court clients and defendants on bond. This year, Tribal Court probationers and Drug Court participants completed 734 total hours of work service in and around the community.

Tribal Court operated the Gwaiak Miicon Drug Court for the 23rd consecutive year. Drug

Court is a program for offenders who have substance use disorder and who are at high risk of engaging in further criminal conduct without intervention. Drug Court, as a treatment court, combines Court oversight with substance abuse treatment services to focus on the reasons an offender engages in criminal activity. If, as a tribal community, we can treat the "why" someone commits crime, we can reduce crime. Each week a team of service providers from the tribal criminal justice and treatment systems, defense attorney, prosecuting attorney, behavioral health treatment providers, law enforcement, peer recovery coaches, and judicial staff, meets prior to each review hearing to discuss how each client is doing and determine if there should be updates to their services, any sanctions imposed to address non-compliance, or any incentives handed out to reward and promote compliance. In 2023, we held one graduation ceremony at the Court to celebrate our participant's successful completion of the program and their continued sobriety.

The Court continued its Domestic Violence (DV) Court program this year for offenders convicted of abusive crimes against an intimate partner. DV Court is a specialized docket that allows the justice system to have intensive oversight on cases, enhances victim safety, and holds offenders accountable while offering them rehabilitative services to deter repeat offenses. Participants must attend frequent

Court review hearings, attend Men's Group, complete a behavioral health assessment and treatment if recommended, and write a series of essays on power and control. Tribal Court Probation Staff trained in the Men's Education Group Duluth Model facilitate the weekly group. The curriculum is 26 weeks, and the Court also incorporates cultural teachings and two sweat lodges into its program through collaboration with Traditional Medicine. Tribal Court and ACFS clients attend, and the Court also accepts referrals from state court and Bay Mills Tribal Court for a fee.

Other 2023 Accomplishments

Tribal Court staff regularly participated in community events in 2023 and also served on many community workgroups and committees focusing on tribal and community justice issues.

The Chief Judge sat on the board of directors for Families Against Narcotics (FAN) of Chippewa County. Court Administrator/Magistrate served the tribe on the national VAWA Inter-Tribal Work Group and the Chief Judge served on the board of directors for the Michigan Association of Treatment Court Professionals, the Michigan Tribal State Federal Judicial Forum, and the Michigan Supreme Court Child Welfare Leadership Workgroup.

Sept. 21, 2023, Tribal Court and Behavioral Health again partnered to host the Tribe's 13th annual Recovery Walk to celebrate those in recovery and

to recognize the strength of our local recovery community. The walk started with a prayer by Traditional Healer Gerard Sagassige. Participants walked through the reservation and returned to the Big Bear Arena for dinner, games, and prizes. Many people took to the microphone to share their stories of recovery. Since 2011, we have held the Recovery Walk every September, National Recovery Month, to celebrate those in recovery, to recognize the strength of our local recovery community, and to spread the message that recovery is possible.



Tribal Court Goals for 2024

Advocate to increase jurisdiction of the Tribal Court under the Tribal Law & Order Act, which would increase the maximum criminal penalty for a crime from 1 year to 3 years confinement.

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.



Court Administrator/Magistrate Traci Swan was among the attendees at the December 2023 ITWG meeting.



The Ince Family continues to grow their crew and become permanent Guardians in Tribal Court



March 2023 Gwaiak Miicon graduation ceremony.



The Pavlat family become permanent guardians in Tribal Court.

Natural Resources Program Highlights in 2023

NATURAL RESOURCES

In 2023, Natural Resources Programs were restructured to work together under one division to ensure Environmental, Fisheries, and Wildlife Programs coordination, collaboration and growth. The division is tasked with strategic planning and coordination to develop long-term visions, goals, and objectives to expand the tribe's stewardship of lands, waters, plant, fish, wildlife, and other relatives across the service area, 1836 Treaty Ceded Territory, and the broader region. At the end of 2023, the tribe hired a Natural Resources Division Director to oversee the programs and work toward these aims.

The Natural Resources Division's mission is to protect, enhance, and support resilient ecological communities and our members' intergenerational rights, relationships, and responsibilities within these ecological communities.

The division's vision is to serve as leaders in collaborative stewardship within the Great Lakes region to ensure ecological resilience and sustainable relationships, honoring those who came before us and providing for those yet to come.

The Natural Resources Division centers Anishinaabe understandings of ecological communities, which are dynamic communities of air, waters, soils, swimmers, crawlers, flyers, and other living beings. We recognize that our first family of fish, wildlife, and other elder relatives have provided for our survival and well-being throughout our existence. We recognize that as younger kin, we are responsible for respecting and supporting their well-being.

As a Division, we fulfill these responsibilities through robust Anishinaabe and Western science-informed assessments, monitoring, and adaptive management; tribal regulations and laws that embody these principles; inter-governmental and inter-organizational coordination and management; and tribal and wider community outreach and engagement.

ENVIRONMENTAL PROGRAM HIGHLIGHTS

The Environmental Program encompasses four smaller programs: drinking water, surface water quality, brownfields, aquatic invasive species, and air quality. The Environmental Program achieved several milestones throughout the year.

Water Quality

Environmental Program staff conducted monthly bacteriological water samplings, 96 at key locations across the service area, including Christmas Casino, Manistique Casino, Wetmore Housing, Manistique Housing, Hessel Housing, and Manistique Health Center. One-time samplings for Volatile Organic Compounds (VOC) and Per- and Polyfluoroalkyl Substances (PFAS) were conducted across all sites.

Non-Local Species

The program guided an AmeriCorps National Civilian Community Corps (NCCC) team for six weeks focusing on invasive species removal, extracting over 11,200 pounds of wild parsnip



Young whitefish reared and ready to be released.

from Odenaang, 340 pounds of purple loosestrife from the end of 9-mile (Chippewa County), 170 pounds of frog-bit from the 18-mile (Chippewa County) wetland, and 250 pounds of spotted knapweed from Whitefish Point.

Air Quality

The program managed and operated a National Atmospheric Deposition Program (NADP) site, conducted 12 indoor air quality assessments in tribal member homes, and saw a team member appointed to the National Tribal Air Monitoring Steering Committee. Sault Tribe is the co-lead with another Tribe in editing and publishing the annual Region 5 Tribal Air Resource Journal.

Brownfields

In a collaborative effort with Michigan Tribal Brownfields personnel, Environmental Program staff presented "Protecting Treaty Resources and Spill Response Planning" at the No Spills Conference in Traverse City. Field site visits were conducted on all properties to ensure no dumping or contamination activities were occurring on tribal lands. Environmental Program staff worked on drafting tribal code to protect tribal lands, waters, and membership from illegal dumping.

FISHERIES PROGRAM HIGHLIGHTS

The Fisheries Program is responsible for carrying out the fisheries management components outlined in the 2007 and 2023 Decrees. The program takes part in interagency collaboration in fisheries management and emphasizes rigorous harvest assessment, adaptive ecosystem management, and proactive public engagement. Our enhancement operation includes both a learning and research component focused on Atikameg (Lake Whitefish) and a production component with Ooga (Walleye).

Inter-agency Activities and Collaborations

Sault Tribe continues to be a strong voice in co-management of

natural resources and biological management committees across the 1836 Treaty territory and the Great Lakes region. Staff serve on numerous committees protecting treaty rights including Technical Fisheries Committee (TFC), Modeling Subcommittee (MSC), and Lakes Huron, Superior, and Michigan Technical Committees.

Fish donations

In 2023 the Fisheries Program took fish caught in assessment surveys to the processor we worked with this year, Massey Fish Company, which cleaned, smoked, made pate, or filleted the fish. Fifty-eight pounds of smoked fish, 210 pounds of fillets, and 40 pounds of pate were professionally packaged and brought to the Nokomis-Mishomis Building for the Elder Meal Program.

Fisheries Enhancement: Ooga (Walleye) rearing

Sault Tribe has been conducting walleye rearing for over 30 years. As of 2023, over 19 million walleye were raised and released into treaty waters. Walleye rearing takes place at the Barbeau Fish Culture Facility, equipped with a hatchery building and two ponds.

Walleye brood stock were collected from Potagannissing Bay when the ice melted in 2023. The program met all of its stocking goals and stocked over 1.4 million fingerlings including 503,287 fish in the St. Mary's River, 302,194 in St. Martin's Bay, 150,847 in the Cheboygan River, 77,894 in Epoufette Bay, and 398,808 in inland lakes, including 360,808 in Black Lake. Additionally, 500,000 walleye fry were stocked into the Tahquamenon River.

Fisheries Enhancement: Atikameg (Lake Whitefish) rearing

The Fisheries Program has been managing an experimental Lake Whitefish rearing program since 2018, fully funded by the Great Lakes Restoration Initiative through the BIA. Two

main focuses of the project in 2023 were to raise whitefish in an earthen pond and to explore new methods for restoring river-spawning whitefish. In 2023, the program continued to rear whitefish in the Odanaang pond through the fall, producing 6,113 fall fingerlings. The fish were of good size and health and released at Harbor Springs.

In the fall of 2023, staff employed several stocking strategies for restoration to identify the best methods for restoration. Fertilized eggs were placed in a commercial in-stream incubator (Jordan-Scotty) and secured to the bottom of the Carp River. The incubators were periodically monitored, and larval drift netting was conducted to collect emerging fry. Summer fingerlings were stocked into the Pine River in early June, and their presence was evaluated using shocking and larval tows, which produced fish nine days after stocking.

Sault Tribe continues to be a leader in fisheries management in the region. Every year, Program staff conducts fisheries independent surveys across Lakes Superior, Huron, and Michigan. This is a great undertaking that requires extensive effort and resources. Our Gigoonh (fish) community survey encompasses a larger spatial area and involves more net lifts and samples than all other tribes combined.

Commercial Surveys

Sampling the commercial harvest is an important aspect of Great Lakes fishery management. These data provide essential biological information on the fish being harvested and have many uses. For example, these data provide input for the MSC models to inform harvest limit decisions. Details on lamprey marks are shared with the Great Lake Fisheries Commission to help assess the effects of lamprey across three Great Lakes. Staff sample commercial fishers in the northern Lower Peninsula, in the

Upper Peninsula from DeTour to Nahma, and in Lake Superior.

Catch Reporting

The Fisheries Program uses tribal member commercial and subsistence catch reports to help monitor Great Lakes fish populations and the Inland Harvest Report to track inland fish populations. Additionally, the Fisheries Program manages myriad reporting requirements for the 2023 and 2007 decrees, working with fishers, handling data, and reporting the results as required.

Aquatic invasive species survey

When non-local species are harmful, western science dubs them Aquatic Invasive Species (AIS). This is the first year the AIS survey has been conducted over four seasons (defined by water temperature). This collaboration with tribal, U.S. federal, state, and Canadian agencies continues to yield important insights in the St. Mary's River and is likely the best line of defense against new invasive species.

In total, over 4,364 fish from 32 different species were caught and assessed in this effort. A single invasive Eurasian Ruffe was caught by Sault Tribe. This led to subsequent captures and removal efforts by partner agencies.

River coregonine surveys

The Fisheries Program has begun surveying rivers for whitefish and other coregonines migrating to spawn, linked to experimental whitefish rearing. Historically, river-run whitefish were vital for the population and easier to harvest, but heavy logging in Michigan led to their decline due to increased temperatures, sediment and destruction of spawning sites. During these river surveys, coregonines were only found in the Munuscong River, where lake herring were caught. Most fish caught were non-local Pacific salmonids. Notably, a potential coaster brook trout, a

See "NRD," page 9

Natural Resources *Wildlife* 2023 Highlights

From “NRD,” page 8

native species, was captured in a Lake Huron tributary. This was the only brook trout found, which highlights the effects of non-native species on native brook trout.

ROV/Deepwater

In 2022, Sault Tribe purchased and began using an underwater remote operating vehicle (ROV) to better understand and visualize fish in their habitats. In year one, staff focused on the deepwater (up to 400 feet) fish community in Lake Michigan and found a lake bed completely carpeted by invasive dresenid mussels. In 2023, Sault Tribe performed deep water ROV, gill net, zooplankton, and benthic surveys in Lakes Huron and Michigan, to better understand the ecosystem post-dresenid invasion. Staff also examined potential Lake Whitefish spawning reef sites in northern Lake Huron.

Lab Work

Winters are filled with studying the samples collected during the field season and repairing gear. In 2023, 12,326 samples were collected across Lake Superior, Huron, and Michigan with 2,608 structures from fish aged. Additionally, staff inspect otoliths (ear bones) from captured Ogaa, and look for special marks that denote a Sault Tribe hatchery origin.

Outreach and Communications

The Fisheries Program collaborated with the Sault Ste. Marie Convention & Visitors Bureau to support two walleye and two bass tournaments. The team delivered presentations at the Spring Fisheries Workshop in Cedarville and the St. Mary’s River Walleye Club. At an American Fisheries Society Meeting staff presented a scientific talk and moderated a tribal welcome event. Additionally, staff gave three presentations at the 2023 Native American Fish and Wildlife Conference. They also joined the Boat-To-School initiative with Michigan Sea Grant and Joseph K. Lumsden School to educate students on sustainable fisheries and aquatic ecosystems.

WILDLIFE PROGRAM HIGHLIGHTS

Assessing Sault Tribe Inland Harvest

In 2023, Sault Tribe issued 57,678 individual harvest permits to 4,339 Sault Tribe members to exercise treaty rights within the 1836 Treaty Territory. Of license holders, 4,003 members selected a hunting harvest license (includes hunting, inland fishing, and gathering), while 336 members selected a non-hunting harvest card (includes inland fishing and gathering).

Each year, tribal members must submit an inland harvest report, detailing everything they harvested using their tribal inland harvest card. The Wildlife Program compiles these reports and creates an annual inland harvest and effort summary, which is made available to the public each summer on the Natural Resources Division webpage at www.sault-tribe.com. The Wildlife Program uses this data to monitor populations, inform program priorities for management, and to affect federal and state management.



The tribe and USFS using prescribed fires to re-establish fire to fire-dependent ecosystems.

Understanding Ecological Response to Fire

Since 2019, Sault Tribe Wildlife Program has collaborated with the US Forest Service to re-establish ishkode (fire) to fire-dependent ecosystems within the 1836 ceded territory, which have experienced decades of fire suppression. This project is informed by our member and local Anishinaabe Knowledges, including respectful relationships with fire and the types, applications, and seasons of ishkode in the Ceded Territory. We focus on collaborative approaches to adaptive management and effective co-stewardship of federal lands from Anishinaabe and western science frameworks, specifically using ishkode to benefit 62 wildlife relatives including deer, wolf, snowshoe hare, white cedar, ruffed grouse, spruce grouse, and sharp-tailed grouse. We continue to use and adapt the “Inter-agency Fire Stewardship Plan,” which was first developed in 2022.

In 2023, the Wildlife Program increased our assessment effort toward spruce grouse and ruffed grouse. Four spruce grouse and two ruffed grouse were fitted with GPS solar backpacks that collect GPS coordinates every hour to inform fine-scale habitat usage. This fine-scale movement data will help to inform future fire prescriptions on the Hiawatha National Forest to manage habitat for both ruffed and spruce grouse. Continuing to monitor and understand the importance ishkode plays in the boreal ecosystems our animal relatives rely on is a top priority.

Ma’iingan (Gray Wolf) Assessment

Ma’iingan (gray wolf) maintains important roles in our Creation story and in the ecology of remnant boreal ecosystems. Ma’iingan play a vital role in maintaining balance across ecosystems. In areas where waawaashkeshi (white-tailed deer) are overabundant, increased ma’iingan densities have a positive impact on the kinds and numbers of trees and other plants present, carbon cycling, and habitat for other wildlife. Ma’iingan’s ecological and cultural roles have made them one of the most polarizing species in the northern Great Lakes region. The state of Michigan’s management has



Grouse transmitter.

focused on minimum abundance estimates, leaving gaps in our understanding of ma’iingan, with proposed wolf hunts.

To address the gaps in knowledge, the Wildlife Program has partnered with federal, state, and tribal entities, to develop a coordinated effort in understanding the ecological dynamics associated with ma’iingan. The Wildlife Program seeks to combine previous knowledge with newly collected data on ma’iingan movement, distribution, habitat use, and population dynamics to understand the relationships between waabooz (snowshoe hare), waawaashkeshi, ma’iingan, and giizhik (northern white cedar). The Wildlife Program is working to develop a population monitoring process for ma’iingan that utilizes multiple data sources and consolidates efforts between state, federal, and tribal agencies. These goals align with the Interagency Fish and Wildlife Management and Adaptive Ecosystem Management portions of the Wildlife Program’s Strategic Plan.

To accomplish these goals,

Wildlife Program, in partnership with other agencies, trapped, collared, and completed health assessments on ma’iingan in the Hiawatha National Forest. To compliment these efforts, camera surveys and snow track surveys were also conducted. These methods will help us to develop a deeper understand of ma’iingan movement, distribution, habitat use, and population dynamics on the landscape along with abundance, density, and pack sizes.

In 2023, the Wildlife Program successfully trapped and collared one individual. Location and movement data on this individual began immediately and will continue for the foreseeable future. The two wolves collared in 2022 provided thousands of data points. Monitoring of wolves with cameras, track surveys, and GPS collars will continue to be a priority for the Sault Tribe Wildlife Program.

Manoomin (Wild Rice) and Coastal Wetland Restoration

The Wildlife Program has been involved in invasive species management and coastal wetland restoration for over a decade. This

work has focused on innovative invasive species management and monitoring, restoration of coastal wetland vegetation, and determining the impacts of coastal wetland composition and structure for wildlife, including secretive marsh birds and waterfowl. The Wildlife Program treated roughly 20 acres of aquatic invasive species from the St. Mary’s River shorelines and mapped detected invasive populations along all public lands bordering the river’s middle portion (Dunbar to Raber) in 2023.

In 2023, the Wildlife Program continued monitoring marsh birds and waterfowl occupancy in the St. Mary’s River. The program completed three rounds of secretive marsh bird call back surveys at 28 sites across the St. Mary’s River. Waterfowl counts took place at five different locations across the fall migration’s span.

The Wildlife Program also continued efforts to restore manoomin (wild rice) to coastal wetlands in the St. Mary’s River, and specifically to the Munuscong Bay area. The Wildlife Program seeded an experimental manoomin restoration site for the sixth consecutive year, with the intention of continuing to learn from this experimental restoration site over time. We expanded on these efforts by working to understand manoomin restoration feasibility in the St. Mary’s River at multiple coastal wetland sites. The Wildlife Program seeded 13 acres in Munuscong Bay, Bay De Wasai, Shingle Bay, and Round Lake with manoomin – including a fall 2023 community event, where Sault Tribe members and Program staff seeded Munuscong Bay with manoomin together, with plans to expand restoration efforts further in 2024.

Inter-agency Activities and Collaborations

In addition to harvest management and wildlife assessments, the Wildlife Program engages in several inter-agency workgroups and committees. During 2023, Wildlife Program staff held leadership roles in the Wildlife Technical Committee, Interdisciplinary Teams with the Hiawatha National Forest, the Wildlife Society Michigan Chapter, and the Michigan Wild Rice Initiative. Wildlife Program staff helped to host the 2023 Native American Fish and Wildlife Society Conference, presenting talks and leading field trips to our project sites on tribal and federal lands.

Outreach and Communications

The Sault Tribe Wildlife Program regularly shares information regarding ongoing harvest management and assessment work through Sault Tribe’s newspaper as well as social media. You can find the Wildlife Program, along with the rest of the Natural Resources Division at the Seven Generations social media pages (Facebook: Sault Tribe Seven Generations and Instagram: Sault Tribe Seventh Generations). Wildlife Program maps, applications, and guides can also be found on www.sault-tribe.com.

2023 Membership Services, other programs

The Assistant Executive Director's office oversees membership services and special programs such as Membership Liaisons, the Youth Development Fund, the Children's Christmas Parties, the Sault Tribe Golf Scholarship Classic, the Sault Tribe Internship program, and, in 2023, the 50th Anniversary Grand Assembly.

Anishnaabek Community and Family Services (ACFS)

ACFS opened the doors of "Bawasendam Gamigong," Lodge of Hope, on Aug. 2, 2023. The transformational shelter is a 21-room facility that provides homeless members throughout the seven-county service area with emergency shelter.

The Advocacy Resource Center's (ARC) Emergency Temporary Domestic Violence Shelter, the "Aakdehewin Gaamig," Lodge of Bravery, underwent renovations during 2023 that included improvements to the shelter's ADA bathroom, the shelter kitchen electrical outlets, and the back-porch steps. Shelter improvements also included installing new flooring, repairing leaning exterior light poles, upgrading the exterior security system, and replacing the shelter's exterior perimeter fencing.

Legislatively, there were significant changes that positively impacted tribal children and families. The U.S. Supreme Court issued a ruling on the Brackeen v Haaland case that upheld the Indian Child Welfare Act (ICWA). In Michigan, Governor Whitmer signed the GAP Legislation that created equal access to guardianship assistance funds for tribal children in Michigan.

FDPIR approved a \$200,000 Nutrition Education grant that runs until Sept. 30, 2024. The funding provided Hydroponic Gardens to USDA Food Commodities participants as well as funding for Nutrition Education Videos.

Education

In 2023, Sault Tribe Early Childhood Education served a total of 175 children including 114 preschoolers and 61 infants and toddlers from 143 families. The Child Care Center provided full-day, full-year services for 66 children.

In 2023, Early Childhood Education entered into a new 5-year partnership with Bay Mills Community College to provide financial support to team members enrolled in Early Childhood Education courses through the HOPEE grant which is funded through the Office of Head Start. This provides tuition for up to two classes per student per semester.

During 2023, Youth Education & Activities (YEA) provided services to 4,237 students, making 14,335 student contacts throughout the year. This is an increase in student contact of 1,691 from 2022. We provide these services across our seven YEA sites which include Sault Ste. Marie, Rudyard, Hessel-Cedarville area, St. Ignace, Manistique, Escanaba and Munising.

In 2023, the Sault Tribe Higher Education Program provided financial and technological support to Sault Tribe members completing post-secondary education, awarding 51 scholarships, 46 need-based grants and 349 self-sufficiency incentive awards.

In 2023, the Workforce Innovation and Opportunity Act (WIOA) provided employment and training services to 98 participants in the following areas: On-the-Job Training, Work Experience, Summer Youth Employment, Classroom Training and Elder Employment.

Elder Services

In 2023, Elder Services made 87,159 total contacts with tribal elders related to meals, homeware, transportation and outreach.

In 2023, Elder Services received approval to purchase additional wheelchair vans to increase transportation of Elders across the service area.

In 2023, Elder Services was able to reinstate the annual summer picnics and hosted MIEA conference at Kewadin Casinos Sault Ste. Marie in the fall

Multiple Elder Holiday Parties were held throughout the service area in November and December. Parties were held in Sault Ste. Marie for Unit I, II & III, in Manistique and Escanaba for Unit IV and in Munising and Marquette for Unit V.

Language & Culture

A successful sugar bush season lasted over a month with many tribal visitors, including school groups numbering over 400 altogether.

Snow Snake making workshops were held followed by a Snow Snake tournament with 100 participants competing in the tournament.

Reviving an old tradition, a canoe build was held at the Mary Murray Culture Camp on Sugar Island.

The Aanishinaabmowin Language Conference featured a variety of workshops, including a number of fluent elders that participants were able to interact with.

Recreation

Recreation developed and implemented the 25th annual Youth Spring League. The league registered players from the Sault, Rudyard, Hessel, Dafter, Barbeau, Brimley, Kincheloe, Pickford, Cedarville, Moran, Engadine, Newberry, Manistique, McMillan and St. Ignace. Additionally, there were players from Ontario, including the Sault and Garden River.

The facility hosted a variety of school skates, fun days and luncheons. Schools and organizations in the EUP reward their students and members with extra-curricular activities.

Open House-The Big Bear Arena was showcased by offering activities such as a Totzone, Youth Carnival, Ice Skating, Fitness Center Day Passes, Track Usage and a Nutritional Snack. There were 82 attendees.

Indigenous Games-Dan Ninham presented morning and afternoon sessions of indigenous games for the community. Activities took place in the



GAP legislation created equal access to guardianship assistance funds for tribal children in Michigan.



Big Bear Arena activities during the 2023 50th Anniversary Grand Assembly.



dry floor arena due to weather. During the four sessions, there were 75 attendees, including the Summer Recreation Program, YEA and the community.

The Boo in the Soo hockey tournaments returned to the Big Bear Arena after a 3-year hiatus due to the COVID pandemic.

Repatriation & Historic Preservation

Repatriation & Historic Preservation achieved repatriation and reburial of 24 ancestors and their belongings; consultation with the U.S. Army Corps of Engineers for the removal of the Obelisk from Brady Park and consultation on renaming traditional cultural landscapes and creation of a pronunciation guide in conjunction with the U.S. Geological Survey.

Membership Liaisons

Three membership liaisons work to assist with membership issues and concerns and although they are located at sites across the service area, they serve all tribal members. During 2023 the three liaisons responded to 913 inquiries from members.

Youth Development Fund

The Youth Development Fund provides funds to Sault Tribe Youth living in the 7-county service area for activities based

on the tribal strategic direction of the medicine wheel, including academic/intellectual, physical, emotion and cultural/spiritual. In 2023, the fund provided \$29,952.14 to 242 tribal youth.

Children's Christmas Parties

The Sault Tribe received \$73,510.56 in donations for the 2023 Children's Christmas Parties, of which over \$46,000 came from ticket-in, ticket-out donations from Kewadin Casinos customers. Parties were held in Sault Ste. Marie, St. Ignace, Hessel, Newberry, Manistique, Escanaba, Munising and Marquette, providing gifts to over 2,500 participants.

Sault Tribe Golf Scholarship Classic

The 22nd Annual Sault Tribe Golf Scholarship Classic was held on July 28 and raised \$96,443.79 in sponsorships. Since the inception in 2001, the Classic has raised over \$1 million for the education fund and has distributed over 400 scholarships to Sault Tribe students to further their education.

Resolution #2022-194 was passed on June 27, 2022, which permanently endowed all funds raised from the Golf Scholarship Classic, allowing the Sault Tribe to increase the number of scholar-

ships disbursed. By endowing the funds, the tribe is able to disburse 5% of the fund each year and in 2023 was able to increase the number of scholarships funded from 27 in 2022 to 51 in 2023.

50th Anniversary Grand Assembly

In honor of being federally recognized in September 1972 and reaching our 50th anniversary the Sault Tribe celebrated with a two-day Grand Assembly in June 2023 held at the Niigaanagizhik Building and Chi Mukwa Community & Recreation Center.

In addition to program informational booths, members had the opportunity to participate in a variety of activities including black ash basket making, Indigenous games, kids crafts, Elder interviews, and a keynote speaker and book signing event with best-selling author and tribal member Angeline Bouley.

Sault Tribe Internship Program

Eight Sault Tribe college students participated in summer internships placed throughout the tribal organization. During their 10-weeks, they received practical experience related to their course of study, and participated in a variety of tribal events and learning sessions.

Language & Culture 2023 accomplishments

ANNUAL EVENTS

New Year's Eve Sobriety

Powwow has been held in the Sault for over 35 years as an alternative way to celebrate the New Year. Feasting next door at Niigaanagizhik Building, prizes drawn every hour, spot dances, honorarium for dancers, drum split for visiting drums, several giveaways, and craft vendors welcome with no fees. Snacks, desserts, and drinks provided later in the evening. Special midnight dances to bring in the New Year.

Honor Our Veteran's

Powwow is held near Veteran's Day on Nov. 11. In 2023, there was not enough room in Kinross, so the powwow was moved to DreamMakers Theatre in Kewadin Casino. The powwow hosted nine drums that came to honor our warriors.

Seasonal Ceremonial

Gatherings are held in the spring, summer, fall and winter. Pipe carries and elders young and old are brought together representing the four directions to share teaching of Anishinaabe Bimaadiziwin (way of life).

Jiibay Feast was historically held in families' homes, but today it is offered at Niigaanagizhik Ceremonial Building for the community around the end of October. This is an opportunity for families to come and offer favorite foods to their family members who have passed away and all ancestors. There are still a few families who practice this feast at home and we encourage the traditional practice also.

Corn to Hominy Camp is traditionally held at the Cultural Camp on Sugar Island, but this year we took it on the road to Hessel, Newberry and the Niigaanagizhik Building in the Sault. Indigenous corn used by ancestors was a staple food but had to be cooked to remove the outer shell on the kernel. The corn can then be dried for storage. When boiled in a stew or soup it becomes what we call hominy today.

The 41st Annual Baaweting Homecoming Powwow was celebrated in 2023. Baaweting (Sault Ste. Marie) has been the homeland and gathering place for Anishinaabeg for thousands of years. In summers, people traveled to the "homeland" from all over the Great Lakes for ceremony, gathering of the band chiefs, weddings, namings, and other functions. The Baaweting Homecoming was revived in the 1980s to provide tribal members an opportunity to come back and reconnect with family, friends and our cultural roots.

A Tribal Grand Assembly was hosted for two days in 2023 prior to the Homecoming Powwow to celebrate the 50th anniversary of Sault Tribe federal recognition. This was a collaborative effort of all tribal departments with a goal of providing the membership with an overview of all the tribe has to offer.

Sugar Bush is one of the division's most popular events of the year. At the Mary Murray Culture Camp on Sugar Island, over 150 maple trees are tapped for a month of fun labor in making maple syrup and sugar. All work is done how our Sugar Island elders taught. Sap is collected by hand, boiled in big cast iron pots over



Canoe Building with Elder Ron Paquin.

an open wood fire for weeks at a time. School groups from all over visit for a day or overnight in the camp to learn how to tap a tree, gathering sap, and haul wood, often on snow shoes. At the end of the day there is a taste of the sweet syrup as a reward. The sugar bush is open to all visitors. The "crew" also hosts a Sugar Bush Community Day so everyone has a chance to take part and enjoy some outdoor bush cooking with a boiled dinner made in a cast iron pot with maple sap.

Snow Snake is an old Anishinaabe game re-introduced to the area by the division. Cultural staff held workshops assisting young and older in making long "snakes" out of sticks of maple or oak that can be thrown down a very long iced track made in the snow. In 2023, the track was made all the way across the powwow grounds measuring 300 feet. This led to an annual snow snake tournament to see who threw the furthest in various age categories. This year was the second annual with over 100 participants. These games are also played in other tribal communities. Some of our local players travel all the way to Minnesota to compete in the winter. We hope to see these games established in all our communities in the next few years.

NEW ACTIVITIES IN 2023

Birch Bark Canoe Building

Tribal elder Ron Paquin and his apprentice Adam Avery came and spent 4-5 days with participants demonstrating how to construct a traditional canoe. They have also repeated this project in several of our tribal communities since then.

Collaborative effort provided **Aadizookaanan**, our traditional and sacred wintertime stories. The winter series started included Barb Nolan, Mabel Lewis, Mary Moose, and more — elders renowned for their language revitalization efforts and storytelling. Co-sponsoring groups are Sault Tribe Language and Culture, Traditional Medicine, Natural Resources, Community Health, JKL Bahweting School and Simon

Fraser University.

Black ash basket making is hands-on instruction that was offered several times this past year and is very popular with tribal crafters. This includes pounding the ash, preparing and dyeing strips and techniques in constructing the baskets.

Brain tanning hides is a very old method of preparing deer, beaver, moose, and elk hides for everything from drums to clothing. Local tribal members came together to hands on instruction of this method of preparing hides without chemicals.

Harvesting indigenous corn was a new activity this year thanks to Mike and Becky Pine from Sugar Island who planted a crop of flint corn for use in the Corn to Hominy camps the division hosts at several tribal communities.

Several tribal crafters have shared their talents in teaching how to make traditional moccasins and mittens with deer and moose hide different tribal communities.

ANISHINAABEMOWIN – Ojibwe Language Programing "Sault Tribe Language and Culture" Facebook site: Reaching out beyond our borders.

An important goal for Language and Culture is to reach as many tribal members as possible and recognize that many live outside tribal lands. Tribal members have reached out to tell us this site has provided a connection to the homeland and given opportunity to learn more about our Anishinaabe Bimaadiziwin (way of life) and Anishinaabemowin (language).

Online Anishinaabe Language Learning has been offered since the COVID pandemic. As it turns out, this new way of learning Ojibwe has been a great tool. New lessons are recorded twice a week by four language speakers. Participants can log on to the live sessions or pre-recorded lessons at their convenience. There are over 100 lessons archived and available for viewing. The language schedule and online information is posted on Facebook.

The Annual

Anishinaabemowin Language

Conference, hosted by the Language and Culture Department, is held in Sault Ste. Marie at the Niigaanagizhik Building. This is a two-day conference in which tribal members attended workshops, listen to speakers to improve their language skills, take part in talking circles for language learners, workshops for children, games, cultural teachings and language speakers addressing the importance of revitalization. This is free to all who are interested in reclaiming Anishinaabemowin (our first language).

Ojibwe Calendars using our traditional names for each month are available on the site along with list of language related to that month. Language lessons are also published monthly in the tribal newspaper as well.

Anishinaabemowin

Immersion Project is a pilot program with the goal of producing young emerging Ojibwe speakers. Children that have taken part in the project learn the Ojibwe language that accompanied their everyday routines in a fun, recreational setting. Cultural teachings and practices have been interwoven into the curriculum. Some of the activities included learning about Indigenous foods, taking a field trip to harvesting the corn crop on Sugar Island, cooking, beading, swimming, field trips such as fishing — all with Ojibwe built around each activity.

Elders came to visit several times a month for storytelling or cultural teachings, and the children also got to powwow dance and sing when a local drum came to sing for them. The program enrolled up to 15 children ages 7 - 12 years, spending two to three hours after school five days a week. The program also included a summer session in which children spent four hours daily four days a week.

Anishinaabemowin Language and Culture Workshops and Trainings have been provided, primarily to tribal employees. The division staff conducted in-service training for Head Start, Tribal Housing Authority, and the summer Intern program, to name a few.

NIIGAANAGIZHIK CEREMONIAL BUILDING RENOVATIONS

The Niigaanagizhik Ceremonial Building was built in the 1990s at the request of tribal elders in the Baaweting community to have a place to conduct traditional ceremony and cultural activities. Elders wanted a place where loved ones who passed on could journey to the spirit world with Anishinaabe ceremony without question.

The Language and Culture Division is entrusted with being caretakers — booking funerals, meetings, family gatherings, cultural events, and maintenance inside and outside. This past year, the tribal Board of Directors designated ARPA funding for much needed upgrades and renovation on the building. Along with tribal Facilities, staff have overseen improvements to include the following: replacing outside landings and ramps including roofing over the ramps on the front and west side of

building, new COVID-compliant furniture; new kitchen appliances, cupboards and counter top, washer and dryer; upgrade heating and cooling systems; updated electrical; indoor sound panels throughout; addition of the cedar room for small meetings and activities; relocation of the indoor fire place; additional storage areas; sidewalks around the entire perimeter; and providing a complete renovation of the Waanzhiim — the place for the ceremonial fires. Work on the building should be completed by fall of 2024.

Mary Murray Cultural Camp on Sugar Island is also under the supervision of the Language and Cultural Division. It sits on 40 acres of hardwood with nature trails throughout. The camp was built to provide an environment to teach our traditional life ways including everything from sugar bush to building a canoe to ceremonial fasting camps. It sleeps 35-plus for overnight stays, with a full kitchen, showers and bathrooms, and community gathering space. Many of the above-mentioned activities are held at the camp. Traditional Medicine programs uses the facility for their two week-long fasting and releasing ceremonies. Tribal programs also have held employee training or retreats at the camp. The Youth Education (YEA) programs from various tribal units have also been frequent users of the camp for their educational purposes.

Other Division

Responsibilities:

One of the Culture and Language Divisions responsibilities include, upon request, to be ready to help our tribal communities with powwows and other cultural events. In 2023, the division assisted with the Sugar Island Powwow, Hessel Community Powwow and Gathering, Newberry Powwow, and the Tribal Grand Assembly.

An important administrative function of the division is the processing of Cultural Leave requests for employees. Leave requests are funneled to the Cultural Leave Committee for approval or disapproval. Staff makes every effort to prioritize these requests in a timely manner. The vast majority of requests in the past year have been for funerals, and include tribal employees who are assisting in some ceremonial role for the family.

The division has also been part of a workgroup to establish the Heart of the Turtle Interpretive Center at the state park in St. Ignace. This group includes the state of Michigan, DNR, and other tribes in northern Michigan. The groundbreaking for the facility has taken place and the next phase is to collectively decide what the center will include.

GOALS

The Language and Cultural Division works to provide meaningful opportunities for tribal members to learn our Anishinaabe Bimaadiziwin (way of life) and Anishinaabemowin (Ojibwe language). In doing so, we protect and preserve the beautiful way of life given to us by our ancestors and pay it forward for the next seven generations.

Sault Tribe Health Division overview for 2023

The Sault Tribe Health Division had a busy and successful year in 2023 as it resumed and expanded its services. The division operates nine tribal health centers, fitness club, recovery housing and MAT clinic in the Upper Peninsula of Michigan, serving over 12,500 tribal members and eligible patients. The staff of the Health Division have shown their dedication and professionalism by providing high-quality care to our patients, covering various areas such as medical, dental and optical. In 2023, they achieved a new record of 145,041 visits (6,197 visits more than in CY 2022). Another remarkable achievement of Health Division team members is historic record high third party revenue, which reached \$31,958.

The Health Division also completed several construction and renovation projects at its health centers, including updating equipment, expanding space, and enhancing safety measures.

Satisfaction Survey Results

After-Visit phone surveys conducted by JP Morgan & Associates showed that patients who visited the clinic in 2023 expressed high satisfaction with the care delivered by their providers. Overall, the satisfaction rate was 88%.

Behavioral Health

The Sault Tribe Behavioral Health Program offers a variety of culturally sensitive outpatient services. Some of the services provided are:

- Screening
- Intake and assessment
- Therapy (play therapy, cognitive behavioral, for example)
- Psychiatric evaluation and follow-up care
- Crisis intervention and urgent care
- Outpatient services for substance use disorders
- Compulsive gambling counseling
- Alcohol/drug education and awareness
- Matrix group
- Employee Assistance Program

Urgent care services are provided during regular clinic hours. Psychological testing is available for 5-year-old through elderly patients. Telepsychiatric and psychiatric services are offered to clients through a referral from their primary care provider or therapist. Home-based parenting education services are available for those pregnant with a Sault Tribe baby and Sault Tribe parents with children up to age 5 through Family Spirit and Healthy Start. The Perinatal Opioid Response (NAS) program provides services for tribal households with those who are at risk for or involved with substance use disorders, and their infants and children. Behavioral Health also offers the Road to Wellness Program, to assist active clients with transportation to make it easier for them to attend appointments.

The Behavioral Health staff planned and participated in a number of prevention and sobriety events in 2023, such as the Recovery Challenge event July 28 and the Recovery Walk Sept 21. The STBH Prevention Specialist and Project Specialist gave out 758 boxes of Narcan,



532 Fentanyl test strips, and 202 Rx Destroyer (medication disposal kits) through funding from an STOPR grant.

The prevention specialist facilitated the Positive Action Program at Joseph K. Lumsden Summer School with over 100 participants in grades 3, 4, and 5.

Clinical Services - Rural Health

Rural Health encompasses the two larger health facilities Manistique and Munising, which provide Medical/Nursing, Dental, Optical, Pharmacy, and Public Health activities provided by Community Health Staff, Nutrition Counseling, and Behavioral Health Services. The three smaller clinics in Newberry, Marquette, and Gladstone provide Public Health Services administered by Community Health Staff, Nutrition Counseling, Medication pick-up, Information, Education and access to all other tribal services. One of the innovative new features in the smaller clinics is the use of telemedicine equipment that allows patients to connect with providers remotely and receive more options for their health care needs.

This year has been significant for Rural Health, marked by renovations and service enhancements. Notably, the Gladstone Tribal Health Center, now fully operational, represents a major milestone. Throughout 2023, architects collaborated on plans to transform unused space within the center into a tribal fitness center, set to open in Spring-Summer 2024.

Plans are being made for the upcoming opening of the Manistique Tribal Fitness Center. Discussions are underway to renovate another now tribal-owned property, creating a new space for Marquette Tribal Health services. The proposed opening date for this facility is 2024 or 2025.

The Telemedicine Program has been implemented across four remotely located tribal health centers: Newberry, Gladstone, Marquette and Hessel.

Rural Health had a total of 9,553 Medical/Community Health/Telemedicine visits; 2,559 Dental visits; and 1125 Optical visits in 2023. Hospital/Clinic Acute Care Service Agreements are in place for same day and after-hours health care services for tribal members residing in five counties.

Clinical Services - St. Ignace

The St. Ignace Tribal Health made significant strides in 2023. The St. Ignace's collaborative spirit has led to successful partnerships with Michigan State University, Grand Valley State University, Ferris State

University, University of Michigan, Walden, and Slippery Rock with medical Interns, Masters and Doctorate level nursing students and Pharmacy students. These alliances foster knowledge exchange, enhance patient care, and strengthen community ties. An accreditation survey yielded positive results, affirming the facility's commitment to high standards. This recognition underscores the dedication of the staff and their unwavering focus on quality care.

The St. Ignace Tribal Health Facility will be relocating to the new Medical Office Building (MOB), which is a 20,000-square-foot professional office building that started construction in 2023 and is expected to be completed in fall 2024, on the Mackinac Straits Health System Campus, just behind the MSHS Hospital. The new facility will have an enclosed connector to the MSHS hospital to join the two facilities.

Dr. Hamilton, DO embarked on a patient outreach mission to Hessel, serving individuals from Drummond Island, DeTour, Cedarville and Hessel. The response was overwhelmingly positive, with patient surveys reflecting 100% satisfaction. Plans are underway for quarterly returns, addressing travel challenges and ensuring consistent access to care.

The St. Ignace Tribal Health provided health care services for 7,770 Medical/Community Health/Telemedicine visits, 949 Optical visits, and 3,386 Dental visits, and 119 patients triaged after-hours.

Clinical Services - Sault Ste. Marie

The Sault Ste. Marie Tribal Health Center (STHC) is a major ambulatory facility that serves as the primary location for several key services, including Lab, Radiology, and Medical Records, which are provided to its satellite clinics. It is actively enhancing team member programs, Medication-Assisted Treatment (MAT) services, and Hepatitis C initiatives. In 2023, the STHC recorded a total of 24,350 Medical/Community Health/Telemedicine visits and 2,191 Optical visits.

The Laboratory offers a wide range of services for patients who need blood tests or other specimens collected. Patients can have their blood drawn and tests performed at the STHC Laboratory, which is open from 7:30 a.m. to 4:30 p.m.

The STHC Laboratory processes specimens daily from the other tribal health centers in St. Ignace, Hessel, DeTour, Manistique, Munising, Gladstone and Newberry. Utilizing state-of-the-art equipment and technology, the laboratory ensures quality and accurate results for physicians. In 2023, the lab assisted with the implementation of the new Point of Care instruments for A1C testing at the Hessel, DeTour, Marquette, Gladstone, and Munising locations, enhancing the information available to providers during, for example, Telemedicine visits. The STHC Laboratory conducted a total of 229,896 tests and processed an additional 12,430 send-out tests.



Sault Tribe's DeTour Health Center opened on on May 19.



Community Health Nurse Tami Duncan prepares to use the centrifuge, just one of the new pieces of equipment available at the DeTour Health Clinic.



Virginia Manitowabi LPN was one of 12 team members of the month selected in 2023.

Tests not performed at STHC are sent to other reference laboratories, such as Upper Peninsula Health System, LabCorp, Mayo Clinic, Millennium Health, Gene Markers and MyMichigan Sault.

The Radiology Department offers a comprehensive suite of imaging services, including X-Rays, mammography and ultrasound scans. Last year, Radiology introduced an innovative X-ray and ultrasound interpretation service known as Advance Telemed, which guarantees exam results in under 24 hours. For cases requiring immediate attention, reports are provided in an hour or less.

Community Health Education

Community Health Education Program provides health education program, services and activities to community and tribal members throughout the Sault Tribe's seven-county service area.

The Physical Activity Referral Program consistently received new referrals and consults, offering tailored medical fitness prescriptions. A PA team member achieved ACSM Certified Exercise Physiologist status after passing the requisite examination. Additionally, the staff formulated policies and procedures for the Diabetes Home Fitness Program, alongside providing essential support and technical guidance for this newly established initiative.

The Nicotine Dependence Program continues to offer tobacco cessation support through phone and face-to-face consultations. A number of team members have been certified as Tobacco Treatment Specialists by the Mayo Clinic. In collaboration with the Sault Tribe Housing Authority, efforts are ongoing to double the proportion of smoke-

See "Health," Page 13

2023 Health Division overview continued

From "Health," Page 12

free housing units from 25% to 50%.

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

The Community Health Program offers a full array of services in clinical, home, and community settings for tribal members and their families. These services encompass patient health evaluations, medication management, chronic disease education, in-home case management, and home safety checks. Additionally, the program facilitates prescription pickups at DeTour and Hessel, immunizations, foot care, in-home blood draws, lab services, various injections including flu and COVID-19 vaccines, and programs for incontinence, car seat safety, hypertension education, and the Nike shoe program. Community Health Nursing also supports community gardens, telemedicine, vision and hearing screenings, CPR training, COVID-19 testing, annual health fairs, and participation in community events, along with an Audiology program.

Dental

In 2023, the electronic dental record software, Dentrix, was updated to the latest version, necessitating training for the entire dental team. The construction of a new medical office building in St. Ignace began in 2023, with the expectation to complete a modern nine-operative dental clinic by fall of 2024, replacing a facility that served for 15 years.

Significant strides have been made towards integrating a Dental Therapist into our pro-

gram, a role akin to a Family Nurse Practitioner. The National Indian Health Board has provided strategic guidance on employing a dental therapist, and we look forward to their visit in 2024. Additionally, the Michigan Primary Care Association has been instrumental as a partner and advocate for this initiative.

In 2023, the Dental program recorded a total of 11,226 visits, with 5,318 visits to Sault Ste. Marie, 3,332 visits to St. Ignace and 2,576 visits to Manistique.

Pharmacy

The Pharmacy Department continues to provide high quality pharmacy services to the patients, reviewing and processing over 174,000 prescriptions in 2023. Pharmacy services are provided in Sault Ste. Marie, St. Ignace and Manistique where tribal pharmacies are located as well as Munising. In addition to the day-to-day activities involved with providing prescription services, tribal pharmacists have also been very involved with the Health Division's Tobacco Cessation and Controlled Substance Committees.

Purchased Referred Care

Purchased Referred Care (PRC) provides appropriate access for Sault Tribe members to achieve high-quality care beyond what is available through tribal health facilities. PRC benefits are established by federal law and regulations and funded through appropriations from the federal government. Tribes establish priorities of coverage based on funding appropriated. Members should not rely solely on PRC for their medical coverage and should apply for alternate

resources if eligible. PRC is the payor of last resort. Eligibility requirements for PRC include residing within the seven-county Purchased Referred Care Delivery area, having a completed application on file, providing proof of income and residency, and being enrolled in PRC 90 days prior to an inpatient stay. It is the member's responsibility to request assistance by contacting the PRC office directly. After-hours/weekend coverage is available by calling the nurse triage line in your area where your primary care provider is located.

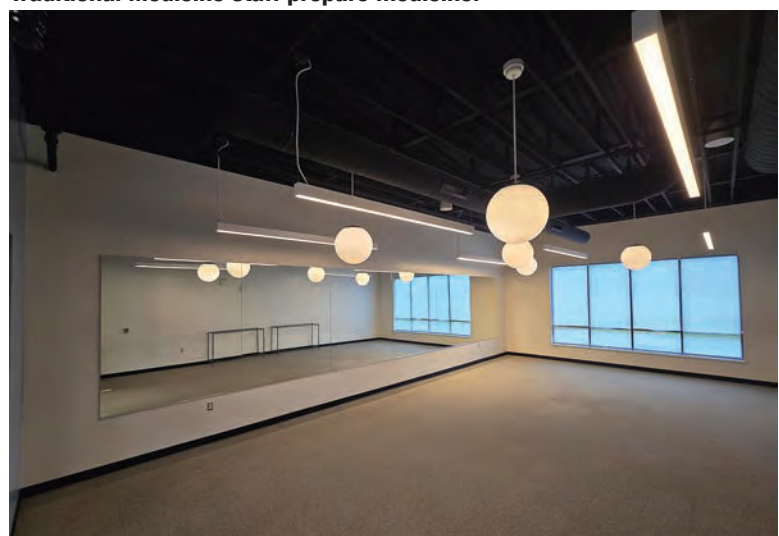
Traditional Medicine

Traditional Medicine held numerous ceremonies for individual tribal members, board of directors, schools, casino smudging, elder complex in St. Ignace and other organizations requesting smudging, prayers and cleansing of facilities. The department held monthly sweat lodges for patients and community members. The progress on the sweat lodge site is impressive, with two new sheds and a groomed area to repel water.

Traditional Medicine had the honor of presenting to two distinct audiences at LSSU, the Nursing students and the Native Center's student body. Additionally, traditional medicine staff were involved in discussions with MSU regarding the use of land on Sugar Island by Duck Lake. The Spring Fasting and Releasing ceremony witnessed unprecedented participation, with 21 individuals fasting, six releasing, and a women's fast dedicated to Mother Earth that attracted 11 participants. The event was supported by 22 volunteers and



Traditional Medicine staff prepare medicine.



Manistique Fitness Center Yoga Studio.

included 26 sweat lodges, serving 150 people and providing healing services to 20 attendees at the camp.

Tribal Elder Services Program 2023 overview

In 2023, Elder Services provided 87,159 contacts and services in meals, home delivered meals, homecare, transportation and outreach.

The Elder Services Division had a busy year, in addition to all of the meals and visits provided. There were a number of outside agencies that visited Elder Committee meetings throughout the year to share information and provide services to the Elders. In the first quarter of the year, Michigan Indian Legal Services from Traverse City conducted Estate Planning Workshops at all of the Elder Committee meetings throughout the service area. The MSU Extension office attended Elder Committee meetings in the Sault, St. Ignace, Hessel, Newberry and Naubinway to distribute Project Fresh vouchers for Elders to use at local farmers markets.

In addition, Outreach Workers from the Division attended a number of health fairs throughout the service area to promote Elder programs in the outlying areas. Elder Services also met with the EUPISD to hold 13 Moon Nutrition classes in Hessel and Sault Ste. Marie. Elder Services also continues to work with the United Way, through the Retired Senior Volunteer Program.

A number of Elders had the opportunity to network with other Elders throughout the state at conferences throughout the year. Elders attended the Michigan



The drum opens the Unit V 2023 Elders Picnic.

Indian Elders Conference at the Island Resort and Casino in Harris in April. The Division also worked together to host the MIEA Conference at Kewadin Casino in the Sault, where Elder delegates from the 12 recognized tribes were in attendance. The Elder Division also participated in the 50th Anniversary Grand Assembly, completing a display, presentations and sharing materials with attendees.

The Elder Division values and enjoys working with our youth. We enjoyed having two student workers in Sault Ste. Marie during the summer. The students worked with the staff in the meal program, and assisted with some clerical duties. The students were a big help with the summer picnic as well. The Elder Advisory Council was also able to grant four \$500 scholarships to recent graduates who are pursuing edu-

cation.

Mackinac Island Elders were provided with an additional dining opportunity, with the addition of the Kingston Kitchen as another meal site. Elders were sent meal vouchers to use at both the Kingston Kitchen and the Mustang Lounge. The Elder meal sites were the recipients of a generous donation of bison, enhancing their already excellent and nutritious meals. The Elder picnics returned in August 2023, and were a huge success. The Elders enjoyed picnics in the Sault, Marquette, Munising, Gladstone, Manistique, Curtis and St. Ignace. Some of the picnics enjoyed special music, and others were sponsored by the board of directors in their units. Everyone involved was happy to be able to gather and celebrate together again.

Transportation improvements continued throughout 2023, with the acquisition of three new wheelchair accessible vans that were made possible because of ARPA Funding. Additional bids were put out and accepted for vans for Unit 3 and Unit 4. These improvements allow Elder Services to continue to assist Elders throughout our service area with rides to and from appointments as well as social events.

The Elder Services Division continues to be committed to working with and assisting the Elders in our service area.



The 2023 Gladstone Elders Picnic.



Manistique: Tim Derwin, Francis Derwin, and Wade Johnson.



Student worker Josh Green and Mary Carney.

Anishinaabek Community & Family Services

Anishnaabek Community and Family Services has three primary components providing an umbrella of social services to tribal members and families throughout the tribe's seven-county service area:

Child Welfare

Child Welfare (Binogii/Family Services) includes all child welfare related services offered by ACFS. Child welfare has been providing a wide range of services to the tribal membership for 35 plus years.

The mission of our ACFS Child Welfare programming is to empower families by providing opportunities for connecting and healing in a culturally honoring way to improve safety and well-being. Binogii is Sault Tribe's Child Placing Agency License and the agency contracts with MDHHS to provide direct services to tribal children and families.

Child welfare services are offered under the following programming:

- Foster Care
- Adoption
- Foster and Adoptive Home Licensing
- Prevention
- Adolescent In Home Assistance (AIHA)
- Protective Services (Adult and Children's)
- Indian Child Welfare Act (ICWA) Monitoring
- Family Continuity
- In-Home Care
- Parenting

Advocacy Resource Center

ARC is a community-based victim service program with over 30 years of experience providing comprehensive, culturally honoring, and trauma-informed responses to those impacted by the abuse of power and control through the delivery of the following types of victimization-related support:

- Core Advocacy
- Safety Planning
- Financial Assistance/Supportive Housing
- Transportation Assistance
- Technology Assistance
- Emergency Legal Advocacy/Personal Protection Order Assistance
- Criminal Justice Advocacy
- Crime Victim Compensation Assistance
- Accompaniment to Tribal, State, and Federal Court
- Outreach and Community Education
- Sexual Violence Services (SVS) Naanda Nswi Kidwanan
- Cultural Healing Community Support Activities
- Emergency Temporary Domestic Violence Shelter Aakdehewin Gaamig (Lodge of Bravery)
- Legal Aid for Survivors of Intimate Partner
- Violence for Legal Issues Directly Related to Victimization
- Missing or Murdered Indigenous People (MMIP) Sault Tribe Citizen Data Collection
- MMIP Advocacy and Financial Assistance

Direct Services

Direct Services provides assistance to tribal members



ACFS opened the doors of "Bgasendam Gamigong" Lodge of Hope on Aug. 2, 2023. Cutting the ribbon on the new facility were board members Michael McKerchie, Isaac McKechnie, Chairman Austin Lowes, Kim Lee and Betty Freiheit.



Lodge of Hope Site Visit with Michigan Senator John Damoose.



MMIP Community Events in St. Ignace and Sault Ste. Marie.



One of many adoption awareness displays across the service area.

experiencing financial and other difficulties:

- Emergency Assistance
- General Assistance
- Native Employment Works
- Child Care Development Fund
- Funeral Assistance
- Employee Assistance
- Low Income Energy Assistance Program (LIHEAP)
- Elder Heating
- Emergency Housing Assistance
- Transitional Housing Shelter "Bgasendam Gamigong" Lodge of Hope

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

ACFS has approximately 94 team members working within the three components under the ACFS umbrella of services. The staff are committed to providing the best possible social services to members.

ACFS continues to manage 42-plus grants offering a variety of services, with funding from Sault Tribe, BIA, IHS, U.S. Department of Health and Human Services, the Department of Justice, USDA and the state of Michigan. The grants are utilized to provide the most efficient services within three primary components. ACFS has offices located in Sault Ste. Marie, Kincheloe, St. Ignace, Manistique and Munising.

Division Highlights

ACFS opened the doors of "Bgasendam Gamigong" Lodge of Hope on Aug. 2. The

Transformational Shelter is a 21-room facility that provides homeless members throughout the seven-county service area with emergency shelter. The Lodge of Hope also provides intensive services to members who wish to work on barriers to obtaining housing.

The facility is a 24/7 operation with a full staff. In the five months of operation in 2023, the Lodge of Hope housed 39 tribal households. ACFS currently also serves numerous homeless members by providing financial assistance for local motels to provide shelter.

A Direct Service Program Director position was added as part of the organizational plan for the Lodge of Hope.

The ARC's Emergency Temporary Domestic Violence Shelter, the Aakdehewin Gaamig-Lodge of Bravery (LOB), underwent renovations during 2023 that included improvements to the shelter's ADA bathroom, the shelter kitchen electrical outlets, and the back porch steps. Shelter improvements also included installing new flooring, repairing leaning exterior light poles, upgrading the exterior security system, and replacing the shelter's exterior perimeter fencing.

During 2023, the ARC participated in and facilitated numerous community education and outreach events. The ARC focused on victimization-related topics of stalking, human trafficking, teen dating violence, family violence, missing and murdered Indigenous relatives, Pride Month, elder

abuse, Internet and cyber safety, suicide and animal abuse intersection with domestic violence, Orange Shirt Day, historical and generational violence, domestic violence, Native American Heritage Month, cultural abuse, setting personal boundaries and self care.

Child Welfare

Child Welfare continued to maintain positive license, contract, and funding audits and reviews across various state and federal funding sources.

Child Welfare staff participated in a NCWII Breakthrough Series Collaborative-Cultivating a Sustainable Workforce. Staff have been engaged in the project that is centered around the Surgeon General's Framework for Workforce Well-being. There are nine tribal and state teams from across the country participating in the project. ACFS's team is working on activities centered in Tribal Self-Determination and Mattering at Work and Work/Life Harmony. The agency has experienced a positive increase in staff retention.

Foster and adoptive home recruitment and retention continue to be a priority. Efforts continue to include newspaper articles, community event attendance, partnering with local coalitions for training and recognition, including the Annual Foster Parent Training and Recognition Banquet and Annual Foster/Adoptive/Kinship Picnic. Child Welfare was invited to partner with MDHHS on a 5-year grant partnership with the Cornell University related to foster parent support. Child Welfare conducted May is Foster Parent Appreciation Month and November is Adoption month activities. The agency also participated in the Tribal Court Adoption Day. The agency created an acfs-fosterhomes@sault-tribe.net mailbox for tribal foster and adoptive home inquiries. A critical part of upholding tribal sovereignty is being able to have relatives and tribal families who can serve as placement resources when tribal children are in need. The agency continues to work to develop tribal home resources across the country to ensure tribal children are connected with tribal families whenever possible.

Child welfare continues to partner with tribal programs and provide information and outreach at numerous community events across the service area. Staff conducted March is Parenting Awareness Month and April is Child Abuse/Neglect Prevention Month.

Child Welfare also participated in Orange Shirt Day, Denim Day, Recovery Walk, ARC Domestic Violence Walk. Community awareness connects tribal children and families to the issues affecting our communities and allows for information and support to be readily available when needed.

USDA

FDPIR was approved a \$200,000 Nutrition Education Grant that runs until September 30, 2024. The funding provided Hydroponic Gardens to USDA Food Commodities participants as well as funding for nutrition education videos. The videos were taped in October 2023 and will be completed by March 2024. This will be completed by using USDA's 2023 Nutrition Ed Grant.

See "ACFS," Page 15

ACFS Division 2023 highlights — continued

ee “ACFS,” Page 14

The Nutrition Ed Videos included help from Special Diabetes Program nutritionists, the United Way of the EUP Senior Volunteer Program and a teen chef.

USDA was also approved for a \$173,618 Nutrition Education grant, which runs until Sept. 30, 2025, and will add an additional staff member to provide Nutrition Education to USDA Food Commodities participants.

The USDA increased the amount of some food groups that clients can receive. Eggs were increased from 1 to 2 units per person. The meat, poultry and fish group was increased from 3 to 5 units per person. Vegetables were increased from 13 to 18 units per person.

Bison stew meat and frozen strawberries were added to the commodities food package.

ACFS 2023 statistics of number of individuals and families served

Child Welfare provided services to 3,158 children and families for 2023 as follows:

- 353 family services cases
- 130 relative, licensing, and adoption home studies
- 79 foster children
- 583 Indian Child Welfare Act monitoring cases
- 394 Indian Child Welfare Act Legal intervention cases
- 19 adoption cases
- 195 children and adult protective services cases
- 1,405 Indian Child Welfare Act inquiries

Advocacy Resource Center 2023 Statistics

- ARC Case managers (Victim Advocates) provided 2,957 advocacy support units to 279 survivors, with 333 minor children as secondary beneficiaries
- ARC staff provided 440 advocacy support units by delivering financial assistance to 153 survivors with 206 minor children as secondary beneficiaries
- \$84,720 in direct financial assistance was provided to survivors
- \$54,085 in Supportive Housing financial support was provided to 26 adult survivors, which totaled 2,020 nights of rental assistance
- The ARC Legal Aid Program provided 646 advocacy support units to 54 survivors.
- The ARC’s Aakdehewin Gaamig – Lodge of Bravery – Emergency Temporary Domestic Violence Shelter provided 353 shelter advocacy units during the 1,815 shelter nights provided to 49 adults and 32 children
- The ARC provided 27 shelter nights to one victim of non-intimate partner sexual assault
- ARC staff facilitated 53 shelter group talking circles provided to 20 adult and child shel-

ter residents

- ARC staff drove 40,119 miles, providing transportation assistance to survivors and their children while attending local community collaborative meetings and professional development events
- The ARC fielded 384 hotline inquiries from community members seeking assistance locating available community supportive services
- ARC staff participated in 43 community events and outreach activities and exhibited 37 educational displays, reaching 54,405 individuals, and had a social media reach of 335,048 people

The ARC has been attempting to collect MMIP data specific to Sault Tribe citizens. The ARC has documented 31 Sault Tribe citizens meeting the MMIP definitions. Of these 31 Sault Tribe citizens, 11 were reported missing, of which three remain unlocated. Of these 31 Sault Tribe citizens, 20

were reported murdered, and nine of those were directly related to intimate partner violence.

Direct Services 2023 Statistics

- CSBG Emergency Assistance 125 households
- CCDF Child Care Assistance 535 households
- Employee Assistance 94 households
- Elder Heating 93 households
- Emergency Housing 276 households
- General Assistance 93 households
- Low Income Housing Energy Assistance Program 765 households
- Native Employment Works 65 households
- Funeral 206 households
- Tribal Emergency Assistance 626 households
- Low Income Housing Water Assistance Program 207 households
- USDA-Commodities 4,348

ACFS Locations

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

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

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

Kincheloe Office, 60 Kincheloe, Kincheloe, MI 49788, (906) 495-1232

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

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

Munising Office, 622 W Superior St., Munising, MI, (906) 387-3906

ARC staff participated in 43 community events and outreach activities and exhibited 37 educational displays, reaching 54,405 individuals, and had a social media reach of 335,048 people.



Child Welfare BSC participants.



One of ACFS’s displays at the tribe’s 2023 50th anniversary grand assembly.



ACFS’s car ready to go for the tribe’s 2023 Trunk or Treat!



ACFS Child Welfare staff supporting Sault Tribe Orange Shirt Day Supporting Survivors.

Sault Tribe Housing Authority 2023 in review

The Sault Tribe Housing Authority's mission is to improve the quality of life for tribal members through affordable and unique housing opportunities. 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 Ste. Marie Tribe of Chippewa Indians.

2023 Highlights IHBG Competitive Grant

This project will increase the overall STHA current housing stock by nearly 10% and will increase the housing opportunities at the site by 55%. The crew continues to work hard as Housing nears the final phase of construction. Nine units have been completed for phase IV. There are seven 2-bedroom units and two 3-bedroom units that were handed over to the Occupancy Specialist for selection. Phase V is the last and final phase with eight ADA 2-bedroom units. Phase V foundations were bid out and completed in 2023. Utilities for Phase V were installed and completed on time.

Home Ownership Assistance Fund

The Homeowner Assistance Fund (HAF) was established to mitigate financial hardships associated with the COVID pandemic by providing funds to eligible entities for the purpose of preventing homeowner mortgage delinquencies, defaults, foreclosures, loss of utilities or home energy services, and displacements of homeowners experiencing financial hardship after Jan. 21, 2020, through qualified expenses related to mortgages and housing such as:

- Property Charge Default Resolution
- Mortgage Default Resolution
- Mortgage Reinstatement
- Utility/Internet/Broadband Payment Assistance

The HAF program has assisted tribal members within the 7-county service area with the below funds:

Category	2023 Totals
Fees	\$22,628.08
Insurance	\$18,653.11
Internet	\$43,782.13
Taxes	\$115,093.83
Utilities	\$432,774.31
Mortgage	\$1,957,139.53
2023 Total	\$2,590,070.99

Homeownership Department

The Housing Authority Home Improvement Assistance programs are managed by the Assistant Housing Director. Home Improvement assistance includes the Weatherization Program (WX), Owner Occupied Rehab (OOR), Home Rehabilitation Program (HRP), Home Improvement Program (HIP) and Sanitation services for tribal members residing in the seven-county service area.

Down Payment Assistance

The Homeownership department provided education in basic financial skills, credit report knowledge and post purchase education. The Down Payment Assistance (DPA) selected 13 recipients in 2023 to receive \$9,500, or 20% of the purchase



Housing Authority 2023 team members.



Housing Authority's 2023 Grand Assembly display.



2023 Mini Site Clean Up in St. Ignace.

price, for down payment or closing costs. Six recipients completed and closed on their new homes in 2023 while the other recipients were given extensions.

Home Rehabilitation Services

The Housing Authority has designed the Home Rehab Program, Home Improvement Program, and Furnace and Water Heater Replacement programs to assist eligible tribal member and families who are living in homes that are substandard, lacking energy efficiency, and unsafe or unsanitary. These programs provide funding to homeowners who lack the financial resources to secure other funding to repair their home. Forty-six applications were processed with 26 applicants receiving services.

Odenaang Homes Tribal Enterprise

In January, the board passed a resolution to have the Housing Authority oversee and finish the Unit 1 Affordable Housing Development that had been previously started by a sub-contractor for the (20) modular homes at Odenaang.

The Housing Director, Operations Manager, Field Superintendent and Construction Manager along with Accounting

team members held numerous meetings to sort out the past happenings and develop and implement project completion plans. It is anticipated to have the units ready prior to the second quarter of 2024.

A program was developed for the single wide trailer homes. Applications were accepted with 12 families and 12 tribal elders selected. Some of the trailers will be placed on land owned by tribal members and some will be placed in the tribe's Riverside Village Trailer Community.

Operations and Maintenance

The Housing Authority provides residents with a 24-hour maintenance emergency phone line. The Operations department provides daily management of routine and non-routine/emergency maintenance of all 535 Housing Authority units. In 2023, 87 units received moisture remediation services, 73 units received energy efficient upgrades, 22 units received new roofs, and 15 units received elder/handicapped adjustments. Cluster mailboxes were installed in Hessel, St. Ignace, and Sault Ste. Marie housing sites. Approximately 1,593 routine maintenance work orders were completed, plus 940

non-routine work orders and 279 emergency work orders. All safety issues were completed.

2022 ICDBG

The Housing Authority is using the new \$1,397,500 2022 Indian Community Development Block Grant award to rehabilitate roofs to address moisture and ventilation issues and improve energy efficiency for 66 Housing families in Sault Ste. Marie.

Resident Services

Department

The Resident Services department processed 589 applications for rental units, completed 51 move-ins and 2,508 home visits. Occupancy Specialists processed 364 interim recertifications and 184 annual recertifications in 2023. Nine families were provided rental vouchers through the Rental Assistance Voucher Program.

2023 Housing events

In an effort to raise public health and safety awareness the Housing Authority presents their **Health and Safety Fairs** on all nine housing sites. Resource agencies from around the areas are invited to promote local assistance and resources to all participants. There were 42 events held in 2023. These events consisted of the AMERIND poster contest, East community events, elder bingo, Mini-Site Clean-ups, Marquette resource fair, Trash to Treasure event, Family Fun Day, Health and Safety Fair, back to school, Recovery walk, YEA activities and Christmas events. Over 55 residents participated in **Mini-Site Cleanups at all the housing sites**. Resident Services attended the **Family Fun Day** at the Big Bear in the Sault, with 81 participants.

Back to School events were held at Kincheloe, Wetmore, Manistique, Escanaba, Marquette, Hessel, Newberry, Sault Ste. Marie and St. Ignace, featuring bus safety, rock painting, had pizza and kids received their school supplies. Occupancy Specialists attended the **2023 Recovery Walk** in Sault Ste. Marie and collaborated with YEA and ACFS and held a **Christmas Outreach** Community event in Escanaba, with Resident Services handing out over 28 gift cards to low-income and homeownership families for a memorable Christmas!

Sault Tribe Grand Assembly 50th Anniversary

The Executive Assistant was appointed to the Sault Tribe Grand Assembly 50th Anniversary Committee and Sub-Committee. The groups met biweekly to plan and prepare the event in conjunction with the Powwow. Housing hosted a booth under the department tent and hosted giveaways that promoted the new Facebook page and new website. In addition, Housing provided information on services and programs for the tribal membership.

New Sault Tribe Housing website

The Project Specialist completed work with REVIZE consultants to develop the Housing Authority's new website, www.saulttribehousing.com. The website went live in June and was promoted at the grand assembly and Sault Tribe Powwow. Website



giveaways encouraged traffic and awareness of the new website and brand new Facebook page.

2023 PILT

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

AREA	2023 PILT
Soo Twp.	\$23,983.03
Schoolcraft County	\$5,700.00
Pentland Twp.	\$3,450.00
Kinross Charter Twp.	\$15,600.00
St. Ignace	\$1,500.00
Sault Ste. Marie	\$23,983.03
Marquette	\$269.82
Escanaba	\$4,200.00
Alger County	\$3,462.39
TOTAL	\$71,215.24

2023 Full Staff Day

The Housing Authority held its annual training and team building day on Nov. 9, 2023, at the Sault Casino conference rooms. Once a year all Housing staff participate in a full day of completing required annual training and team building activities. This year's cultural awareness training was provided by the Cultural Training Specialist and Cultural Activities Coordinator.

Blue Stone Strategy Partners

The Housing Authority hired Blue Stone Strategy Partners to assist in developing a long-term strategic business plan.

2024 Goals

The Housing Authority is excited to share the goals for 2024:

- Complete the development of a 5-year strategic business plan with Blue Stone Consultants.
- Implement the plan by Sept. 1, 2024.
- Establish a mechanism to accept online payments via the new website.
- Feasibility study for solar panels on Housing homes.
- Construct six stick-built 2-3-bedroom homes at Odenaang.
- Develop and submit a IHBG Competitive grant application to construct an apartment complex for single tribal members.
- Develop and submit a ICDBG Competitive grant application to replace furnaces in rental units.
- Hire a consultant to facilitate a Low-Income Housing Tax Credit application with MSHDA for a supportive housing project.

Sault Tribe Education Division 2023 highlights

The Sault Tribe Education Division provides quality educational opportunities grounded in Anishinaabe traditions to our tribal members from infancy through adulthood. The division consists of several departments including Early Childhood Education, Youth Education & Activities (YEA), Higher Education, Adult Education and Workforce Innovation and Opportunity Act (WIOA) along with the Youth Development Fund (YDF), Summer Internship Program, and the Tribal Education Department (TED) Scholarship Program. Through our various programs, we strive 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.

Youth Development Fund

This program helps eligible families fund activities for their children in support of the strategic directions of the medicine wheel including academic/intellectual, physical, emotional, and cultural/spiritual activities. Eligible activities include, but are not limited to, sports registration, drivers education courses, sports equipment purchases, language lessons, educational and sports camps, class trips, and instrument purchases. In 2023, there was a total of \$30,867.41 in funding used to assist our tribal youth across the seven-county service area. For more information or the application, email education@saulttribe.net.

Summer Internship Program

Established in 1997, the Sault Tribe Internship Program provides Sault Tribe college students with a valuable experience. In this program, they are able to apply their own skills while learning new ones as they work in a full-time position in their field of interest. Their experience with us helps them find permanent employment upon graduating college, with the hope that they come back and work at Sault Tribe. In 2023, we had eight interns, placed in various departments across the tribe.

TED Scholarship Program

The TED Scholarship program is administered through the Tribal Education Department (TED) Grant and graciously funded by the Bureau of Indian Education (BIE). This is a \$1,000 scholarship, awarded to eligible recipients enrolled in university or trade school, per academic semester. Fall 2023 was the first semester these scholarships were awarded, with 379 students receiving funding.

Early Childhood Education – Head Start / Early Head Start / Child Care Center

The Early Childhood Education Programs provide a comprehensive, interdisciplinary approach to services which include education, health, nutrition, social services, and parent involvement to achieve successful child and family outcomes.

In 2023, Sault Tribe Early Childhood Education served a total of 175 children including 114 preschoolers and 61 infants/toddlers from 143 families. Head Start provides 20 part-day, part-year slots and 20 extended duration slots in Sault Ste. Marie, 20

full-day, full-year slots through its Child Care Center Partnership, and 20 extended duration slots 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 with a tribal match.

The Child Care Center provided full-day, full-year services for 66 children 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 from the ACFS Childcare Development Fund (CCDF) grant, Head Start, Early Head Start, and parent fees.

The Anne Suggitt Early Childhood Education Center is located in Sault Ste. Marie and houses Head Start, Early Head Start, and Child Care under one roof. It is attached to the Big Bear Arena. The center has seven infant/toddler classrooms and four preschool classrooms with the ability to enroll up to 134 children making it the largest child care center in the Eastern Upper Peninsula. The St. Ignace Center is operated at 225 WaSeh Drive and houses one pre-K classroom.

Program highlights in 2023 include a new 5-year partnership with Bay Mills Community College to provide financial support to our team members who are enrolled in Early Childhood Education courses through the HOPEE grant which is funded through the Office of Head Start. Over 30% of our team members were enrolled in college and continuing their education during the Fall 2023 semester. Our program is working with other local programs to build an EUP Community Inclusion Team so the entire community is more inclusive of all children attending early childhood programming. It was a busy year as the program hosted 18 family events and held on-site hearing, vision, dental, and nutrition screenings. Progress was made in all areas for developing school readiness and family goals. Lastly, our program provided monthly professional development trainings to 70 team members on topics that ranged from child development, health, safety, culture and language, mental wellness, administrative, and policy reviews.

Youth Education and Activities (YEA)

2023 has proved to be an impactful year for our YEA family and participants. Over the past year, YEA has experienced significant growth, which reflects collective dedication to continuously improving the program.

Sault Ste. Marie

Sault Ste. Marie YEA provided services to 1,021 students, including classroom presentations, winter survival camps, after-school programs, culture nights, Tribal Youth Council activities, ribbon skirt workshops, Family Fun Day, Health and Safety Fair participation, Trunk or Treat sponsorship, and after-school tutoring at Lincoln Elementary. They also assisted with the Sault Tribe

Children's Christmas Drive-thru.

Rudyard

Rudyard accomplished many things, such as building the Learning Lodge on school grounds, initiating the Anishinaabe After-school Program, making classroom presentations for the Native American Awareness Class, participating in various cultural events, and providing services to 323 individual students, including 194 tribal students and 129 non-tribal students.

Hessel

In Unit 2, highlights included movie nights, homework helpers, Valentine's Choco Treats, Winter Survival Camp, ghost feast, community powwows, and various educational and cultural activities. Unit 2 served 203 students.

St. Ignace

Five hundred twenty-four students enjoyed activities offered by St. Ignace YEA, such as Art and Culture, Health and Wellness, Tribal Youth Council, Winter Festival, and Act it Out with Theater Presentation.

Escanaba

Escanaba provided services to 1,256 students. Activities included classroom presentations, tutoring, a safety fair, regalia making, Elder Story Night, Exam Cram, Fun Day, Grand Assembly, powwows, Culture is Key, movie night, and community crafting.

Manistique

Manistique YEA provided services to 369 individual youth. Highlights include activities such as classroom presentations, Tribal Youth Council, Manistique Youth Drum, tutoring, cultural classes, and participation in community events.

Munising

Munising YEA served 541 students in activities such as classroom presentations, Culture Club, school tutoring, Burt Township presentations, YEA Open Hours, Tribal Youth Council, flag presentations, Circle of Life Summer Program (two sessions), Little Learners, Grand Assembly, powwows, a leadership conference, and Sugar Island Culture Camp activities.

Student Contacts

In 2023, YEA had 14,335 contacts throughout the program, providing academic, cultural, and leadership opportunities. Contact means the total number of times our staff worked individually with each student throughout the year.

Grand Assembly

The YEA team demonstrated unwavering dedication by providing craft instruction to tribal members at the Grand Assembly, marking Sault Tribe's 50 years of federal recognition. YEA's commitment was further evident in the successful Circle of Life Summer Programs, with some locations accommodating two programs due to high demand. YEA's dedication is truly inspiring and sets a high standard.

Tribal Youth Council

All seven sites are working to grow the Tribal Youth Council with representatives to serve on the Grand Tribal Youth Council. With Sault Tribe Board of Directors support, 11 TYC members attended the national UNITY Conference held in Washington, D.C. With support from SAMHSA and Tribal Tech, the Youth



St. Ignace Head Start Classroom



Reading time in Head Start.



Head Start snowshoe activity.

Leadership Conference was a success and brought back TYC alumni who discussed leadership and how it has impacted their walk in life. Sacred Bundles Prevention Program was presented along with

other activities that focused on community involvement.

Academic Support

Three hundred and eighty-six students received academic support. See "Education," Page 18

Education Division 2023 highlights continued

From "Education," Page 17
port across the service area, either in the classroom, small group settings, or one-on-one. Academic support includes tutoring and is provided in schools and during homework labs or after-school programs.

Miigwech

The Museum of Ojibwa Culture provided every YEA site with a set of Boarding School Panels that depict a timeline of the boarding school era. Each site displayed their panels either in the schools, on-site, or with the Elder Committees. Thank you!

Chi-Miigwech parents, guardians, and grandparents for entrusting their children to the YEA staff. It is an honor to guide our future generations.

Chi-Miigwech to the YEA team for their dedication to our youth. Thanks for creating safe spaces where participants can flourish and grow as proud Anishinaabe individuals. Thank you for all that you do!

Higher Education

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

The tribe's Scholarship Program is announced every summer with scholarships released in the Fall. Those interested in applying are required to submit a complete application packet including essays and other required documents. They must meet all eligibility criteria as listed on the application. Each year, the program offers a variety of \$1,000 competitive scholarships, each having their own eligibility criteria. Essays are blind scored by members of the Sault Tribe Higher Education Committee. Students enrolled in trade school or college full or part-time in the upcoming academic year at any accredited U.S. school are encouraged to apply.

The Need-Based Grant Program is a BIA funded program available to eligible Sault Tribe members enrolled as full-time undergraduate students (12 credits hours or more). The student must be attending a Michigan state-supported public college and be a resident of Michigan. These grants award students who have an unmet need as determined by their college's financial aid office. They are available for the Fall and Winter semesters each academic year.

Self-sufficiency incentive awards are available for the Fall semester only. Students are required to submit their completed application and other required documents including their transcript, prior to the deadline. Available funding is divided by the number of eligible credit hours per students who apply. This is not a need-based program. The program awards funding only for grades earned of C or better and does not pay for repeat courses.

In 2023, the Sault Tribe Higher Education Program provided:

— Scholarship Program: 51 students

— Fall BIA Need Based Grants Program: 54 students

— Winter BIA Need Based Grant Program: 46 students

— Self-Sufficiency Incentive Award Program: 349 students with an accumulation of 4,343.25 eligible credits

Adult Education

Sault Tribe, in partnership with Consolidated Community School Services (CCSS), provides alternative high school and adult education programs to residents in Chippewa, Luce and Mackinac counties. Regardless of a student's prior education experience, these programs offer welcoming learning environments with individualized instruction, caring instructors and support staff and collaboration with the Intermediate School District and outside agencies. In 2023, 62 participants were enrolled in this program and 10 earned a GED credential.

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. In 2023, WIOA provided employment and training services to 98 participants. Training Services provided through WIOA include:

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

Work Experience - Short-term, temporary employment for youth; often referred to as after-school employment.

Summer Youth Employment - Provides up to 10 weeks of summer employment to eligible applicants.

Classroom training - Provides short-term skills training to adults in an institutional setting to obtain a license or certificate (i.e. Nurse's aide training, CDL, heavy equipment, etc.).

Elder Employment - Provides part-time employment to Sault Tribe elders residing in the 7-county service area, ages 60 or over.

Education Contacts

Stephanie Sprecker, Education Director - (906) 632-6797 or ssprecker3@saulttribe.net

Breanna Sliger, Executive Assistant - (906) 632-6797 or bsliger@saulttribe.net

Shondra Gervais, Early Childhood Programs Manager - (906) 635-7722 or sgervais@saulttribe.net

Lisa Burnside, YEA Manager - (906) 635-4944 or lburnside@saulttribe.net

Diane McLeod-Maleport, Higher Education Specialist - (906) 635-7784 or highereducation@saulttribe.net

Tanya Pages, Adult and Alternative Education Coordinator - (906) 495-5343 or tpages@eupschools.org

Brenda Cadreau, WIOA Program Manager - (906) 635-4767 or bcadreau@saulttribe.net.



2023 Youth Empowerment Powwow.



2023 St. Ignace Inland Seas Cruise-STEM Water Exploration.

Recreation Division 2023 highlights, 2024 goals

Overview

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

Recreation agreements

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

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

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

Tribally-operated facility

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 6,000 square foot fitness center, a small and large gymnasium, aerobic room, meeting rooms, dance room, indoor track, playground, arcade, nature trail, concessions and vending machines.

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

Purpose statement

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

Division departments

The Events Management Department develops and coordinates facility events and activities for tribal and community families as well as coordinate customer ice and space rentals. The department works closely with tribal and community programs to 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. Limited hockey accessories such as tape, laces, pucks and mouthguards are available as well as skate sharpening.

The Administration Department oversees business operations, marketing, customer service strategies as well as safety and security of personnel and customers. The Operations Department ensures facility equipment is operational, maintaining the ice and dry floor surfaces, facility cleanliness and a safe environment.

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

Additionally, the facility houses the Education Division, which includes Youth Education and Activities (YEA) Department, Higher Education Department, Workforce Innovation and Opportunity Act (WIOA); Community Health's Medical Fitness Program and Community Kitchen; Physical Therapy; the Language and Culture Division; and is connected to the Anne Suggitt Early Childhood Center.

Big Bear Services and Programs

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

2023 Accomplishments

The following Recreation accomplishments were achieved within the seven-county service area:

- 110 tribal memberships to NMU in Marquette
- 3,340 tribal member visits to the YMCA in Escanaba
- 338 tribal member visits to the pool at the high school in Manistique
- 281 tribal member visits to the

- ice rink at Little Bear West Arena
- 3,074 tribal member visits to the Little Bear East in St. Ignace
- 1,188 tribal member visits to the LSSU SAC and pool
- Distributed 2,511 LSSU athletic tickets
- Enrolled 114 Sault Tribe youth in LSSU athletic camps
- Updated and distributed the 7-County Wellness and Recreation Guide

Additionally, the following events and activities occurred at the Big Bear Arena with other Sault Tribe departments:

- 75 participants for the Indigenous Games during the Grand Assembly
- 44 meetings, trainings, gym and skating sessions with the YEA Department
- 51 meetings, trainings, gym and skating sessions with the Language and Culture Division
- 89 meetings, trainings and gym sessions with the Early Childhood Education Programs
- 26,500 tribal member visits to the All-In-One Fitness Club
- 55 participants at the ACFS Child Abuse and Prevention Drive-Thru
- 176 participants at the Behavioral Health and Tribal Court Recovery Walk
- 120 participants at the Behavioral Health Recovery Gala
- 51 participants at the Behavioral Health TAP Sobriety Celebration
- 10 participants at the Insurance Department's OSHA Training
- 50 attendees at the Advocacy Resource Center Paint for Pride
- 1,300 gifts distributed at the Children's Christmas Party
- 500 attendees at the New Year's Eve Sobriety Powwow

- Furthermore, the following recreation events and activities served the community:
- 120,000 pounds of food was distributed to 8,065 people at the Feeding America Mobile Food Distributions
 - 4,495 patrons participated in Public Skating
 - Rented 3,241 Rental Skates and 464 Skate Aids
 - 117 patrons participated in Stick N Puck
 - 31 patrons participated in Drop-In Figure Skating
 - 327 patrons participated in Totzones
 - 279 community practices and classes were held in the courts
 - Hosted 222 birthday parties and celebrations
 - Hosted 37 meetings and trainings
 - Developed the Youth Spring Hockey League to include 202 players
 - Developed the Summer Recreation Program to include 89 participants
 - Hosted 9 school and organization fun days
 - Hosted 23 high school hockey games
 - Hosted 12 youth and adult hockey tournaments
 - Hosted 11 hockey tryouts, camps and clinics
 - Hosted 8 college hockey and semi-pro hockey games
- 2024 Goals**



Cooking Sessions with Sault Tribe Community Health.



2022 Olympian Abby Roque, hosted her hockey school on Aug. 25-27 with 68 participants and 200 spectators. Abby poses with her Olympic trophy and medal with Sault Ste. Marie, Ont., native Payton Levesque.

- Collaborate with Education, YEA, Community Health, Fitness Center and the Language and 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.
- Collaborate with the Training Department to institute e-learning and training videos.
- Explore new ice activities including bumper cars, ice bikes and rideable skate aids including associated grant funding opportunities.
- Collaborate with the IT Department to implement an app for smart phones for use in communicating with customers and promoting the Recreation Division.
- Implement guest speakers and additional cultural programming into the Summer Recreation Program.
- Secure additional long-term advertising contracts, including new locations throughout the facility.
- Update 5-Year Maintenance Plan and work with Facilities Management on building projects.
- Implement digital concessions menus and replace existing counter tops.
- Create online LSSU athletic ticket applications.
- Install safety padding along the walls of the Cub Court.
- Construct family restrooms in the lobby.
- 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, book-thebear@saulttribe.net, www.bigbeararena.com

Law Enforcement and Conservation for 2023

Overview

Sault Tribe Law Enforcement (STLE) manages and oversees the general administration of police services and public safety, Treaty Rights and conservation licensing and enforcement, Sex Offender Registration and Notification Act (SORNA) responsibilities, and oversight of the Sault Tribe Youth Facility (STYF).

STLE also manages several federal grants from writing grant proposals to managing the awards, which includes budget development, compliance assurance, project implementation, and closing out once all objectives are achieved. STLE develops and manages approved budgets – in 2023, STLE was responsible for 12 separate budgets (department operations, grant awards, etc.) totaling \$4.9 million.

STLE is made up of a sworn police force of 25 officers that serve Sault Tribe's seven-county service area and its 1836 Treaty Area for conservation enforcement activities, which includes the Chief of Police, four Sergeants and 19 patrol officers and two School Resource Officers who are located throughout the service delivery area, one Administrative Manager, and two Emergency Dispatch / Licensing Coordinators.

Sault Tribe Youth Facility (STYF) operates a 25-bed correctional facility that houses youth ages 11-17. STYF employs a Facility Administrator, 12 Detention Officers, two Lead Maintenance staff, and two Lead Cooks.

STLE officers respond to a wide variety of complaints in addition to performing community policing services that include attending community events and providing educational services to local schools. An example of some of the responsibilities of our officers in the service delivery area include traffic safety, responding to complaints including but not limited to domestic violence, sexual assault, suicides or attempts, natural or suspicious deaths, driving under the influence of alcohol or drugs, child abuse or neglect, and so forth. Officers also engage in community activities such as attending local fairs and events and going into area schools to provide educational presentations to children of various ages.

STLE officers provide conservation enforcement services as well by patrolling and enforcing Great Lakes (Tribal Code Chapter 20) and Chippewa Ottawa Resource Authority codes for commercial, subsistence/gillnetting, recreational fishing, and Inland hunting, fishing, and gathering codes (Chapters 21 and 23). Almost every day of the year you will see a STLE conservation officer out on patrol, either on the road or on the water.

While conducting water patrols, officers check nets to ensure they are being placed code compliant and check fish on boats they encounter on the lakes to ensure daily catch limits are code compliant. STLE's conservation enforcement duties are defined in the Tribal Code. Officers who conduct road patrols will stop and talk with fishermen, and check licenses and limits to ensure they are engaging in authorized activ-

ity. They patrol through campgrounds where camping permits were issued to tribal members engaging in treaty gathering rights, making sure there are no issues or questions members have regarding their treaty rights. They return phone calls to members who call with specific questions where they cannot find answers in tribal code. This is just a sampling of what our conservation officers do on a daily basis.

STLE's licensing office handles so much more than just issuing treaty licenses. They accept and enter receipt of treaty licensing catch reports, accept and enter any court or prosecutor documents that are required to be entered into the Law Enforcement Information Network (LEIN) including warrants, bond conditions and personal protection orders. They are the first point of contact for any community members who come to or call STLE for any purpose, be it treaty licensing, filing a complaint, following up on a complaint, requesting police report copies, and responding to walk-in and phone questions regarding treaty licensing and ensure that officers respond to questions that are code related. They dispatch STLE officers to non-emergency calls. Emergency calls must be called in to 911.

2023 Highlights

In 2023, the law enforcement office

- Issued 4,349 Inland harvest cards with over 11,400 associated hunting tags
- Processed 714 bear applications and 743 elk applications
- Entered 2,637 inland harvest reports
- Issued 40 commercial captain, one Small Mesh Permits and 65 commercial helper licenses
- Entered 511 commercial catch reports
- Issued 178 Great Lakes subsistence gillnet licenses and 142 subsistence licenses
- Entered 2,740 subsistence catch reports

They coordinate, assist and escort ACFS staff when they need to fingerprint possible foster parents. In 2023, dispatchers answered 8,765 phone calls. These are a sampling of what STLE's front office takes care of each year for our membership.

Some of STLE's 2023 accomplishments include the following:

STLE had some changes in staffing and we are happy to announce that Amber Horner took over as the Administrative Manager of STLE.

STLE thrives to keep learning and growing, so in 2023 STLE was able to send multiple officers to different trainings including: ARIDE, Anti-Trafficking Operations, Human Trafficking, Armorer, Death Investigation, Interrogation, FTO (Field Training Officer), Taser Instructor Certification, Forensic Interview, K9 Patrol and Narcotics, Child Forensic Training, and Pistol Shoot/Taser.

STLE's SORNA Project Coordinator worked with many departments to make sure the public has the most up to date information regarding offenders in our areas and also participated in the SMART Office Regional Workshop in Minneapolis, Minn.

In 2023, STLE also:

- Assisted with the Special Election and Advisory Election Ballot Count – picked up ballots, and stood by
- Participated in the Team building event at Sherman Park, the 2023 Grand Assembly and powwow, Feeding America Food Distributions, Board of Directors Meetings, YEA and Kinross Trunk or Treat, Walmart Safety Event, St. Ignace, Sault and Kincheloe Housing Authority Health and Safety Fairs, Recovery walk, ACFS Foster Parents Appreciation picnic, and Domestic Violence walk
- Purchased four new Police Durangos and two new Conservation trucks
- Provided presence at multiple concerts at all of our Kewadin Casino sites
- Provided safety/escort services for Bronco the Mac, Minis on the Mac and Jeep Parade
- Celebrated the life of Officer George Parish, who passed away in November 2022, in July 2023 with his friends and family
- Passed its 2023 Law Enforcement Information Network (LEIN) audit with the state of Michigan
- Assisted Santa Claus with his visit to the Sault Tribe Daycare and a special family on our reservation.
- Continued to support the goals and objectives of the Tri-County Drug Enforcement Team (TRIDENT) by dedicating one officer to serve on this team. Their main goal is to eliminate illicit narcotics trafficking in Sault Tribe's and surrounding communities
- Submitted conservation articles to be published in the Sault Tribe newspaper
- STLE is active in the future of law enforcement by sitting on the Sault High Advisory Board, Lake Superior State University (LSSU) MCOLES Advisory Board, and hosting interns from LSSU and Sault High School
- Ensured continued compliance with Sault Tribe's Chapter 72-Sex Offender Registration and Notification Code which included ensuring that all offenders within Sault Tribe's jurisdiction were registered, updated or verified
- Completed their annual firearms qualifications under state and federal regulations and we strive to ensure they are meeting their 40 hours of continuing education under MCOLES licensing standards
- Participated in the annual shop with a hero (STLE officers TenEyck, Menominee and Skinner)
- Participated in "Breakfast with a Badge" with Malcolm high school students.
- Made sure they are in every local parade in our local counties
- Gave away 2 bikes at the Grand Assembly, congrats to our winners: Charlie McLeod and Meredith Jones
- Participated in a Department of Homeland Security grant program which provides funding for STLE officers to assist the U.S. Border Patrol in providing increased border security along the northern border
- Provided safety/escort services for the Law Enforcement Torch Run where Officer Menard and Lubben both ran for the cause



The conservation boat at the 2023 Grand Assembly was very popular.



Officer Cremeans reads to kids at Sault Tribe Early Childhood.

- Participated in numerous 2023 Consent Decree negotiations (Chief of Police)
- Closed out two grants and started two new (SORNA and COPS), they also wrote for three new grants and will be notified in 2024 if granted.
- Developed and submitted annual budgets as required and held spending at or below those budgeted amounts
- Developed and submitted required grant reports
- Continued to make progress with submitting repair and maintenance requests through the BIA's Maximo program to ensure that required maintenance on the facility is completed in a timely manner and that the BIA reimburses STYF for eligible projects
- Adhered to all BIA licensing and standards
- Sent two new officers to Detention Facility Academy for certification

2024 Goals

Several of the goals and objectives STLE has for 2024 include the following:

- Will continue to focus on and enhance community oriented policing objectives within each community it serves
- Will look to host additional Sault Tribe member youth for the summer of 2024
- Will increase the training available to its officers in conservation enforcement
- Will continue to streamline its standard operating procedures to increase efficiency and productivity
- Will continue to ensure that it remains in continued compliance

with the Adam Walsh Act/SORNA requirements

- Will continue to work with the Natural Resources Department and IT Security to develop an online treaty licensing and reporting website for Inland Hunting and Fishing licenses and Subsistence licenses, as well as online reporting for Inland, Subsistence, and Commercial required catch reports (Commercial fishermen will continue to schedule appointments to obtain their licenses as there are additional requirements that cannot be implemented online)
- Will review, research, and implement various administrative and cost savings measures to increase efficiency at the youth center while providing the same level of care and services to its residents
- Will ensure that all newly hired Detention Officers attend and successfully complete the Federal Corrections Academy
- Will work with the youth in custody to develop and maintain a facility garden where the produce will be donated to community members
- Will ensure that all training and certification requirements are met
- Will continue to utilize BIA's MAXIMO program for necessary repairs and enhancements at the facility focusing on those projects that the COVID pandemic prevented in 2021 – roof, siding, parking, etc.
- Will maintain and enhance its relationships with agencies that it works with – tribes, county and state courts, etc.

EDC and non-gaming enterprise 2023 highlights

Economic development plays a pivotal role in the growth and empowerment of Sault Tribe businesses and tribal member-owned businesses. The Sault Tribe operates a diverse portfolio of non-gaming businesses referred to as enterprises. In 2023, these non-gaming enterprises generated a combined revenue of over \$27 million, according to the consolidated financials prepared by the Sault Tribe Budget Department.

Compared to 2022, Sault Tribe Enterprise Consolidated financial highlights are, revenue increased by 36.5%, operating income increased by 156%, and EBITDA (Earnings Before Interest, Taxes, Depreciation, and Amortization) increased by 238%, according to the consolidated financials prepared by the Budget Department.

The Sault Ste. Marie Tribe of Chippewa Indians' Economic Development Corporation (EDC), which oversees the tribe's non-gaming commercial activities, started a noteworthy year in 2023. With guidance and encouragement from the tribe's Board of Directors (BOD), the goal was to establish a strong, independent tribal economic environment.

Commercial Enterprises

The Midjim Convenience Store serves as an important community hub on the reservation lands in Sault Ste. Marie and St. Ignace, Mich. It's not just a place to buy food, gas, and basic supplies — it also serves a social function, providing a place for the community to meet and interact.

Beyond these important roles, Midjim is a vital part of the tribal economy. The convenience store helps the tribe's economy by utilizing the tribe's tax-exempt status on certain items like gasoline and cigarettes, providing these goods at a discount for tribal members. The value of these discounts totaled \$953,389, which directly benefits tribal members.

The White Pine Lodge and C-Store: Located in Christmas, Mich., this property is a popular accommodation choice for visitors, operating 24/7 year-round. It provides high-quality accommodation with a range of room options, including double-queen rooms and king-size suites. Complimentary breakfast and free Wi-Fi add value to the guests' stay. The occupancy is usually high in winter and summer months, with nightly rates ranging from \$180 to \$200.

Attached to the lodge is a convenience store that extends the same amenities and fuel and tobacco discounts as the Midjim Convenience Store, further adding value for tribal members. A total of \$26,716 was saved by tribal members through these discounts.

The EDC Enterprises expanded its portfolio by acquiring the **MidJim University BP** in January 2023. Located in Marquette, Mich., this property is a popular accommodation choice for visitors and Northern Michigan University students and staff, operating 24/7 year-round. A total of \$44,785.91 was saved by tribal members through these discounts.

Gitchi Auto & Home, which was created in 2018, is another firm under the same umbrella. This Class-A vehicle licensing facility sells a wide range of products, including Genuine



Sault Tribe's Bear on the Mountain Golf Course in Hessel is a breathtaking EUP gem.

Scooters, used cars, and RVs, as well as Amish-built storage sheds, Champion Homes, and Fairmont Homes.

Gitchi's success is judged not only by its product variety but also by its influence on the local housing market. Winning bids to build superior Champion and Fairmont homes for Sault Tribe Housing demonstrates Gitchi's integrity and dedication to the community. This sustained success is reflected in its strong sales, which have surpassed \$1 million each year. The Economic Development Corporation (EDC) hopes to further diversify Gitchi's products in the future. Top of Form/Bottom of Form Collectively. These organizations are crucial in boosting the tribal economy and community, mirroring the vibrant business spirit and commitment to the ongoing enhancement of the Economic Development Corporation.

PROPERTY MANAGEMENT ENTERPRISES

DeMawating Development and Sawyer Village: A Legacy of Community-Centric Housing and Investment Success

DeMawating Development in Kincheloe and Sawyer Village in Gwin continue to stand as pillars of affordable housing and storage solutions within the Sault Tribe and local communities. These properties, recognized for their commitment to serving tribal members and the wider community, have proven to be wise investments, delivering strong returns and meeting essential needs.

Sawyer Village

Sawyer Village, located in Gwinn, maintained a robust port-

folio in FY 2023, with a total of 468 units. Of these, 222 were residential, boasting an impressive 93.24% occupancy rate with 207 units occupied. The housing options at Sawyer Village include 3- and 4-bedroom apartments, duplexes, and single-family homes, with monthly rental prices ranging from \$690 to \$875.

In addition to residential units, Sawyer Village offers commercial buildings for rent and 185 indoor/outdoor storage units, making it a comprehensive hub for both housing and storage needs.

For more details on Sawyer Village, visit their official website at www.SawyerVillage.com.

DeMawating Development

DeMawating Development, based in Kincheloe, showcased a diverse portfolio in FY 2023, with 357 total units. Of these, 282 were residential, five were Commercial, 67 were storage, and three were Industrial, achieving a remarkable occupancy rate—85% for traditional units and 83% for Riverside Village Park units. The residential offerings at DeMawating Development include 3- and 4-bedroom duplexes, single-family homes, single-wide trailers, and doublewide trailers with rental prices ranging from \$450 to \$700 per month.

In a strategic move to expand its offerings, DeMawating Development recently added a state-of-the-art Industrial Suite at Odenaang, introducing three large industrial suites to its inventory. One unit was rented in 2022 and one was rented in 2023. Additionally, DeMawating offers 57 storage units with an impressive 90% occupancy rate. The storage

units, available in sizes 10x10 and 10x20, are priced between \$65 and \$85 per month. For more information on DeMawating Development's offerings and ongoing projects, visit www.DemawatingDevelopment.com.

Real Estate/Property Management Sector

The Real Estate/Property Management Sector of the Sault Tribe employs a dedicated team of 12 members, working tirelessly to maintain and enhance these vital community resources.

Golf Courses

In 2022, the Sault Tribe launched two exciting new ventures: Tanglewood Marsh Golf Course and Bear on the Mountain Golf Course, previously known as Hessel Ridge.

Tanglewood Marsh Golf Course spans 145 acres of pristine woodland and plays 5,300 yards from the back tees. This course is a haven for both golfers and local wildlife, with fall being a particularly popular time to play, allowing visitors to enjoy the beautiful foliage and serene walks. Known for its tight layout and challenge, Tanglewood Marsh offers a relaxed, 18-hole experience in Sault Ste. Marie, Mich., complete with a casual bar and outdoor dining options.

Bear on the Mountain Golf Course, previously Hessel Ridge, is a breathtaking gem in the Eastern Upper Peninsula. The course, which stretches across 155 acres and plays 6,300 yards from the back tees, is renowned for its challenging play and stunning views. Following its acquisition, the tribe introduced 20 new EZGO golf carts to enhance the golfing experience. Often referred

to as the region's best-kept secret, Bear on the Mountain provides a unique golfing adventure amidst picturesque landscapes.

Both courses play a vital role in bolstering the tribal economy and community, showcasing the tribe's commitment to dynamic entrepreneurship and ongoing economic development.

BUSINESS DEVELOPMENT

Sault Tribe Thrive (STT)

In September 2019, the Economic Development Corporation (EDC) was awarded a \$485,000 grant from the Minority Business Development Agency (MBDA) to establish Sault Tribe Thrive. This grant was renewed in 2023 for an additional year. The objectives of STT are outreach, advocacy, and promotion of Sault Tribe Member-Owned Businesses (MBEs). We are pleased to report that in 2024, we have served 188 businesses, with 19 of those being added since January 2024.

Our new Business Center was realized through collaborative fundraising efforts with the Michigan Economic Development Corporation (MEDC) and support from our Thrive grant. The MEDC contributed to the physical build-out of the center, while the Thrive Support has provided essential internal resources. These resources include access to computers and Microsoft programs, Wi-Fi, printing and fax services, and networking capabilities—all crucial for tribal businesses to launch or advance their ventures.

This initiative has resulted in the creation of a community hub for tribal businesses, expanding their access to local, regional, and national resources. Thrive has also participated in several economic summits across the region to enhance access to resources and financial grants directly for tribal members. These summits include, but are not limited to, the Michigan SBC Lender Networking Conference, the Operation Action U.P. Annual Meeting hosted by the Lake Superior Community Partnership, the Sault Tribe Business Alliance Annual Conference, and multiple onsite educational in-services with the Michigan Small Business Development Center and the U.S. Small Business Administration.

Additionally, Thrive is collaborating with the CCEDC, Headwaters North, and the Lake Superior Community Partnership to distribute Small Business Hub Grant funds across the seven-county region of Michigan's Upper Peninsula.

STT also maintains a directory of MBEs and success stories. Our social media presence has grown significantly, with 13,056 views since January, reflecting a 229% increase. More information about STT can be found on our website: www.SaultTribeThrive.com.

Looking Forward in 2023 into 2024

- Operational development Sault Tribe broadband network
- Negotiated the purchase of a Yamaha golf cart fleet at Tanglewood Golf Course
- Thrive Marquette office Estate and Property Management portfolio renovations and expansion

- Completion and Launch of Tamarack Business center/incubator

Sault Tribe Complete Facilities Listing 9/13/24

SAULT AREA BUILDINGS

Kewadin Casino Hotel & Convention Center
2186 Shunk Road
Sault Ste. Marie, MI 49783
1-800-KEWADIN
(906) 632-0530
Kewadin Casinos Human Resource Department office Sault (906) 632-5006
Government/Enterprises Human Resource Department (906) 635-4937

Min Wabab Dan (Pleased with It) Sault Tribe Administration Building

523 Ashmun Street
531 Ashmun Street
Sault Ste. Marie, MI 49783
(906) 635-6050
(800) 793-0660
Executive Director's Office
Legal Department
Prosecutors Office
Tax Office
Budget Department
Chairperson's Office
Assistant Executive Director's Office
Membership Liaison-Unit I
Legislative Department
Board of Directors
Accounting
CFO Office
Payroll Department
Insurance Department
Internal Auditor
Planning and Development
Transportation Department
Communications Department
IT Department
Tamarack Business Center
Economic Development
Sault Tribe, Inc.
Sault Tribe Thrive

Big Bear Arena

2 Ice Circle Drive
Sault Ste. Marie, MI 49783
(906) 635-RINK (7465)
www.bigbeararena.com
Administration
Youth Programs
Events Management
Operations
Pro Shop
Concessions
TENANTS:
All-In-One Fitness Club: (906) 635-4935
Physical Therapy: (906) 635-4905
Community Health Medical
Fitness Program: (906) 635-4994
Education Division: (906) 635-7010
Higher Education: (906) 635-7784
Workforce Innovation and Opportunities Act: (906) 635-4767
YEA Admin Office: (906) 635-4944
Language & Culture Division and Anishinaabemowin classroom: (906) 635-6510
Repatriation and Historic Preservation: (906) 203-2280

Niigaanagizhik Ceremonial Building

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

Sault Tribe Mary Murray Culture Camp

266 Homestead Road
Sault Ste. Marie, MI 49783
(906) 635-5604

Powwow Grounds

10 Ice Circle Drive
Sault Ste. Marie, MI 49783

Miskeke Gamig (Medicine Lodge) Sault Tribe Health and Human Services Building

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

Naandwejgegamiig, or "Healing Place"

Tamarack Cove Professional Center
2861 Ashmun St. Suite 5 & 6
Sault Ste. Marie, MI 49783
(906) 635-8877

Anne Suggitt Early Childhood Education Center

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

Joseph K. Lumsden Bahweting School Public School Academy

1301 Marquette Avenue
Sault Ste. Marie, MI 49783
(906) 635-5055

Mary Murray Building/Bonnie McKerchie Building

2218 Shunk Road
Sault Ste. Marie, MI 49783
ACFS (906) 632-5250 or (800) 726-0093

USDA/Food Distribution

3601 S. Mackinac Trail
Sault Ste. Marie, MI 49783
(906) 635-6076

Advocacy Resource Center

(906) 632-1808 or (877) 639-7820
Lodge of Bravery
Advocacy Services
Legal Aid

"Bgwasendam Gamigong" Lodge of Hope

3901 I-75 Business Spur
Sault Ste. Marie, MI 49783
(906) 632-5000

Nokomis/Mishomis Building

2076 Shunk Road
Sault Ste. Marie, MI 49783
Elder Meals
Eldercare Services (906) 635-4971, (888) 711-7356
Gaming Commission (906) 635-7042

Enrollment Department

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

Ezhi-inawendiyang Natural Resources Division (NRD)

Fred Hatch Building
206 Greenough Street
Sault Ste. Marie, MI 49783
Natural Resources Division main office and NRD - Environmental Program
(906) 632-5040

NRD - Wildlife Program

2428 Shunk Road
Sault Ste. Marie, MI 49783
(906) 632-5040

NRD - Fisheries Program

916 Ashmun Street
Sault Ste. Marie, MI 49783
(906) 632-5040

George K. Nolan Judicial Building

2175 Shunk Road
Sault Ste. Marie, MI 49783
Sault Tribe Law Enforcement/Conservation (906) 635-6065
For emergencies, dial 911
Sault Ste. Marie Chippewa Tribal Court (906) 635-4963

Sault Tribe Construction

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

Midjim Sault

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

DeMawating Development - 7 Seas

351 Portage Street
Sault Ste. Marie, MI 49783
(906) 498-9800

DeMawating Development - Crane Industrial Suites

4539 S. Seymour Road
Sault Ste. Marie, MI 49783
(906) 498-9800

DeMawating Development - Chippewa Storage

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

DeMawating Development - Odenaang Storage

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

DeMawating Development - Riverside Village Park

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

Tanglewood Marsh Golf Course

2600 W 16th Avenue
Sault Ste. Marie, MI 49783
(906) 635-7651

Gitchi Auto, Home, and Recreation

220 W. 3 Mile Road
Sault Ste. Marie, MI 49783
(906) 203-4491

KINCHELOE AREA BUILDINGS

ACFS Kincheloe Office - Child Placement

60 Kincheloe
Kincheloe, MI 49752
(906) 495-1232

Sault Tribe Housing Authority

154 Parkside Drive
Kincheloe, MI 49788
(906) 495-1450
(906) 495-5555

(800) 794-4072
Maintenance (855) 205-2840
Administrative Office
Public Works
Home Improvement/
Weatherization Program
Sanitation Program
Rental Programs
Home Ownership Programs
Resident Services
Emergency Rental Assistance

Enji Bgosendam Endaa'aad, "Their Home of Hope" Sober Living Homes

(906) 635-6075

DeMawating Development

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

Youth Education and Activities Program - Rudyard/Kinross

Rudyard Schools (Facility not owned by Sault Tribe)
11185 2nd Street
Rudyard, MI 49780
(906) 487-3471, ext. 228

ST. IGNACE AREA BUILDINGS

Kewadin Casino St. Ignace

3015 Mackinac Trail
St. Ignace, MI 49781
(906) 643-7071
1-800-KEWADIN
Kewadin Casinos Human Resource Department Office St. Ignace (906) 643-4176

St. Ignace Tribal Health Clinic & Human Services Center

1140 N. State Street, Suite 2805
St. Ignace, MI 49781
(906) 643-8689 or (877) 256-0135

Services:

Anishnaabek Community and Family Services: By appointment only. Call (906) 632-5250 or (800) 726-0093
Acupuncture (starting soon)
Administration
Advance Directives
After-hour Triage
Audiology
Case Management: (906) 643-4983
Clinical Medical Care
Clinical Nursing Care
Community Health Nursing
Dental Clinic: (906) 643-7202
Diabetes Care
DOT Physicals
Health Education
Hygienist
Immunizations
Laboratory Services
Mental Health
Nutrition Services
Optical Clinic: (906) 643-4995
Pharmacy: (906) 643-4996
Referral Coordinator: (906) 643-0881
Smoking Cessation
Sports Physicals
Substance Abuse
Traditional Medicine
Triage Nursing
Wellness Exams (all ages)
Wellness Programs

St. Ignace Elder Housing Complex

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

Lambert Center

225 WaSeh Drive
St. Ignace, MI 49781
Head Start (906) 643-9733

Membership Liaison (906) 643-2124

Enji Maawanji' Iding (Former McCann School)

399 McCann Street
St. Ignace, MI 49781
(906) 643-3189

Sault Tribe Youth Facility and Sault Tribe Law Enforcement

1130 N. State Street
St. Ignace, MI 49781
Sault Tribe Youth Facility
(906) 643-0941
Sault Tribe Law Enforcement
(906) 635-6065 or (906) 643-7210
For emergencies, dial 911

Midjim St. Ignace

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

DeMawating Development - Mackinac Trail Storage

6091 Mackinaw Trail
St. Ignace, MI 49781
(906) 498-9800

Youth Education and Activities Program - St. Ignace

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

HESEL/CEDARVILLE AREA BUILDINGS

Kewadin Casino Hessel

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

Hessel Community Tribal Center

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

Gchi Wajiwian Makwa (Bear on the Mountain) Golf Course

2061 N. Three Mile Road
Hessel, MI 49745
(906) 484-2107

Wequayoc Cemetery

2354 E M-134
Hessel, MI
(906) 484-2727

DeMawating Development - Hillcrest Properties

1429 E. M134
Cedarville, MI 49719
(906) 498-9800

DETOUR AREA BUILDINGS

DeTour Tribal Health Center
200 St. Mary's Street
DeTour, MI 49725
Phone: (906) 442-0111
See "Facilities" Page 23

From “Facilities,” Page 22
 Monday through Friday 8 a.m. - 4 p.m.
 Services:
 —Prescription Pickup
 —Lab Draws
 —Registered Dietician
 Appointments
 —Immunizations (including flu shots)
 —Footcare
 —Nike Shoe Program
 —Incontinence Products
 —Diabetes Nurse Appointments
 —Car Seats
 TBA: Telemedicine Services
 **After Hours Urgent Medical Care. Contact the Tribal Health Clinic that provides your primary medical care for nursing triage to local clinics.

NEWBERRY AREA BUILDINGS

Newberry Tribal Community Health Center
 4935 Zeez ba tik Lane
 Newberry, MI 49868
 (906) 293-8181
 Fax (906) 293-3001
 Monday-Friday 8 a.m.-5 p.m.
 (Closed for Lunch)
 Telemedicine Services
 Membership Liaison: (906) 643-2124
 Community Gathering Space
 Community Health Program
 Services- Main Reception, Traditional Medicine, Nursing, Health Education, Nutrition, Immunization Clinics, Medication Pick-Up
 Anishnaabek Community and Family Services: By appointment only. Call (906) 632-5250 or (800) 726-0093
 Veterans Administration Services
 **After Hours Urgent Medical Care. Contact the Tribal Health Clinic that provides your primary medical care for nursing triage to local clinic.

MUNISING AREA BUILDINGS

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

Kitchi-Miniss Ednakiyaang Gamig Grand Island Chippewa Center Victor Matson, Sr. Community Center

622 W. Superior Street
 Munising, MI 49862
 (906) 387-4721
 (800) 236-4705
 Fax (906) 387-4727
 Administration
 Board of Director’s Office
 Membership Liaison (906) 450-7011
 Veterans Administration Services
 Elder Luncheon Meetings
 Community Gathering Spaces
 Maintenance
 Health and Human Service
 Programs-Main Reception/
 Patient Registration, Medical, Traditional Medicine, Nursing, Medical Records, Medical Referrals, Pharmacist, Audiology, Community Health, Nutrition, Health Education, Behavioral Health
 Anishnaabek Community and Family Services (906) 387-3906
 **After Hours Urgent Medical Care (906) 387-4721

White Pine Lodge and Convenience Store
 E7889 W. State HWY M-28
 Christmas, MI 49862

(906) 387-1111
Youth Education and Activities Program - Munising Mather Middle School (Facility not owned by Sault Tribe)
 411 Elm Street
 Munising, MI 49862
 (906) 387-2251 Ext. 180
 (906) 387-2102

Wetmore YEA Building
 6379 Atik Ameg Drive
 Wetmore, MI 49895
 (906) 387-1014

MANISTIQUE AREA BUILDINGS

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

Chigibig Ningabi An (Near the Western Shore) Manistique Tribal Community Center

5698W US Highway 2
 Manistique, MI 49854
 (906) 341-8469
 (866) 401-0043
 Fax (906) 341-1321
 Administration
 Sault Tribe Law Enforcement-For emergencies dial 911
 (906) 635-6065
 (906) 341-8317
 Board of Director’s Office
 Membership Liaison (906)341-8469
 Veterans Administration Services
 Elder Meals (906) 341-9564
 Community Gathering Spaces
 Maintenance
 Health and Human Service
 Programs- Main Reception/
 Patient Registration, Medical, Traditional Medicine, Nursing, Medical Records, Medical Referrals, Pharmacy, Dental, Optical, Audiology, Community Health, Nutrition, Health Education and Behavioral Health
 Anishnaabek Community and Family Services (906) 341-6993 or (800) 347-7137
 **After Hours Urgent Medical Care (906) 341-8469

Housing Authority: Escanaba, Newberry, Manistique, Wetmore, Marquette

1176 North Chitoma Drive
 Manistique, MI 49854
 (906) 341-5145
 (888) 353-9502
 Maintenance-Eastern and Western End
 (855) 205-2840

Youth Education and Activities Program - Manistique

174 Zhigag
 Manistique, MI 49754
 (906) 341-3362
 (906) 450-5183

MARQUETTE AREA BUILDINGS

Marquette Tribal Community Health Center
 (Not owned by Sault Tribe)
 1229 West Washington Street
 Suite 1
 Marquette, Michigan 49855
 (906) 225-1616
 Fax (906) 225-1633
 Monday-Friday 8 a.m.-5 p.m.
 (Closed for lunch)
 Telemedicine Services
 Membership Liaison (906) 450-7011
 Community Health Program
 Services- Main Reception, Traditional Medicine, Nursing, Health Education, Nutrition,

Immunizations, Medication Pick-Up
 Anishnaabek Community and Family Services: By appointment only. Call (906) 632-5250 or (800) 726-0093
 Veterans Administration Services
 **After Hours Urgent Medical Care. Contact the Tribal Health Clinic that provides your primary medical care for nursing triage to local clinics.

Sawyer Village
 250 Voodoo Avenue
 Gwinn, MI 49841
 (906) 346-3919

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

ESCANABA AREA BUILDINGS

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

Escanaba Community Center
 3721 Jingob Street
 Escanaba, MI 49829

GLADSTONE AREA BUILDINGS

Gladstone Tribal Community Health Center
 2002 Minneapolis Avenue
 Gladstone, MI 49837
 (906) 341-1836
 Fax (906) 786-0944
 Monday-Friday 8 a.m.-5 p.m.
 (Closed for lunch)
 Telemedicine Services
 Membership Liaison- (906) 450-7011
 Community Health Program
 Services-Main Reception, Traditional Medicine, Nursing, Telemedicine Clinics, Health Education, Nutrition, Immunization Clinics, Medication Pick-Up
 Anishnaabek Community and Family Services: By appointment only. Call (906) 632-5250 or (800) 726-0093
 Veterans Administration Services
 ** After Hours Urgent Medical Care. Contact the Tribal Health Clinic that provides your primary medical care for nursing triage to local clinic.

GAS STATIONS

The following gas stations are offering the discount to Sault Tribe members. Tribal owned gas stations offering gas and cigarette discounts:

Midjim Convenience Store
 2205 Shunk Road
 Sault Ste. Marie, MI 49783

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

White Pine Lodge and Convenience Store
 7889 E. W. M-28
 Christmas, MI 49862

Tribal owned gas station offering gas discount only:
University BP
 301 W. Fair Ave.
 Marquette, MI 49855

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

Cedar Pantry
 159 W M-134
 Cedarville, MI 49719

Sunoco
 13975 M-28
 Newberry, MI 49868

Manistique Oil Company
 216 Deer Street
 Manistique, MI 49854

Carnes Eco Fuels
 2300 Ludington Street
 Escanaba, MI 49837

LAW ENFORCEMENT George K. Nolan Judicial Building
 Sault Tribe Law Enforcement/ Conservation (906) 635-6065
 For emergencies, dial 911
 2175 Shunk Road
 Sault Ste. Marie, MI 49783

Law Enforcement Satellite Offices Kincheloe - There is an officer for the Tribe on duty at this location.
 For emergencies, dial 911
 (906) 635-6065

Sault Tribe Youth Facility and Sault Tribe Law Enforcement
 1130 N. State Street
 St. Ignace, MI 49781
 Sault Tribe Youth Facility
 (906) 643-0941
 Sault Tribe Law Enforcement
 (906) 635-6065
 (906) 643-7210
 For emergencies, dial 911

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

SAULT TRIBE SATELLITE HEALTH CLINICS

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

Newberry Tribal Community Health Center
 4935 Zeez ba tik Lane
 Newberry, MI 49868
 (906) 293-8181
 Fax (906) 293-3001
 Monday-Friday 8 a.m.-5 p.m.
 (Closed for Lunch)
 Telemedicine Services
 Membership Liaison (906) 643-2124
 Community Gathering Space
 Community Health Program
 Services- Main Reception, Traditional Medicine, Nursing, Health Education, Nutrition, Immunization Clinics, Medication Pick-Up
 Anishnaabek Community and Family Services: By appointment only. Call (906) 632-5250 or (800) 726-0093.

only. Call (906) 632-5250 or (800) 726-0093
 Veterans Administration Services
 **After Hours Urgent Medical Care. Contact the Tribal Health Clinic that provides your primary medical care for nursing triage to local clinic.

DeTour Tribal Health Center
 200 St. Mary’s Street
 DeTour, MI 49725

Phone: (906) 442-0111
 Monday through Friday 8 a.m. - 4 p.m.
 Services:
 —Prescription Pickup
 —Lab Draws
 —Registered Dietician
 Appointments
 —Immunizations (including flu shots)
 —Footcare
 —Nike Shoe Program
 —Incontinence Products
 —Diabetes Nurse Appointments
 —Car Seats
 TBA: Telemedicine Services
 **After Hours Urgent Medical Care. Contact the Tribal Health Clinic that provides your primary medical care for nursing triage to local clinics.

Gladstone Tribal Community Health Center

2002 Minneapolis Avenue
 Gladstone, MI 49837
 (906) 341-1836
 Fax (906) 786-0944
 Monday-Friday 8 a.m.-5 p.m.
 (Closed for lunch)
 Telemedicine Services
 Membership Liaison- (906) 450-7011
 Community Health Program
 Services-Main Reception, Traditional Medicine, Nursing, Telemedicine Clinics, Health Education, Nutrition, Immunization Clinics, Medication Pick-Up
 Anishnaabek Community and Family Services: By appointment only. Call (906) 632-5250 or (800) 726-0093
 Veterans Administration Services
 ** After Hours Urgent Medical Care. Contact the Tribal Health Clinic that provides your primary medical care for nursing triage to local clinic.

Marquette Tribal Community Health Center

(Not owned by Sault Tribe)
 1229 West Washington Street
 Suite 1
 Marquette, Michigan 49855
 (906) 225-1616
 Fax (906) 225-1633
 Monday-Friday 8 a.m.-5 p.m.
 (Closed for lunch)
 Telemedicine Services
 Membership Liaison (906) 450-7011
 Community Health Program
 Services- Main Reception, Traditional Medicine, Nursing, Health Education, Nutrition, Immunizations, Medication Pick-Up
 Anishnaabek Community and Family Services: By appointment only. Call (906) 632-5250 or (800) 726-0093.
 **After Hours Urgent Medical Care. Contact the Tribal Health Clinic that provides your primary medical care for nursing triage to local clinics.

(List provided by the Sault Tribe Communications Department. To correct or update location information, please call (906) 632-6398 or e-mail your request to slucas@saulttribe.net)

Team members across the service area in 2023

