



POKÉGNEK YAJDANAWA

THE POKAGONS TELL IT

Démen Gizses May 2013

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Department of Social Services Offering Assistance to Domestic Violence Survivors

By Casey Kasper
Victim Services Manager/Case Worker

Thanks to a grant from the federal Office of Violence Against Women, Pokagon Band Social Services now offers help to community members experiencing domestic violence. These services include case management, safety planning, referrals to community resources including domestic violence shelters, collaboration with other Pokagon Band departments, and educational programming. These services are confidential and free of charge.

Domestic violence can happen to anyone, regardless of race, social class, religious beliefs, gender, sexuality, or ability status. Overall it is estimated that one in four women will experience domestic violence at some point in their lives. And while domestic violence can happen to anyone, Native American women experience more instances of domestic violence than any other group: almost two in five native women will be victims of domestic violence at some point in their lifetime. As evidenced by these startling statistics, domestic violence is a very serious problem. It is not something to joke about, nor is it something we can choose to ignore because it is uncomfortable to discuss. Treating domestic violence like a private matter only perpetuates the cycle of victim blaming and fails to hold batterers accountable for their actions.

When we think about domestic violence, we typically think of physical abuse, however domestic violence is not always physical. Batterers will use or threaten to use emotionally, sexually, and financially abusive tactics to gain control of their partner. Just because we can't see the physical signs of abuse does not mean it isn't going on. Listed below are some warning signs for abuse. If your partner does any of these things you may be in an abusive relationship:

- Call you names or say degrading things about you
- Use intimidating looks or actions to control you
- Keep you from seeing friends, family, or going to work or school
- Constantly call/text you when you're apart
- Threaten to harm your children or have them taken away
- Harm or threaten to harm animals or pets
- Minimize or deny abuse
- Blame you for their problems
- Force you to have sex when you don't want to
- Make you give them your money or not allow you access to family finances

If you or someone you know are experiencing any of these things and want help, please contact Casey Kasper, victim services manager/case worker at the Department of Social Services at (269) 462-4324.

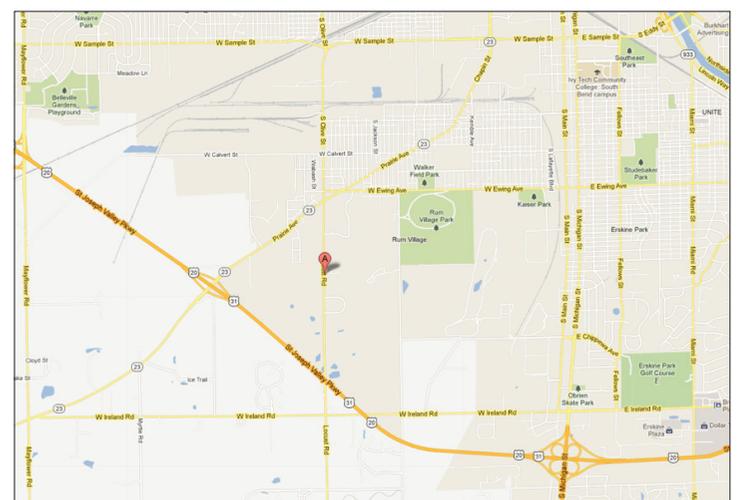
Pokagon Band Relocates Indiana Office to New Facility

Beginning May 1, the Pokagon Band tribal government will have a new location in the South Bend area. Business conducted in the office in the PNC Bank building on McKinley Avenue in Mishawaka will now take place at the Band's property at 3733 Locust Street on the southwest side of South Bend. The building, a residence built in the 1920s, underwent extensive renovations in preparation for it to be used daily as a government office, gathering place and satellite to the main administrative office in Dowagiac, Michigan. Pokagon grounds and facilities crews worked hard to improve the house, and will continue a high standard of maintenance on the property.

Because the building is in a residential area, the Band requested to rezone it for government use. In January the South Bend Common Council unanimously approved the Band's special exception / use permit request to rezone the house at 3733 Locust Street for use as a government facility.

The new phone number for the South Bend office is (574) 282-2638; the new FAX number is (574) 282-2974. Midge Holleman will work out of this new location as of May 1.

The Pokagon tribal government has been working on various community development initiatives in Indiana, and looks forward to providing support to Pokagons who live there. Stay tuned for more programming and Grand Opening events taking place at the new location.



Second Annual Sisbaktokan | Sugar Bush Effort a Sweet Community Effort

**By Andy Jackson,
cultural coordinator**

Bozho! I would like to say megwech to all those who came out to help at sisbaktokan (sugar camp). This was our second time honoring sisbaktok'e'kises (sugaring moon) and it was so much fun watching our families work together the way we used to. This is traditionally a family working event, where everyone has a job that they are in charge of for the entire time the wishkebabo (sap water) is running. If we all come together as a working team to take care of the gifts that our creator has given us, we can become a stronger nation and our children will come to appreciate our culture and what we stand for.

There is so much beauty when you are out in the woods working together. While cleaning up the sisbaktokan we were able to see the cranes fly over every morning and geese land in the water and the ducks talking to each other. We as native people need to evaluate our priorities and bring our

children back into the simple things in life that are really important to our mno bemadzwen (good way of life). This will help teach our people to obtain sustainability and harvesting one of our natural resources and sacred medicines.

We nenetek (tapped) about eighty to ninety trees, some were tapped two times because the sap was flowing so nicely. We also worked really hard to clean up the woods surrounding the sisbaktokan. It really is beginning to look nice out there. Everyone contributed their time and it made a difference in the woods. I believe our ancestors are smiling down upon us. All of those who pitched in took home a bottle of syrup and got to enjoy the first medicine from the creator for the season. With all our efforts we hope to continue making syrup, but it will take more volunteers from the community to make this happen again. Please mark your calendars for early next spring to help in our very own Pokagon sugar bush.



Pokagon Promise Committee meets with University of Notre Dame Representatives

By Michaelina Magnuson



Ann M. Firth, chief of staff, office of the President, and Timothy D. Sexton, associate vice president for public affairs, both from the University of Notre Dame, with members of the Pokagon Promise Committee.

On April 12 Pokagon Promise committee members and ND officials met at the Pokagon Community Center in Dowagiac to begin the process that will reestablish a relationship with the school, much like it was at the time of the school's founding. Tom Topash began the meeting with an official welcome, and a story of how Leopold Pokagon secured a black robe, or Catholic priest, to educate the people in his villages. The black robe assigned to travel to and work with the Potawatomi people of the Saint Joseph River Valley was Father Stephen Badin. Father Badin spent many years with the Potawatomi. He obtained a parcel of land and built the old Indian chapel, or log chapel, which still stands today as the foundation of what would become the campus of Notre Dame.

University officials were interested to learn of the shared history between the school and the Pokagon Band. After the official welcome, the committee took the ND staff members on a driving tour of Pokagon properties and points of cultural/historical importance in Dowagiac. Elders Hall, Sacred Heart of Mary Catholic Church, the Administration Building and Rodgers Lake, and the housing development at Edawat were all stops along the way. As the meeting concluded, Kelly Curran and Judy Winchester served the group traditional foods of strawberries and sassafras tea to both share a bit of culture and to symbolize Pokagon Band's commitment to continued relationship building.

Pokagon Promise Committee Chair Jason S. Wesaw noted the meeting "was a positive step towards rekindling an historic and important relationship between the Pokagons and Notre Dame. I look forward to the next steps we'll take, together." The committee intends to host a follow-up meeting later this year with both the Pokagon Band chairman and University of Notre Dame president in attendance.

Academic Excellence and Extracurricular Excellence

By Penny Brant, K–12 program supervisor

We have awesome youth in the tribe and in our programs. This section is set aside to introduce them to you and share their stories, whether they have been nominated because of their academic growth or their extracurricular achievements. While nominations can come from anyone, we also ask the students to write a brief essay about themselves. Here are two delightful young students:



Emily Potter, a sixth grader at Dowagiac Middle School in Dowagiac, Michigan, is an excited (and exciting) student. She is getting an A in five classes and one B+, having recently been awarded the High Achiever Award for High Honors by the sixth grade staff at DMS. She is participating in the Science Fair. Emily has, in her own words, “one sister and a bunch of pets.” She loves baking, art, and singing and was recently in Southwest Michigan College’s production of Joseph and the Amazing Technicolor Dream Coat, confirming that she wants to be a professional actress

like Anne Hathaway or singer like Miley Cyrus. To top all of this off, Emily was just named Chieftain of the Month at DMS. Her nomination for Academic Excellence came from mom Melissa Potter, and step-dad Tim Craig. Keep up the great work, Emily. We are proud of you!



Mirian Elmer is in sixth grade at Olivet Middle School in Olivet, Michigan, a new school for her. She brought her grades up to As when she moved, which her mom and dad think is because Mirian is being challenged by the teachers more and she pushes herself harder. Pushing herself is not new to Mirian; she has type 1 diabetes and has been able to balance her school work and the responsibilities of that disease. After high school, Mirian wants to go to college to be a veterinarian, “because I love animals.” Her upbeat attitude will come in handy there! Mirian reads a great deal, and stressed her love of it at the end of her well-written essay that was turned in with the nomination from her mother, Mandy Elmer. She said, “All this time

I was writing I could have been reading my books.” Mirian, keep reading, keep up the great grades and keep moving ahead. You shine!

If you know of a native child who excels in her or his academic or extracurricular activities, or has made growth in those areas, please share it with the Department of Education by filling out an excellence application, found on the Pokagon website or in the Department of Education, and sending it in to Pokagon Band Department of Education, P.O. Box 180, 58620 Sink Rd., Dowagiac, MI 49047 or penny.brant@pokagonband-nsn.gov.

Mothers Everywhere Appreciate Extra Help

By Vonda VanTil, Social Security public affairs specialist

Think of all the times and ways that mom has helped you over the years — when you were a child, and after you became an adult. With Mother’s Day upon us, now is a good time to pay mom back with a little Extra Help — with her Medicare prescription drug costs.

If your mother is covered by Medicare and has limited income and resources, she may be eligible for Extra Help — available through Social Security — to pay part of her monthly premiums, annual deductibles, and prescription co-payments. The Extra Help is estimated to be worth about \$4,000 per year.

To figure out whether your mother is eligible, Social Security needs to know her income and the value of her savings, investments and real estate (other than the home she lives in). To qualify for the Extra Help, she must be receiving Medicare and have:

- Income limited to \$17,235 for an individual or \$23,265 for a married couple living together. Even if her annual income is higher, she still may be able to get some help with monthly premiums, annual deductibles, and prescription co-payments. Some examples where income may be higher include if she and, if married, her spouse:
 - o Support other family members who live with them;
 - o Have earnings from work; or
 - o Live in Alaska or Hawaii.
- Resources limited to \$13,300 for an individual or \$26,580 for a married couple living together. Resources include such things as bank accounts, stocks, and bonds. We do not count her house or car as a resource.

Social Security has an easy-to-use online application that you can help complete for your mom. You can find it at www.socialsecurity.gov/prescriptionhelp. To apply by phone or have an application mailed to you, call Social Security at (800) 772-1213 or go to the nearest Social Security office.

 www.socialsecurity.gov/prescriptionhelp

Youth Elders Detroit Tigers Game

Where: Comerica Park, Detroit, MI

Date: Sunday, May 12, 2013 (tentative)

Pokagon Youth Council is looking for caring, hardworking Pokagon Youth between the age of 12–18 years old to assist Elders during a Detroit Tigers trip. Volunteers will help Elders with walking, carrying packages, or getting food and drinks. Most importantly, this is a great chance to visit and learn from them.

Permission to transport forms & permissions slips must be complete before a child can attend.

If you are interested, please e-mail or fax your 150 word letter of intent explaining why you would like to attend the outing and spend time with Elders, and how you can help them.

Deadline is **FRIDAY, April 19 at 5:00 PM**

Contact: Conrad Church
Conrad.Church@pokagonband-nsn.gov

(269) 783-6773 cell

(269) 782-1817 fax

Pokégnek Bodéwadmik
POKAGON BAND OF POTAWATOMI



Take the Walking Challenge

By Liz Leffler, community health nurse

Pokagon Band is starting a program called Walking Works. The program runs from May 6 to July 8, and the walking program allows you to track your steps online weekly. If you don't have a computer you can track your steps on paper and a community outreach worker will log your steps into the system for you.

This challenge involves all of the tribes in Michigan and the winners will be announced at this year's Michigan Indian Family Olympics July 26. The winning tribes will receive cash prizes, which will allow the Wellness Committee to provide more programs for healthier lifestyles. The walking challenge is open to all Pokagon Band citizens and employees and their immediate family members, and other Native Americans and their immediate family. If you are interested in participating please contact Elizabeth Leffler at (269) 782-4141 or (888) 440-1234 ext. 225 to receive the information on how to sign up and get your pedometer.

Walking is one of the best things you can do to help you get into shape. Plus walking provides a lot of benefits, including:

- It improves heart and lung efficiency
- It burns fat
- Raises metabolism
- Increases energy
- Slows aging
- Reduces cholesterol
- Lowers blood pressure
- Helps control and prevent Type 2 diabetes
- Reduces risk of some cancers
- Aids in rehabilitation from heart attack and stroke
- Promotes intestinal regularity
- Helps improve sleep
- Strengthens leg, hip and torso muscles
- Improves posture
- Improves mental alertness
- Elevates mood, prevents and/or reduces depression
- Helps control appetite
- Improves self-esteem



Interval training is something that will help you walk more effectively. When your body becomes accustomed to doing something consistently, you develop muscle memory and it is no longer as challenging or difficult to complete the activity. If you integrate a series of high intensity and low intensity exercises to your regimen, you will burn more calories while improving your cardiovascular system. Remember, even an interval training workout can become routine if you consistently do the same routine. Mix it up, sweat it out, and see the results you've been expecting. Numerous studies back intervals as being a fantastic way to not only improve your fitness (so you can go longer and stronger), but also to burn more calories and fat than you would if you just headed out for walk at a steady pace for the same amount of time. One recent study showed that subjects who practiced interval training burned 36 percent more fat post-exercise and improved cardiovascular fitness 13 percent. If you choose to do the interval walking, this will also help you become more aerobically fit, which means you'll be able to burn more calories with each and every workout. One study showed that after just two weeks of interval training, subjects doubled their endurance levels. Visit www.pokagonband-nsn.gov/departments/health-services for a two-week interval walking challenge to get started.



www.pokagonband-nsn.gov/departments/health-services

Culture Camp Registration Opens May 1

Be sure to visit www.pokagonband-nsn.gov May 1 and register online for this summer's Culture Camp. The staff has a fun-filled and exciting camp experience planned for this year.

Session I for students entering second grade through sixth will begin Friday, June 14 with a noon registration. It concludes Monday, June 17; pick up is at noon.

Session II is for students entering seventh grade through twelfth grade. Check in is Tuesday, June 18 at noon. Session II finishes Saturday, June 22 at noon.

The community is invited to a youth-lead mini pow wow following Session II on June 22. Grand Entry starts at 1:00 p.m.



Department of Education Announcements and Updates

Graduating?

If you have or will be completing your bachelor's degree or higher, please complete the College Graduate Gift application, attach it with the copy of your diploma, and submit them to the Department of Education. The application can be found on our website. If you have any questions please call the Department of Education (269) 782-0887.

Summer Youth Internship Program

Calling all Pokagon youth, 14–18 years old, attending middle school or high school in the fall of 2013. This is a paid internship that runs Monday through Thursday, July 8 through August 1 and places students within the government's offices and programs during that time. Applications, which are available through the Department of Education, will be followed by interviews. The deadline for the completed applications is May 15. Contact Connie Baber for more information (888) 330-1234.

Keeping Minds Sharp Over the Summer Months

Teachers may spend four to five weeks in the fall not only getting to know their new class, but also helping students remember what skills and knowledge they lost over the summer! The decline in the newly acquired skills can be such a setback. Wouldn't it be great to change that pattern, especially with your child? The Department of Education's K–12 Program would love to get activity books into as many hands as possible this summer with the goal of keeping the math, reading, and spelling skills growing, not shrinking during these warm months. Please call us with your child's name, address, and grade entering in the fall. Bonus! Bring the workbook out here or ask your child's teacher to look the workbook over in the fall and sign our form confirming they have completed the work and we will send a treat back to you child.

Studies have shown that at least half of students would rather be doing something learning oriented during their summer break – we can help! Call Connie at (888) 330-1234.

Pokagon Band Summer School News

Limited spaces are still open for the Pokagon Band Summer School, Monday through Thursday, July 8 through August 1. If your child is entering kindergarten through sixth grade in the fall and you want them to have a fun way to sharpen their skills, learn the Potawatomi language, get cultural teachings, spend time outside with the Band's Department of Natural Resources, and be with some really cool kids, sign them up! We provide limited transportation. A wait list will be made after the spaces are full. Forms are available on our website and through the office. Call Connie at (269) 782-0887 for help.

Time for Discovery Kits Again!

Pokagon youth ages 2 – juniors in high school who are enrolled in the Pre K–12 program may order a 2013 Pokagon Discovery Kit for this summer. Order forms are available through the Department of Education, (888)330-1234; by visiting www.pokagonband-nsn.gov; or by e-mailing Penny.Brant @PokagonBand-nsn.gov. Orders must be received by the Department on Education by 5:00 pm, Friday, May 31. Kits will be put together in June. Students in the ten-county service area will be able to pick up their kits when complete, after June 17, at the Head Start Building. Kits for students out of the ten-county service area will be mailed unless someone picks it up for them.

K-12 School Supply Reimbursements

Don't forget that your K–12 students receive a \$100 reimbursement for items purchased for school, fees for extracurricular participation, or gym shoes, to name a few things. New this year — you may use the reimbursement for winter coats and boots, too. Reimbursements for money spent during the 2012–2013 school year can be used until July 31. Expenses after that date are covered under the registration for 2013–2014. If you haven't sent in your form and receipts, please go on to the Pokagon website, locate the Department of Education, and click on the School Supply Reimbursement for the form. If you don't have access to the site, feel free to call Connie and request a form at (888) 330-1234.

View the Opportunities!

The Department of Education gets notices of great opportunities for students of all ages throughout the year. These events may not be sponsored by us, but are of value to our students and families such as camps, scholarships, trips, and writing contests, to name a few. Communicating this information is now a great deal quicker by visiting the Pokagon Band's website. Just click on the Department of Education and then look for "Opportunities" in the left menu bar.

Tutoring

Tutoring for students with a C- or below in a core subject, or for a student receiving services through an IEP or other special needs assistance, is available through the K–12 Program. This is offered for all K–12 students, no matter where you live. Call Kristie Bussler, K–12 Resource Specialist, to get the process started.

High School Graduates and GED Recipients Honored at Banquet

Join us on Friday, June 21 as we share our support of and congratulations to the High School Graduates and GED Recipients with the banquet at 5:00 pm at the Pokagon Band Community Center. Please RSVP to Connie Baber (269) 782-0887 or connie.baber@pokagonband-nsn.gov if you plan to join us.

Annual Title VII Hearing

The Pokagon Band Department of Education's K–12 Program is holding the Annual Public Hearing for Title VII Grant for the 2013 – 2014 school year Tuesday, May 7 from 5:30 – 6:30 p.m. in the Department of Education offices. We will discuss the services offered through this grant. Please call (888) 330-1234 for further information.

Pokégnek Yajdanawa

Pokégnek Yajdanawa is the monthly voice of Pokégnek Bodéwadmik, the Pokagon Band of the Potawatomi. Citizens are encouraged to submit original letters, stories, pictures, poetry and announcements for publication in *Pokégnek Yajdanawa*. Submissions are subject to the established guidelines.

The deadline for citizen submissions for the newsletter is always the fourteenth of each month. Please send items for publication to:

Pokégnek Yajdanawa
Box 180
Dowagiac, MI 49047
newsletter@PokagonBand-nsn.gov

Chi Ishobak Announcements and Updates

Chi Ishobak Continues Making Strides with Pokagon Entrepreneurs



Chi Ishobak is proud to announce that it is working with our first Pokagon-owned start-up business. Bicycle Gallery and Body Art, owned by David Martin, became the most recent organization to receive assistance from Chi Ishobak's Commercial Loan Program.

Bicycle Gallery and Body Art was unanimously approved by South Bend's Common Council to operate an art

gallery and custom tattoo studio in downtown South Bend on January 28, 2013. David's talent, passion, and support from his family led to this opportunity. Like all dreams, there is usually a cost and/or sacrifice associated with it.

"David has invested an enormous amount of time, emotion, sweat, and personal finance into his dream." Sean Winters, Executive Director of Chi Ishobak said, "When his approval process was delayed (with Common Council), that cut into his personal investment capital and we (Chi Ishobak) were more than happy to work with David to develop his business plan, help him obtain financing, and allow him to open the doors for his custom gallery/studio."

The assistance Bicycle Gallery and Body Art received will allow the organization to procure the necessary assets and equipment to satisfy remaining inspections in order to offer 100 percent of their products and services to downtown South Bend's collectors and consumers.

"Even if we didn't receive this loan, working with Chi Ishobak provided me with the tools I needed to be successful." Bicycle Gallery and Body Art owner David Martin said, "They (Chi Ishobak) were there for me throughout this entire process and gave me the support I needed. I can't wait to get to work." David expects a Grand Opening celebration in early May so be on the lookout for date and time announcements.

Bicycle Gallery and Body Art is now on the growing list of Pokagon-owned businesses that Chi Ishobak has had the privilege to provide financing for. Our Commercial Loan Program is designed to assist small-business start-up or expansion. The uses of proceeds are for inventory, equipment, and working capital.

Bicycle Gallery and Body Art is located at 127 W. Washington, South Bend, IN 46601. A website is under construction and will be available soon.

Pokagon Band Elders Trip

South Dakota Black Hills and Badlands June 17-25

Sign up for the Pokagon Band Elders trip to the South Dakota Black Hills and Badlands June 17-25. We will depart Monday, June 17 at 7:00 a.m. from the Pokagon Community Center. The motor coach will be available for boarding at 6:30 a.m. We will return home June 25 in the evening to the Pokagon Community Center.

Registration Procedure

Please be aware of the elders trip policy. Only elders are eligible to participate in the trip. The spouse of an elder may accompany the elder on the trip, regardless of whether the spouse is a Pokagon citizen or an elder.

The dates to register are May 13 through May 22 at the Elders Hall. Thirty day notice ends May 22.

You must register in person or call Audrey Huston at (269) 782-7913 between 9:00-11:00 a.m. and 3:00 p.m. - 6:00 p.m. Please DO NOT call the Elders Hall.

The drawing is on May 23, 2013, and will be held at the Elders Hall at 11:00 a.m. You are not required to attend the random drawing, but can attend if you like. You will be on a "Participant" list or "Alternate" list, which will be posted at the Elders Hall. Those whose names are drawn will be notified by phone.

For those picked in the random drawing on May 23, a deposit of \$50.00 per person is required and must be paid within by May 30. This is to ensure your spot. Make checks payable to Elders Council and mail them to Audrey Huston, 57668 Kekyllak Odanek Dowagiac, Michigan 49047 with the following information: your name, your spouse's name, your address, telephone number and enrollment number.

Chi Ishobak Closes First Consumer Loan

Within two weeks of launching our new Consumer Loan Program, we made our first consumer loan. Tribal citizen, Dana Binder, was the recipient of this tremendous milestone. She came to Chi Ishobak with the make, model, year, and mileage of an automobile she had her eyes on and we were able to provide financing for her new wheels.



"We now have a reliable car, we're re-building credit, and have learned new ways to keep better track of our money." Dana Binder said, "Sean's knowledge and experience with budgets, finance, credit, and loans have been a blessing to me and my family."

This is a brand new program that designed to provide Tribal citizens an alternative to predatory lending and non-flexible lending institutions for transportation financing within our service area. "There a number of citizens that have either been taken advantage of from buy-here pay-here car lots or banks that are unable to provide financing due to poor credit." Sean Winters, Executive Director of Chi Ishobak stated, "We realize we currently cannot help everyone, but one citizen at a time continues to strengthen our community."

After an application is received, an analysis is performed to determine an applicant's capacity. A credit report is pulled to examine financial character. Chi Ishobak is more flexible in reviewing an individual's credit report than traditional lending institutions, but credit score ultimately determines the interest rate. Income is then verified so a debt-to-income ratio can be determined. This information is compared to the amount of the loan requested to determine if an applicant is able to absorb the monthly payment comfortably.

This new program is a result of the continued vision and support from Tribal Council, Finance Board, and Chi Ishobak's Board of Directors. Chi Ishobak is very excited about what the future holds and the unlimited potential that this has for Tribal citizens.

If you have any questions or would like additional information on the programs offered by Chi Ishobak you may contact them at their information listed below:

Chi Ishobak, Inc.

415 E. Prairie Ronde St. | Dowagiac, MI 49047 | (269) 783-4157
sean.winters@chiishobak.org | www.chiishobak.org



Discover Something New!

Order your 2013 Pokagon Discovery Kit by May 31.

Don't miss your chance to order a Pokagon Discovery Kit, available for all Pokagon youth ages 2-11th grade enrolled in pre-K-12 programs.

☎ Call (888) 330-1234

🌐 or visit www.pokagonband-nsn.gov/departments/education

✉ or e-mail Penny.Brant@PokagonBand-nsn.gov to order.

If you live out of the Pokagon 10-county area, we will mail it to you. Residents of the 10-county service area must arrange to pick up their Kits.

Application deadline is May 31, 2013! Kits are only available during June 2013.

Morano Sauces Debut in Meijer Stores Statewide

By Jennifer Klemm-Dougherty

It has been a successful year for Morano Foods, a citizen-owned business that sells authentic Italian sauces to specialty food stores and grocers across the state of Michigan. Owners Greg and Lesley Morano have worked hard to get their sauces on the shelves, and they credit Chi Ishobak for playing a role in their success.

“Prior to working with Chi Ishobak, we had our sauces in 90 stores across Michigan,” said Greg Morano. “Because we were able to secure financing for our expansion, we are now in nearly 300 stores statewide.” Their growth has happened over the course of just one year.

Since working with Chi Ishobak, Morano sauces have been added to Kroger, Spartan, D&W, and select Family Fare Stores. Additionally, they have been selected to participate in the “Made in Michigan” program at Meijer. “We are excited and honored to have been selected for this program,” said Greg. “Our sauces will now be available at 101 Meijer stores.”

“We worked with Sean Winters at Chi Ishobak to obtain short term financing to do the Meijer program,” said Lesley. “Sean has been helpful and has allowed us to grow our business and get our product into chain stores with large opening orders.”



Morano Food submitted three of their sauces for the Meijer “Made in Michigan” program and two were selected. Their sauces will be featured on an end cap with other items made in Michigan. “It is a 12-month program, and our sales will determine whether or not they will keep selling our sauces in their stores,” explained Greg.

Morano Foods marked their one year anniversary in early March. Chi Ishobak reissued their original line of credit at a reduced interest rate because they had met their obligations to the financial institution.

The secret to success is truly in the sauce. “We have a lot of loyal customers,” explained Greg. “We demo, or give samples, of our product at many grocery stores.”

They also participate in sale programs, including Meijer “price drop” as well.

The Moranos have plans to bring their sauces to grocery shelves outside of Michigan, and Greg will soon be going to New Jersey to meet with a national chain. The company would represent Morano Foods to grocery stores across the country.

In addition to increasing their visibility in grocery stores, Morano Foods recently launched a new website at www.moranofoods.com. They also started a Facebook page to announce sales and company information to their followers.



Learn More About PHS’s Hotline

Pokagon Health Services launched its Hotline almost a year ago. The Hotline is available at (800) 775-1008 or www.reportlineweb.com/PokagonBand 24 hours a day, 7 days a week. Below are some Q&A that might clarify the Hotline’s purpose. Feel free to call Karen Jako, quality specialist, for information any time at (269) 782-4141 x 268.

Q. What is the Health Services Hotline?

The Hotline is an anonymous reporting tool that provides patients and staff the opportunity to report potential misconduct in the workplace.

Q. May I report using either the Internet or the telephone?

Yes, by giving you choices, the Hotline ensures that members of our community can file a report anonymously and in the manner most comfortable or convenient to them.

Q. Why do we need a reporting tool like the Hotline?

Reporting hotlines have proven to be an effective tool in reducing losses and helping to protect institutional financial strength.

Q. Does Tribal Council really want me to report?

Yes. In fact, we need you to report. You know what is going on in your department both good and bad. You may have initial knowledge of an activity that may be cause for concern. Your reporting can minimize the negative impact related to potential misconduct.

Q. Does the Hotline replace reporting situations to the manager or other offices? What type of situations should I report on the Hotline?

The Hotline does not replace any of our standard reporting tools, but there are several good reasons why you should consider using the Hotline as well. First, the Hotline ensures that your report gets to the appropriate people. More importantly, reports can be filed anonymously and all report information is secure and held in the strictest confidence.

The Hotline is designed to accept reports for the following type of concerns.

1. Financial matters relating to accounting or internal control issues, fraud, theft or other financial issues.
2. Regulatory matters relating to confidentially issues, falsification of reports or other issues.
3. Information technology matters relating to the inappropriate use of technology or misuse of technology resources.

4. Misconduct of staff relating to citizens.

5. Any situation in which you were uncomfortable with at the clinic.

Q. Is the Hotline an appropriate reporting tool for something as personal and important as sexual harassment?

If you are uncomfortable contacting the Director of Health Services, sexual harassment reports can be taken over the Hotline.

Q. What shouldn’t I report using the Hotline?

The Hotline is not a “911” service for emergency issues or actions.

Q. Can I file a report from home and still remain anonymous?

A report from home, a neighbor’s computer, or any internet portal will remain secure and anonymous. An internet portal never identifies a visitor by screen name so that anonymity is totally maintained. Plus, the Hotline is contractually committed not to pursue a reporter’s identity.

Q. I am concerned that the information I provide the Hotline will ultimately reveal my identity. How can you assure me that will not happen?

The Hotline system is designed to protect your personal identity. However, you as a reporting party need to ensure that the body of the report does not reveal your identity by accident, for example, “From my cube next to Jan Smith, I saw ...” or “In my 33 years...”

Q. I am not sure what I have observed or heard is a violation of policy, or misconduct, but it just does not look right to me. What should I do?

File a report. The Hotline can help you prepare and file your report so it can be properly understood. We’d rather you reported a situation that turned out to be harmless than let possible misconduct go unchecked because you weren’t sure.

Q. Where do these reports go? Who can access them?

Reports are entered directly on a secure server operated by an independent company. The reports are available only to specific individuals within the department who are charged with evaluating the type of violation and location of the incident. Each of these report recipients has had training in keeping these reports in the utmost confidence. The Hotline system and staff are trained and committed to ensure that no report is ever shared with implicated parties, their peers, or subordinates.

Practice Your Potawatomi

As independent bands of a larger Potawatomi community, we are all pulling together as one Potawatomi Nation to learn our native language and preserve what our Elders have been teaching us for years. Each band is currently taking the initiative to create resources and learning tools for citizens to utilize and reference while trying to learn and speak our language.

Here are some online Language resources you can utilize to facilitate your learning process.

-  www.fcpotawatomi.com/potawatomi-language/potawatomi-language-book-i
-  www.potawatomi.org/lang#languagehome
-  www.potawatomilanguage.org/
-  www.mbpi.org/Administration/languageculture.asp
- www.kansasheritage.org/pbp/books/dicto/d_frame.html

For this month's Language activity, visit one or all of the websites above and write a summary of what you learned while researching the online language resources.

Please try the activity above and send it in to the Department of Language and Culture and you will be entered into a drawing to win a \$25 gift card. You can email, fax, or US mail your answer to:

Department of Language and Culture
Pokagon Band of Potawatomi
58620 Sink Rd.
Dowagiac, MI 49047
Fax: (269) 782-1817
Rhonda.Purcell@pokagonband-nsn.gov

Native Artists Invited to Design Kee-Boon-Mein-Kaa Pow Wow T-shirt

The Kee-Boon-Mein-Kaa Contest Pow Wow Committee is seeking submissions for the 2013 t-shirt designs. All submissions from any Native artist enrolled in a federally-recognized tribe will be accepted. The artist that creates the winning design for the pow wow T-shirts will be awarded \$500.

How to Enter

1. Entries must be submitted by email to beth.salman@PokagonBand-nsn.gov. The entries may be submitted in PDF format, 6"x 6", no more than 4 colors, 300 dpi and text layers, if included, must be separate from artwork. However, a vector file with layers in EPS format is preferred.
2. The email must include the name, contact information and email address of the entrant.
3. The deadline for entries is June 1, 2013.
4. We will attempt to acknowledge all entries within one week of receipt; however, we cannot be responsible for entries or responses lost in e-mail.
5. There is no fee to enter the contest.

Judging and Selection of Winner

1. The winning design will be selected by the Kee Boon Mein Kaa Pow Wow committee. Their decision will be final.
2. The Kee Boon Mein Kaa Pow Wow committee reserves the right not to select a winner if, in its sole discretion, no suitable entries are received.

Intellectual Property

1. All submitted work must be original and not based on any pre-existing design.
2. All entries will become the sole property of the Kee-Boon-Mein-Kaa Pow Wow and it may reproduce, distribute, publish, display, edit, modify, create derivative works and otherwise use the material for any purpose in any form and on any media.

Any questions or for more information, please call Beth Salman at (269) 462-4284 or toll free (855) 600-3720.



Pokégnek Bodéwadmik
POKAGON BAND OF POTAWATOMI

The Youth Cultural Program is hosting a family fishing day to encourage a healthy outdoor family activity that promotes and protects Neshnabe lifeways. Cultural teachings about the water and tobacco offerings for the catch will precede the fishing. Potawatomi Language lessons, specifically about fishing, will be taught throughout the day.

Family Fishing Tournament

with Language and Culture + Department of Natural Resources

Sunday, May 5
9:00 a.m.–1:00 p.m.
Gage St. Lake

Fish Tales

-  Registration is required.
-  You must wear a life jacket! No exceptions. Limited number of personal flotation devices available for those who can't provide their own.
-  Limited number of canoes (reserve one by pre-registering).
-  You may use your own boat but the gas tank must be removed. Please note, the launch is very rustic. Limit to 14-foot boats.
-  Limited number of poles and tackle available.
-  Lunch and bait provided for those who pre-register.
-  Contest rules will be available from Pokagon Band Department of Natural Resources.

Please register by contacting Dean Orvis, youth cultural coordinator, at (269) 462-4290 or Dean.Orvis@PokagonBand-nsn.gov.

Prizes • Fun Family Event • Food

Culture—

- 5/30 | Medicine Gathering/Teachings w/ Barb Peltier, Gage Street Cabin, 26464 Dowagiac, MI 49047, 10a-5pm
- 5/31 | Spiritual Guidance/Healing w/ Barb Peltier, Gage Street Cabin, 26464 Dowagiac, MI 49047, 1p-5p *Call Andy for an individual Appointment
- 5/31 | Ladies Teachings: Drum Birthing & Feasting w/ Barb Peltier, Gage Street Cabin, 26464 Dowagiac, MI 49047, 6p-8p
- 6/1 | Ladies Sweat, Rogers Lake Teaching Cabin, 58620 Sink Rd, Dowagiac, MI 49047, 10:00am

Drumming—

- 5/8 | Men's/Boy's Drumming w/ John T Warren, 3733 Locust Rd, South Bend, IN 46614 6-8pm
- 5/15 | Men's/Boy's Drumming w/ John T Warren, Rogers Lake Teaching Cabin, 58620 Sink Rd, Dowagiac, MI 49047, 6-8pm
- 5/15 | Ladies Drumming, Gage Street Cabin, 26464 Dowagiac, MI 49047, 6-8pm
- 5/22 | Men's/Boy's Drumming w/ Jason Wesaw, Hartford School Band Room, 141 School St, Hartford, MI 49047, 6-8pm

Language—

- Mondays | Elders Language Class, Elders Hall, 10am-12pm
- Tuesdays | 12 Week Basic Language Course Community Center, 6-8pm
- Tuesdays | Early Start Language Community Center, 6:30p-7:30pm
- Thursdays | Intermediate Language Class Community Center, 6-8pm
- 5/5 | Monthly Language Workshop w/ John Winchester, Fishing Tournament, 26464 Dowagiac, MI 49047, 10-12pm

Native Healing—

- 5/13—5/15 | Jake Pine, Rogers Lake Teaching Cabin, 58620 Sink Rd, Dowagiac, MI 49047, 9a-5p (Individual appointments)
- 5/14 | Co-ed Sweat Lodge with Jake Pine, Rogers Lake Teaching Cabin, 58620 Sink Rd, Dowagiac, MI 49047, 6pm

Youth—

- 5/4 | Blossomtime Festival-Grand Floral Parade, Benton Harbor, 1:00p
- 5/5 | Fishing Tournament, Gage Street Cabin, 26464 Dowagiac, MI 49047, 9a-1p
- 5/11 | Sr Youth Council Meeting, Community Center, 1:30p-3p
- 5/12 | Detroit Tigers Game, Community Center, 8a-7p
- 5/18 | Jr Youth Council Meeting, Community Center, 10a-12p
- 5/18 | Community Gardening, Community Center, 12p-5p
- 5/24 | Veterans Golf Outing, 7:30a
- 5/25 | Memorial Day Powwow, Rogers Lake
- 5/27 | Walk with Veterans, Harding's Parking Lot Dowagiac, MI 49047, 8a

Traditions and Repatriation Committee—

- 5/27 | Monthly Meeting, Admin. Bldg., Finance Conf. Rm., 6-9pm

May 2013
Department of Language and Culture



Director, Conrad Church (269) 462-4254,
Cultural Specialist, Andy Jackson (269) 462-4261, Language Coordinator, Rhonda Purcell (269) 462-4255, Youth Cultural Coordinator, Dean Orvis (269) 462-4290

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2 Intermediate Language Class	3	4 Blossomtime Festival
5 Language Workshop Fishing Tournament	6 Elder's Language Class	7 Basic Language Class Early Start Language Class	8 South Bend Men's/ Boy's Drumming w/ John Warren	9 Intermediate Language Class	10	11 Sr Youth Council Business Meeting
12 Detroit Tigers Game	13 Elder's Language Class Native Healing	14 Basic Language Class Early Start Language Class Native Healing; Co-ed Sweat Lodge	15 Dowagiac Men's/ Boy's Drumming w/ John Warren Ladies Drumming Native Healing	16 Intermediate Language Class	17	18 Jr Youth Council Business Meeting Community Gardening
19	20 Elder's Language Class	21 Basic Language Class Early Start Language Class	22 Hartford Men's/ Boy's Drumming w/ Jason S. Wesaw	23 Intermediate Language Class	24 Veterans Golf Outing	25 Memorial Day Powwow
26	27 Elder's Language Class; Walk with Veterans Trad. & Rep. Meeting	28 Basic Language Class Early Start Language Class	29	30 Intermediate Language Class Medicine Gathering Teachings	31 Spiritual Guidance & Healing w/ Barb Peltier Ladies Teachings: Drum Birthing & Feasting	JUNE 1st Ladies Sweat



FINANCIAL WELLNESS SERIES

Chi Ishobak and the Pokagon Band Department of Housing have collaborated to introduce a new financial education program for Pokagon Band citizens. More than just information, this program is designed to identify financial behaviors and the cultural relevance associated with them. A series of five classes will address the basic aspects of personal financial management and provide participants with the tools and processes to take control of their financial health. Two classes are available on each date in an attempt to accommodate more participation.

SAVINGS IS COMMON CENTS

This segment introduces the importance of saving, the purposes of saving, and how saving is culturally tied to us.

Date: Wednesday, June 12 Location: Community Center
Time: 1:00pm – 2:00pm
6:00pm – 7:00pm
27043 Potawatomi Trail, Dowagiac MI

A MARRIAGE WITH MONEY

Whether you are married or single, your financial decisions and activities must have checks, balances, and accountability.

Date: Wednesday, June 19 Location: Community Center
Time: 1:00pm – 2:00pm
6:00pm – 7:00pm
27043 Potawatomi Trail, Dowagiac MI

A PLAN FOR CASH FLOW

Knowing exactly where your money goes and why will allow you to have an effective, purposeful spending plan.

Date: Wednesday, June 26 Location: Community Center
Time: 1:00pm – 2:00pm
6:00pm – 7:00pm
27043 Potawatomi Trail, Dowagiac MI

TACKLING DEBT

This segment will introduce a proven method to prioritize debts and gain traction in eliminating them for good.

Date: Wednesday, July 3 Location: Community Center
Time: 1:00pm – 2:00pm
6:00pm – 7:00pm
27043 Potawatomi Trail, Dowagiac MI

LET THE BUYER BEWARE

By understanding how large companies compete for your money, you may identify necessary and significant purchases.

Date: Wednesday, July 10 Location: Community Center
Time: 1:00pm – 2:00pm
6:00pm – 7:00pm
27043 Potawatomi Trail, Dowagiac MI

Contact Information: Sean Winters, Executive Director
Sean.winters@chiishobak.org | (269) 783-4157

Chi Ishobak, Inc.
415 E. Prairie Ronde St., Dowagiac MI

Fourth Annual
Oshke-Kno-Kewéwen
Traditional Pow Wow
2013

Hosted by the Pokagon Band of Potawatomi Indians
Honoring the new community eagle staff

Saturday & Sunday of Memorial Day Weekend
May 25 & 26, 2013

Rodgers Lake, Dowagiac, MI

Grand Entries:
Saturday - 1PM & 6PM
Sunday - 1PM

Oshke-Kno

Ceremony and feast
honoring the eagle staff
and veterans:
TBA

Head Veteran:
George Martin
Head Male & Female
Dancers:
TBA
Invited Drums:
TBA
Emcee: TBA
Arena Director:
TBA



Kewéwen

For Pow Wow information contact Kevin Daugherty at
269-591-1230 or 269-462-4200

This is a family event. No drugs, alcohol, firearms, or tribal politics.
No pets in Pow Wow area.

2012 Salary Commission Compensation Recommendations Approved by the Tribal Council

The Salary Commission provides the following information in fulfillment of the requirement in the Salary Commission Code that the Salary Commission recommendations, and Tribal Council action on such recommendations, be published in the Band's newsletter.

Salary Commission Overview

The Salary Commission is an independent Pokagon Band governmental body which is constitutionally required to make compensation recommendations for specific elected and appointed positions within the Band's government. The Salary Commission Code provides the standards and procedures by which the Salary Commission conducts its business and makes compensation recommendations to the Tribal Council. Pursuant to the Salary Commission Code, the Salary Commission must: (1) perform a compensation study, (2) present, for citizen input, a report containing the Commission's proposed compensation recommendations, and (3) present, to the Tribal Council, for the Council's approval or rejection, a final report containing the Commission's compensation recommendations.

2012 Compensation Recommendations

On December 8, 2012, the Salary Commission presented to the Tribal Council, the Salary Commission's Section 5 Compensation Report and Recommendations (2012 Final Report). Consistent with input gathered from Pokagon Band citizens, the 2012 Final Report recommends that compensation be divided into Base Compensation and Meeting Compensation. Tribal Council members would be paid a Base Compensation amount without regard to meeting attendance. The Meeting Compensation portion, however, would be based solely upon meeting attendance. The more meetings that a Tribal Council member does not attend, the lower the Meeting Compensation amount such member will receive.

Meeting Compensation is calculated as follows: First, divide the Meeting Compensation by the number of pay periods (26) to obtain the Bi-Monthly Meeting Compensation. Second, divide the Bi-Monthly Meeting Compensation by the number of duly called Tribal Council meetings during the bi-monthly pay period to obtain the per-meeting amount of the Bi-Monthly Meeting Compensation. Third, multiply the per meeting amount of Bi-Monthly Meeting Compensation times the number of meetings attended by a Tribal Council Official to obtain the amount of Bi-Monthly Meeting Compensation to be paid during the bi-monthly pay period.

On December 8, 2012, through Resolution No 12-12-08-01, the Tribal Council approved the recommendations of the Salary Commission contained in the 2012 Section 5 Report. In accordance with the Pokagon Band Constitution and Salary Commission Code, no change in current Tribal Council compensation will become effective until after the July 2013 general election.

2012 Compensation Recommendations Contained in the 2012 Final Report and Approved by the Tribal Council

The table below identifies the amount of Base Compensation and Meeting Compensation for each Tribal Council position, as recommended by the Salary Commission in the 2012 Final Report and approved by the Tribal Council. Additionally, to account for inflation, the Total Annual Compensation, and correspondingly the Base Compensation and Meeting Compensation, will increase annually based on the most current Consumer Price Index.

Position	Base Compensation	Maximum Annual Meeting Compensation	Maximum Total Annual Compensation
Chairperson	\$56,392.13	\$9,951.55	\$66,343.68
Vice Chairperson	\$31,830.48	\$7,957.62	\$39,788.10
Treasurer	\$39,067.02	\$6,894.18	\$45,961.20
Secretary	\$36,656.51	\$6,468.80	\$43,125.30
Councilperson	\$15,515.01	\$6,649.29	\$22,164.30



Pokagon Band of Potawatomi Department of Language and Culture

Cultural Events | May

Boys and Mens Drumming Practice

Please come and learn techniques of drumming, singing and drum etiquette. This is a chance to bring your sons out for a wonderful learning experience.

South Bend practice with John T. Warren

Date: Wednesday, May 8

Location: South Bend office

Time: 6:00 p.m.–8:00 p.m.

3733 Locust, South Bend, IN 49047

Dowagiac practice with John T. Warren

Date: Wednesday, May 15

Location: Rogers Lake campus

Time: 6:00 p.m.–8:00 p.m.

58620 Sink Road, Dowagiac, MI 49047

Hartford practice with Jason S. Wesaw

Date: Wednesday, May 22

Location: Hartford Middle School, band room

Time: 6:00 p.m.–8:00 p.m.

141 School Street, Hartford, MI 49047

Womens Hand Drum Practice

Please come and join the ladies for an evening of camaraderie, singing, songs, and drumming. Please bring a dish to pass as we will enjoy a feast when we are finished. Also please wear your skirts.

Date: Wednesday, May 15

Location: Gage Street House

Time: 6:00 p.m.–8:00 p.m.

26464 Gage Street, Dowagiac MI

Native Healing with Jake and Mary Pine

Jake and Mary Pine visit our community for traditional healing and wellness assistance. Traditional healing is the restoring of balance to the mind, body, spirit, and emotions. Please call Andy Jackson to schedule your individual appointment (remember to bring tobacco).

Date: Monday – Wednesday, May 13–15

Co-ed Sweat Lodge

Time: 9:00 a.m.–5:00 p.m. [individual appointments]

Date: Tuesday, May 14

Location: Teaching Cabin, Rogers Lake Campus

Time: 6:00 p.m.

Ladies Gathering/Teachings with Barb Peltier

Barb is from Canada and will be sharing her teachings with the ladies about drums, medicine gathering and giving individual appointments for spiritual healing, and ending with a ladies sweat on Saturday. Please come and bring your daughters for some spiritual guidance that will help us all to become better mothers and advisors in our community.

Date: May 30

Location: Gage Street House

Time: 10:00 a.m.–5:00 p.m.

26464 Gage Street, Dowagiac MI

Individual Appointments | For spiritual guidance and healing (call Andy for individual appointments).

Date: May 31

Location: Gage Street House

Time: 1:00 p.m.–5:00 p.m. [individual appointments]

26464 Gage Street, Dowagiac MI

Ladies Teachings | Drum fasting and drum birthing. Please bring a dish to pass to feast our drums and the water.

Date: May 31

Location: Gage Street House

Time: 6:00 p.m.–8:00 p.m.

26464 Gage Street, Dowagiac MI

Ladies Sweat | Please bring a dish to pass for a feast following the sweat.

Date: June 1

Location: Teaching Cabin, Rogers Lake campus

Time: 10:00 a.m.

58620 Sink Road, Dowagiac, MI 49047

Contact Information: Andy Jackson, cultural associate

Andy.Jackson@PokagonBand-nsn.gov | Office: (269) 462-4261

Everyone is invited! If you are interested in learning Neshnabe life ways, then you are welcome to attend. These events are not exclusive to Pokagon citizens. **Children must be accompanied by an adult.**

Pokégnek Bodéwadmik
POKAGON BAND OF POTAWATOMI

Train Together for the Family Olympics

What: Michigan Indian Family Olympics, something for all ages. All Michigan Tribes participate

When: July 25 & 26, 2013

Crossing the finish line!

- ★ May 4 | Hopkins Gym | 4:00p.m.-6:00p.m.
- ★ May 11 | Hartford High School Gym | 3:00p.m.-5:00p.m.

Mini Olympics

- ★ June 8 | Dowagiac High School Track* | 4:00p.m.-8:00p.m.

- 4:00-7:00p.m. | Athletic Activities
- 7:00-7:30p.m. | Healthy Eating Presentation
- 7:30-8:00p.m. | Boxed Dinner

Also at this event:

- Nike shoe drawing (you must have participated in 2 sessions to be eligible)
- Listing of Olympic events
- Hotel accommodation information for Michigan Indian Family Olympics. Hotel rooms will be shared with family/friends so this is the time to confirm that family is in the appropriate rooms and that each room has a chaperone as all children must have an adult present with them
- Complete paperwork for the big Olympics travel and participation

Please note: Each participant must have attended at least 2 of the 8 sessions that have been offered to qualify to participate in the Nike shoe drawing and the Michigan Indian Family Olympics. We will count a school sport as 1 session.

To reserve your spot, or for more information contact:
Dean.Orvis@pokagonband-nsn.gov or call (269) 462-4290.



★ new or rescheduled date * In case of rain, Dowagiac High School Gymnasium



POKAGON BAND OF POTAWATOMI
DEPARTMENT OF LANGUAGE AND CULTURE

Youth Cultural Events | May

Blossomtime Festival | Grand Floral Parade

Date: Saturday, May 4
Time: 1:00 pm EDT
Location: 620 Broad St
St Joseph, MI

Family Fishing Tournament | Neshnabe lifeways, cultural teachings & language

Date: Sunday, May 5
Time: 9:00 am – 3:00 pm
Location: Gage Street
Dowagiac, MI

Senior Youth Council Business Meeting | Summer activities planning

Date: Saturday, May 11
Time: 1:30 pm – 3:00 pm
Location: Community Center

Youth Elders Detroit Tigers Game

Date: Sunday, May 12
Time: 8:00 am
Location: leaving from Community Center

Junior Youth Council Business Meeting | Summer activities planning

Date: Saturday, May 18
Time: 10:00 am – 12:00 pm
Location: Community Center

Community Service Project | Elders Garden Volunteering

Date: Saturday, May 18
Time: 12:00pm – 5:00 pm
Location: Community Center

Veterans Golf Outing | Volunteer Assistance

Date: Friday, May 24
Time: 7:30 am
Location: Hampshire Golf Club
29592 Pokagon Hwy Dowagiac, MI

Oshe-kno-kewéwen | Memorial Day Pow Wow Volunteer Opportunities

Date: Saturday, May 25
Time: 8:00 am
Location: Rodgers Lake campground

Walk with the Veterans to Dowagiac Cemetary

Date: Monday, May 27
Time: 8:00 am
Location: Harding's Market
102 Park Place Dowagiac, MI

Save the Date | Short Film Showcase | Sunday, June 2

Save the Date | Culture Camp 2013 | Saturday, June 15 – Saturday, June 22

For more details on these events, please visit www.pokagonband-nsn.gov/departments/language-and-culture or contact Dean Orvis | (269) 462-4290 | Dean.Orvis@PokagonBand-nsn.gov.

Pokagon Band

Enrichment Program

NEW Year Round Program

If you are 5th through 12th grade you can:

- Attend an enrichment camp,
- Participate in workshops,
- Attend life skills programs,
- Take pre-college classes or school programs,
- Attend conferences.

Your enrichment program can be held anywhere and applies to any Pokagon citizen in the country
\$500 limit per year

ARE YOU 5TH THROUGH 12TH GRADE?

Do you want to learn something new?

If you are interested in applying, please send the following to the Department of Education:

- 1) Completed Application
- 2) Information about enrichment program you want to attend
- 3) Copy of your tribal card

Please visit www.pokagonband-nsn.gov/departments/education or contact Connie Baber for an application
(269)782-0887 or (888)330-1234
connie.baber@pokagonband-nsn.gov

Four Winds Casino Resort Discounted Room Rates for Pokagon Citizens

Monday through Thursday night, excluding holidays and other high demand blackout dates, at a discounted rate to Pokagon citizens.

- Rate will be \$45.00 plus resort fee
 - Excludes all Holidays, Fridays, Saturdays and Sundays. Currently excluded dates are highlighted on the calendar below. Other blackout dates may apply based on business needs.
 - Advanced reservation is required.
 - Reservation must be booked no later than three days prior to arrival.
 - Reservations can be booked a maximum of eleven months in advance.
 - Discounted rate must be available and identified at the time of reservation.
 - Rooms will be available on a first come, first serve basis.
 - No Show Reservations will be charged a \$25 "No Show" rate.
- Reservations must be cancelled by 4:00pm on the day of arrival to avoid incurring the No Show Charge Rate. Credit card is required at time of

reservation

- Credit card bearing the guest's name must be presented at check in.
- Credit card is authorized for \$100 at check in.
 - Authorizations are released within 2 to 3 business days.
 - Debit card authorizations can take up to 2 weeks to be released depending upon the cardholder's bank.
- Standard Room is defined as a non-suite room with either one king bed or two queen beds.
 - Maximum occupancy for a King Room is 3 persons
 - Maximum occupancy for a Double Queen Room is 5 persons
- Pokagon Citizen must be 21 years of age or older in order to rent a room
- Pokagon Citizen must provide Tribal Identification Number at the time of booking the reservation and must present Tribal Identification Card upon check in. If the Tribal Identification card does not bear the Pokagon Citizen's photo, a government issued photo identification (driver

license, state issued ID, military ID, passport) must be presented in conjunction with the Tribal Identification card.

- There will be a maximum of two rooms per citizen per night.
- In order to ensure that all citizens have an opportunity to take advantage of this offer, a citizen will be permitted to book no more than 10 room nights per year at the discounted rate.
- The rate code for the discount is PTCHOTEL. Citizen may call the call center and offer the rate code to the call center representative to see if the offer is available.

2013

S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
JANUARY							FEBRUARY							MARCH							APRIL						
		1	2	3	4	5	3	4	5	6	7	8	9	3	4	5	6	7	8	9		1	2	3	4	5	6
6	7	8	9	10	11	12	10	11	12	13	14	15	16	10	11	12	13	14	15	16	7	8	9	10	11	12	13
13	14	15	16	17	18	19	17	18	19	20	21	22	23	17	18	19	20	21	22	23	14	15	16	17	18	19	20
20	21	22	23	24	25	26	24	25	26	27	28	29	30	24	25	26	27	28	29	30	21	22	23	24	25	26	27
27	28	29	30	31	24	25	26	27	28	31	28	29	30														
New Year's Day Martin Luther King Day							Valentine's Day Presidents Day							Good Friday Easter													
MAY							JUNE							JULY							AUGUST						
			1	2	3	4	2	3	4	5	6	7	8	7	8	9	10	11	12	13				1	2	3	
5	6	7	8	9	10	11	9	10	11	12	13	14	15	14	15	16	17	18	19	20	4	5	6	7	8	9	10
12	13	14	15	16	17	18	16	17	18	19	20	21	22	21	22	23	24	25	26	27	11	12	13	14	15	16	17
19	20	21	22	23	24	25	23	24	25	26	27	28	29	28	29	30	31	18	19	20	21	22	23	24			
26	27	28	29	30	31	30	28	29	30	31	25	26	27	28	29	30	31										
Memorial Day							Independence Day																				
SEPTEMBER							OCTOBER							NOVEMBER							DECEMBER						
1	2	3	4	5	6	7			1	2	3	4	5					1	2	1	2	3	4	5	6	7	
8	9	10	11	12	13	14	6	7	8	9	10	11	12	3	4	5	6	7	8	9	8	9	10	11	12	13	14
15	16	17	18	19	20	21	13	14	15	16	17	18	19	10	11	12	13	14	15	16	15	16	17	18	19	20	21
22	23	24	25	26	27	28	20	21	22	23	24	25	26	17	18	19	20	21	22	23	22	23	24	25	26	27	28
29	30	27	28	29	30	31	24	25	26	27	28	29	30	24	25	26	27	28	29	30	29	30	31				
Labor Day							Columbus Day							President's Day Thanksgiving							Christmas Eve Christmas Day New Year's Eve						

Native Foster Parents Needed

Our traditions tell us the most sacred beings among our Anishnabe people are our children and our Elders. Our children have just come from being with the Creator in the Spirit World, and our Elders are facing the West on their way to the Spirit World to be with the Creator again.

As a Tribal nation, we recognize our responsibility "to provide for the welfare, care and protection of the children," through our Child Protection Code.

"The care and custody of the Pokagon Band children are vital to the continued existence and integrity of the Band, as such the welfare of its children is of paramount importance to the Band" says our Family Welfare Commission Ordinance.

There are no words in the Potawatomi language for the term "foster parents." Native people have had to adapt, and the use of this term is now a necessity. Sometimes within our family framework there is

turmoil and our children suffer. Some of our children need care and protection. Do you have in your spirit and your home a place for a child who needs a temporary family? Have you ever thought about being a foster parent? We realize you will have many questions about foster parenting and we urge you to contact our Social Services Department at (269) 782-8998 and ask for Mark Pompey, Director, or Kathleen McKee, our Indian Child Welfare Worker.

Elders Council Business Meeting | April 4, 2013

MEETING: Ken Rader, 11:07 a.m.

INVOCATION: Clarence White.

ROLL CALL: Ken Radar, P, Maxine Margiotta, P, Clarence White, P, Audrey Huston, P, Member-at-Large, Ruth Saldivar, P. Also in attendance, Petey Boehm, Elders Specialist

AGENDA: Dean Orvis invited the Elders to attend a Detroit Tigers ball. The trip will be on May 12, 2013. The Michigan Indian Family Olympics is in July at Central Michigan University.

Dean also informed us that the Youth Council will help the Elders with planting a garden. If there is not enough room for a regular garden, they will plant a pot garden.

Paul Shagen, attorney explained the changes to the MIEA policy.

Petey informed the membership that Clarence White is Elder of the month.

Pamela Riley, hearing aid specialist gave a report of how hearing loss can occur: age, occupation, trauma, infections. She also shared some of the new technology in hearing aids.

ADDITIONS TO THE AGENDA: J.T. Morseau who heads the Launch program explained that this program deals with young children's wellness. His group is working with the Gun Lake Tribe and the Nottawaseppi Huron Band to see what is really needed. A member had concerns as to how the money is spent.

NEW BUSINESS: A member asked about the Gathering, will there be a charge for crafts. Is there a contract with the vendors. These questions will be asked of the Gathering committee.

The Labor Day Pow Wow will be held as usual.

OLD BUSINESS: None.

MINUTES: Maxine moved to accept the minutes of February 7, 2013, Ken supported, (5) yes, passed.

TREASURER'S REPORT: Audrey moved to accept the treasurer's report, Ken, supported, (5) yes, passed.

ANNOUNCEMENTS:

Language classes are held every Monday at Elders Hall, 9:30 a.m. – 12:00 p.m.

Basket making will be held in April 18, 2013. Jennie Brown's children will play music and sing for us at the basket making.

Active living classes will be Fridays, 10:00 a.m. – 12:00 p.m.

Gathering will be held in Dowagiac MI, August, 8–11, 2013.

APRIL BIRTHDAYS: Valerie Baker, Judy Augusta, Bonnie Parrish, Yvonne "Petey" Boehm, Vivian Jackson, Carl Wesaw.

APRIL ANNIVERSARIES: Stanley & Linda Morseau, 48 years

ADJOURNMENT: 1:40 p.m.

Notice of Open Position | Ethics Board

POSITION DESCRIPTION. The Pokagon Band Tribal Council is seeking letters of interest from Pokagon Band citizens to serve as a member of the Pokagon Band Ethics Board. The Ethics Board is an instrumentality of the Pokagon Band government that was created by the Pokagon Band Code of Ethics in fulfillment of Article XVII, Section 3 of the Pokagon Band Constitution. The Ethics Board is responsible for ensuring compliance with the Code of Ethics by Pokagon Band officials and employees. The Ethics Board meets approximately once each month, depending on the needs of the Board, and will meet at additional times as may be needed to address ethics complaints and other specific matters. Typically, meetings are held on Friday evenings of each month at different locations. Ethics Board members will be expected to spend several additional hours per month preparing for Board meetings or engaged in other Ethics Board activities. The Code of Ethics is available at <http://www.pokagonband-nsn.gov/government/codes-and-ordinances>.

COMPENSATION: Ethics Board members will be compensated as independent contractors in the amount of \$150 for attending Ethics Board meetings, provided that Board members receive additional compensation of \$50 for each hour that a Board meeting exceeds three hours in length within a twelve-hour period. In addition, Board members will be entitled to reimbursement for mileage when using personal vehicles to attend meetings and for other Ethics Board business.

ELIGIBILITY: Candidates for the Ethics Board must have:

- (a) A bachelor's degree from an accredited college or university or ten (10) years of professional level work experience in relevant areas, such as law, law enforcement, accounting or finance, business management, regulatory and governmental affairs. Advanced degrees and certifications, such as Certified Public Accountant, Juris Doctorate, and Master of Business Administration are preferred, but not required.
- (b) Demonstrated experience in conducting investigations, analyzing and preparing findings and presenting summaries;
- (c) Demonstrated experience in reviewing and interpreting laws, regulations, contracts, and various professional level reports, including financial reports;
- (d) Strong interpersonal, oral, and written communication skills; and
- (e) Demonstrated ability to act with impartiality and to deal fairly, effectively and efficiently with situations requiring fact finding and dispute resolution skills.

In addition, no person shall be appointed to the Board who is:

- (a) Not a Pokagon Band member;
- (b) Under the age of twenty-one (21);

(c) A Public Official or Public Employee, or

(d) Employed or otherwise serves in a position with responsibilities that create a conflict of interest or the appearance of a conflict of interest with the duties and responsibilities of the Board, as determined by the Selection Committee. This subsection does not automatically prevent a Pokagon Band citizen from being appointed.

APPOINTMENT PROCESS: An Ethics Board member will be appointed by the Tribal Council upon the recommendation of the Selection Committee, which is composed of the Chairperson and Vice-Chairperson of the Pokagon Band Tribal Council and the Chairperson and Vice-Chairperson of the Pokagon Band Elders Council. Ethics Board members serve three year terms of office and must meet all applicable qualifications under Chapter Four of the Code of Ethics.

HOW TO APPLY. Please submit letters of interest along with a current resume to:
Kelly Curran, Tribal Council Executive Secretary
P.O. Box 180
Dowagiac, Michigan 49047

Questions concerning the Ethics Board, the Code of Ethics, or this Notice may be directed to the Ethics Board Chairperson, Ronald Sorce, at (269) 462-4286 or ronald.sorce@pokagonband-nsn.gov. Additional information concerning the Ethics Board may also be found at www.pokagonband-nsn.gov/government/boards/ethics-board.

DEADLINE. The letter of interest and résumé must be received by 4:00 p.m., May 31, 2013.

Temporary Inventory Staff Needed

The Pokagon Band Department of Finance is looking for additional people to help with inventory beginning June 10, 2013. The assignment will last approximately eight weeks and will require some lifting. Hours of work will be Monday–Friday, 8 a.m.–5 p.m. and the pay rate will be \$10.00 an hour.

Individuals interested in applying for this opportunity should submit an application for the Talent Database online at www.pokagonband-nsn.gov/careers/career-opportunities. The deadline to apply is Wednesday, May 15.

Please contact Heather Farver at (269) 462-4267 or by email at heather.farver@pokagonband-nsn.gov if you have any questions regarding employment with the Pokagon Band.

Notice of Open Alternate Position | Pokagon Rights Board

POSITION DESCRIPTION. The Pokagon Band Tribal Council is seeking letters of interest from Pokagon Band Citizens to fill one vacant Alternate Member position on the Pokagon Rights Board (the "Board"). The Board is an instrumentality of the Pokagon Band government that was created through enactment of the Pokagon Rights Board Code (the "Code"). As provided in the Code, the Board's duties include: (a) researching and investigating aboriginal rights, treaty rights and sacred sites; (b) compiling and cataloging information and documents related to aboriginal rights, treaty rights and sacred sites; and (c) making recommendations to the Tribal Council regarding aboriginal rights, treaty rights and sacred sites. The Board is comprised of five (5) persons as follows: (a) the Director of the Band's Department of Natural Resources; and (b) four (4) Pokagon Band citizens. Additionally, the Board has two (2) Alternate Members who are expected to attend all Board meetings and will be seated and vote in the absence of a Board Member(s). One of the two Alternate Member positions is currently vacant. The Board meets approximately once each month and at additional times as may be needed to fulfill Board duties. Alternate Members are also expected to spend several additional hours per month preparing for Board meetings or engaging in other Board activities. The Pokagon Rights Board Code is available on the Pokagon Band's website at www.pokagonband-nsn.gov/Codes_and_Ordinances.

COMPENSATION: Board members and Alternate Members are compensated for service to the Board at rates established by the Tribal Council pursuant to the Committee Procedures Handbook. In addition, Alternate Members are entitled to reimbursement for mileage when using their personal vehicle to attend meetings and for other Board business in accordance with the Band's Travel Policy.

ELIGIBILITY: All persons who wish to serve as an Alternate Member must be a Pokagon Band Citizen who: (a) is at least twenty-five (25) years of age; and (b) possesses expertise, knowledge, skills, and professional and personal experience which will contribute to the fulfillment of the purposes and duties of the Board.

ETHICS REQUIREMENTS. As Public Officials, Alternate Members are subject to the Pokagon Band Code of Ethics. A copy of the Code of Ethics may be obtained by from the Band's website at www.pokagonband-nsn.gov/Codes_and_Ordinances.

CONFIDENTIALITY. All Board members, including Alternate Members, are prohibited from disclosing confidential information, which will include information related to aboriginal rights, treaty rights and sacred sites.

HOW TO APPLY. Please submit letters of interest along with a current résumé to:
Kelly Curran, Tribal Council Executive Secretary
P.O. Box 180
Dowagiac, Michigan 49047

APPOINTMENT PROCESS: The Tribal Council will appoint a person to fill the vacant Alternate Member position on the Board. All persons who wish to be considered for appointment as an Alternate Member must be present at the meeting at which the Tribal Council will consider the appointments to the Board; provided the Tribal Council may waive this requirement for good cause. Any person who believes that good cause exists to not attend such meeting should contact the Tribal Council Executive Secretary who will share the information with the Tribal Council.

TERM: The original term of office for an Alternate Member of the Board is three (3) years; however, because this appointment is to fill a vacancy, the appointment will be for the remainder of the existing term, which will expire on May 21, 2015. There is no limit to the number of terms an Alternate Member may serve on the Board.

DEADLINE. This position shall remain open until filled by appointment by the Tribal Council.

QUESTIONS: All questions concerning the Board or this Notice may be directed to Mark Parrish, Board Member and Director of the Department of Natural Resources, at (269) 782-9602 or Mark.Parrish@PokagonBand-nsn.gov.

Notice of Open Alternate Position | Pokagon Land Use Board

POSITION DESCRIPTION. The Pokagon Band Tribal Council is seeking letters of interest from Pokagon Band Citizens to fill one (1) vacant Alternate Member position on the Pokagon Band Land Use Board ("Board"). The Board is an instrumentality of the Pokagon Band government that was created by the enactment of the Pokagon Band Land Use and Conservation Code ("Code"). As provided in the Code, the Board's duties include: (a) researching, preparing and making recommendations to the Tribal Council regarding the classification, reclassification, transfer and acquisition of Pokagon Band land; and (b) researching and developing a Long Term Land Acquisition and Development Plan to guide future growth and to establish goals and priorities for the use of Pokagon Band land. The Board is comprised of five (5) persons as follows: (a) the Director of the Band's Department of Natural Resources; and (b) four (4) Pokagon Band citizens. Additionally, the Board has two (2) Alternate Members who will be expected to attend all Board meetings and will be seated and vote in the absence of a Board Member(s). One of the two Alternate Member positions is vacant. The Board meets approximately once each month and at additional times as needed to fulfill Board duties. Alternate Members are also expected to spend several additional hours per month preparing for Board meetings or engaging in other Board activities. The Land Use and Conservation Code is available on the Pokagon Band's website at www.pokagonband-nsn.gov/Codes_and_Ordinances.

COMPENSATION: Board members and Alternate Members are compensated for service to the Board at rates established by the Tribal Council pursuant to the Committee Procedures Handbook. In addition, Alternate Members are entitled to reimbursement for mileage when using their personal vehicle to attend meetings and for other Board business in accordance with the Band's Travel Policy.

ELIGIBILITY: Any person who wishes to seek appointment to fill the vacant Alternate Member position on the Board must: (a) be a Pokagon Band Citizens; (b) be at least twenty-five (25) years of age; and (c) possess expertise, knowledge, skills, and professional and personal experience which will contribute to the fulfillment of the purposes and duties of the Board.

ETHICS REQUIREMENTS. As Public Officials, Alternate Members are subject to the Pokagon Band Code of Ethics. A copy of the Code of Ethics may be obtained by from the Band's website at www.pokagonband-nsn.gov/Codes_and_Ordinances.

HOW TO APPLY. Please submit letters of interest along with a current résumé to:
Kelly Curran, Tribal Council Executive Secretary
P.O. Box 180
Dowagiac, Michigan 49047

APPOINTMENT PROCESS: The Tribal Council will appoint a person to fill the vacant Alternate Member position on the Board. All persons who wish to be considered for appointment as an Alternate Member must be present at the meeting at which the Tribal Council will consider the appointments to the Board; provided the Tribal Council may waive this requirement for good cause. Any person who believes that good cause exists to not attend such meeting should contact the Tribal Council Executive Secretary who will share the information with the Tribal Council.

TERM: The original term of office for an Alternate Member of the Board is three (3) years; however, because this appointment is to fill a vacancy, the appointment will be for the remainder of the existing term, which will expire on August 18, 2015. There is no limit to the number of terms an Alternate Member may serve on the Board.

DEADLINE. This position shall remain open until filled by appointment by the Tribal Council. Please note that if you have previously sought appointment to the Land Use Board pursuant to any previous posting announcing a vacancy on the Board, and you are still interested in seeking appointment to the Land Use Board, you must reapply as provided in this Notice.

QUESTIONS: All questions concerning the Board or this Notice may be directed to Mark Parrish, Board Member and Director of the Department of Natural Resources, at (269) 782-9602 or Mark.Parrish@PokagonBand-nsn.gov.

Notice of Vacancy | Election Board

The Tribal Council is seeking Pokagon Band citizens who are interested in serving on the Election Board. The Tribal Council will need to appoint one (1) Pokagon Band citizen to the Election Board. This appointment will be for the balance of a term ending January 31, 2016. The Election Board is a five person Board with two Alternates whose members are appointed by the Tribal Council. There are also two (2) open seats for Alternates. Provided below is information regarding the Election Board and how to be considered for appointment as a member of the Election Board or as an Alternate to the Election Board.

- A. **Election Board Member Responsibilities.** The Election Board is responsible for conducting Pokagon Band elections, maintaining a list of registered voters, and reviewing membership petitions, initiatives and referendums.
- B. **Qualifications.** To be eligible for appointment to the Election Board, a Pokagon Band citizen must:
 1. Be an eligible voter of the Band;
 2. Be at least twenty-five (25) years of age;
 3. Not be incarcerated for any criminal conviction;
 4. Not be presently a member of or candidate for Tribal Council, the Tribal Judiciary, the Ethics Board, or the Salary Commission; and
 5. Not have been convicted within the last ten (10) years of a crime subject to imprisonment for a term of one (1) year or longer, excepting those crimes determined by the Election Board to relate to the furtherance of the Band's tribal sovereignty rights.
- C. **Appointment Process and Length of Term.** Election Board members are appointed by the Tribal Council and serve terms of office of four years. Prior to any appointment, Tribal Council will make a determination whether the interested person meets the qualifications required to serve on the Election Board. In order to make this determination, all persons seeking appointment to the Election Board must undergo a limited criminal background check performed by the Pokagon Band Tribal Police to ensure that the candidate meets the qualifications to serve on the Election Board. Thus, all persons interested in appointment must complete an Authorization to Conduct Criminal Background. You can contact Jessica Howell the Election Clerk at (269) 782-9475 or (888) 782-9475 to obtain an Authorization to Conduct Criminal Background Check Form.
- D. **Time Commitment.** The time commitment required to prepare for and attend Board meetings, conduct elections, and perform the business of the Election Board will vary. Election Board members typically are busier during the time

that leads up to and during the General Election and Elders Election. However there may be Referendums, Special Elections, Petitions, and Recalls that will require Election Board member participation. The Elections occur on the Second Saturday of July and the Second Saturday of November. The dates of the Election Board meetings vary, but typically occur after 5:00 PM. On average, a Board member can anticipate a time commitment of 10 to 25 hours per month, with the busiest time being the months of May, June, July, September, October, and November.

- E. **Stipend.** Each Board member receives a stipend for each meeting and Election attended. The amount of the stipend varies, depending on the seat held. Board members and alternates are entitled to reimbursement for mileage.
- F. **Alternates.** The Election Code provides for the appointment of up to two alternates to the Election Board. The Council is seeking to appoint two alternates to the Election Board. Alternates are not members of the Election Board and not eligible for the stipend, but alternates do attend Election Board meetings as observers and assist the Election Board in fulfilling its responsibilities (however, unless they are appointed to the Election Board as a Board member, they may not vote or exercise the authority of an Election Board member). Alternates must meet all eligibility requirements applicable to members of the Election Board.

HOW TO APPLY AND DEADLINE. If you are interested in serving on the Election Board either as a Board Member or as an Alternate, you must provide a written statement of interest with your name, address, and telephone number and a completed Authorization to Conduct Criminal Background to Kelly Curran, the Executive Secretary to the Tribal Council, at the following address:

Kelly Curran, Tribal Council Executive Secretary
P.O. Box 180
Dowagiac, Michigan 49047

In your written statement, please indicate whether you are interested in serving as a member of the Election Board or as an Alternate. This posting will remain open until filled by appointment of the Tribal Council.

Questions. If you have questions concerning the Election Board, please contact the Election Board offices at (269) 462-4236 or (888) 782-9475. For additional information about the Election Board and the election process, you may also consult the Band's Election Code, which is posted on the Band's website at www.pokagonband-nsn.gov/government/codes-and-ordinances.

Interested in Working for the Pokagon Tribal Government?

If you are a Pokagon citizen or the spouse of a Pokagon who is interested in working for the Pokagon Band, including tribal construction projects, you must have your application in the talent pool. Heather Farver, human resources generalist for the tribe, will be the initial point of contact for registering for the talent pool.

There are two ways to register for the talent pool. You can do so online at www.pokagonband-nsn.gov/Career_Opportunities.aspx and you will

need to submit a resume. You may also call Heather and make arrangements to fill out a registration form at the Department of Human Resources in the Administration Building at 58620 Sink Road, Dowagiac, MI. She will generate the lists that are sent to the hiring managers or contractors when they request additional staff. She will handle all updates to your profile and contact information.

Please remember to update your profile as you gain more experience

or obtain certifications. In addition, please remember to let us know if your contact information changes. If you are using a cell phone, give us an alternate number in case something happens to your cell phone or you run out of minutes. If the tribe or contractor is unable to contact you, you obviously will miss out on an opportunity to work.

We often have only a short window of time to fill a labor request. Occasionally, a contractor could submit

a request and need a worker to report to the site within the hour. Availability, hard work, and excellent attendance are the keys to obtaining and maintaining employment. All hiring decisions are made by the departments or the contractor. Human Resources has no say in who works on a particular job.

Contact Information

Heather Farver
human resources generalist
(269) 462-4267 office
heather.farver@pokagonband-nsn.gov

Notice of Vacancy | Ethics Board

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COMPENSATION: Ethics Board members will be compensated as independent contractors in the amount of \$150 for attending Ethics Board meetings, provided that Board members receive additional compensation of \$50 for each hour that a Board meeting exceeds three hours in length within a twelve-hour period. In addition, Board members will be entitled to reimbursement for mileage when using personal vehicles to attend meetings and for other Ethics Board business.

ELIGIBILITY: Candidates for the Ethics Board must have

- A bachelor's degree from an accredited college or university or ten (10) years of professional level work experience in relevant areas, such as law, law enforcement, accounting or finance, business management, regulatory and governmental affairs. Advanced degrees and certifications, such as Certified Public Accountant, Juris Doctorate, and Master of Business Administration are preferred, but not required;
- Demonstrated experience in conducting investigations, analyzing and preparing findings and presenting summaries;
- Demonstrated experience in reviewing and interpreting laws, regulations, contracts, and various professional level reports, including financial reports;
- Strong interpersonal, oral, and written communication skills; and
- Demonstrated ability to act with impartiality and to deal fairly, effectively and efficiently with situations requiring fact finding and dispute resolution skills.

In addition, no person shall be appointed to the Board who is:

- Not a Pokagon Band member;
- Under the age of twenty-one (21);
- A Public Official or Public Employee, or
- Employed or otherwise serves in a position with responsibilities that create a conflict of interest or the appearance of a conflict of interest with the duties and responsibilities of the Board, as determined by the Selection Committee. This subsection does not automatically prevent a Pokagon Band citizen from being appointed.

APPOINTMENT PROCESS: An Ethics Board member will be appointed by the Tribal Council upon the recommendation of the Selection Committee, which is composed of the Chairperson and Vice-Chairperson of the Pokagon Band Tribal Council and the Chairperson and Vice-Chairperson of the Pokagon Band Elders Council. Ethics Board members serve three year terms of office and must meet all applicable qualifications under Chapter Four of the Code of Ethics.

HOW TO APPLY. Please submit letters of interest along with a current résumé to:
Kelly Curran, Tribal Council Executive Secretary
P.O. Box 180
Dowagiac, Michigan 49047

Questions concerning the Ethics Board, the Code of Ethics, or this Notice may be directed to the Ethics Board Chairperson, Ronald Sorce, at (269) 462-4286 or ronald.sorce@pokagonband-nsn.gov. Additional information concerning the Ethics Board may also be found at www.pokagonband-nsn.gov/government/boards/ethics-board.

DEADLINE. The letter of interest and résumé must be received by 4:00 p.m., May 31, 2013.

*You are invited to celebrate the Pokagon Band of
Potawatomi Department of Education*

*GED Recipients &
K–12 Graduates Class of 2013*

Friday, June 21 Community Center

5:00 p.m. Refreshments

6:00 p.m. Dinner will be served

Hosted by Department of Education

Please R.S.V.P. to Connie Baber (269) 782-0887

or connie.baber@pokagonband-nsn.gov



**YOUR FUTURE
IS CALLING**

NEED HELP?

We've got your back.

Visit finishtheGED.com

or text GED to **58124**.

Finish your GED® test by the end of 2013 and get started on the life you deserve.

With a high school credential, more doors open – to a better job, college, and the respect you deserve. The current version of the GED® test is expiring at the end of 2013.

Answer the call today.

Starting in 2014, there will be a new GED® test. The current version of the GED® test is expiring at the end of 2013 and your scores will expire too if you don't finish and pass the test by then. Finish the test now so you won't have to re-take the parts you've already passed.



Updated Contact Information Needed for Efficient Communications

To maintain effective communications, it is critical that citizens keep their addresses—and those of their children—updated. Many addresses currently in our system are out of date or undeliverable. If you move, please let the enrollment office know as soon as possible, and have your and your dependent's address updated. If your bank account is closed, we mail a live check to you in the next Per Capita check run. If your address is undeliverable, you will not receive this check until you have updated your address.

Contact enrollment coordinator Beth Edelberg at (888)782-1001 to change your address.

Per Capita News

The Enrollment Office needs the following individuals to update their addresses so that these payments can be mailed. If there is an X in the column(s) by your name, you have either a Christmas check and /or per capita payments due to you. Please contact Beth Edelberg in the Enrollment Office at (269) 782-1763 or Barb Vincent in the Finance Department at (269) 462-4209.

Enrollment #	Name	Christmas 2009	Christmas 2010	Christmas 2011	Christmas 2012	Monthly Per Cap
83	John Dylan Watson	x	x	x	x	
406	Michael Lynn Hewitt	x	x	x	x	x
857	Peter John Ramirez	x	x	x	x	
1446	Bobby Marcus Haynes	x	x	x	x	
1986	Cristian M Cobb			x	x	
2090	Matthew Sinn					x
2509	Karra Barr				x	
2595	James Hamstra				x	
4227	Scott Brewer Jr		x	x	x	x
4319	Crystal Pokagon			x	x	x

Please note - you must have a deliverable address on file.

Attention 18- to 20-Year-Olds | Per Capita Information

Attention all high school seniors who are graduating from high school or individuals who may be completing their G.E.D. If you are at least 18 years old and have achieved either of these you are now eligible to receive your monthly per capita checks. All you have to do is send a copy to the Enrollment office. You may either mail or fax this. The address to mail to is:

Pokagon Band of Potawatomi
 Attn: Enrollment Office
 P O Box 180
 Dowagiac, MI 49047
 OR fax to: (269) 782-1964

The document must be received by May 15 in order to make it on the June check run. Anything received after May 15 will be processed on the check run for July. If you have any questions please call the direct per capita phone line at (269) 462-4209 or (269) 462-4200 or toll free (800) 517-0777.

Per Capita Important Dates

Deadline to receive Changes/updates/additions Received by Finance Department	Checks mailed out on	Check date Direct deposits in accounts
Tuesday, December 15, 2012	Thursday, December 29, 2012	Friday, December 30, 2012
Tuesday, January 15, 2013	Wednesday, January 30, 2013	Thursday, January 31, 2013
Friday, February 15, 2013	Wednesday, February 27, 2013	Thursday, February 28, 2013
Friday, March 15, 2013	Wednesday, March 27, 2013	Thursday, March 28, 2013
Monday, April 15, 2013	Monday, April 30, 2013	Thursday, April 30, 2013
Wednesday, May 15, 2013	Thursday, May 30, 2013	Friday, May 31, 2013
Friday, June 14, 2013	Thursday, June 27, 2013	Friday, June 28, 2013
Monday, July 15, 2013	Tuesday, July 30, 2013	Wednesday, July 31, 2013
Thursday, August 15, 2013	Thursday, August 29, 2013	Friday, August 30, 2013
Friday, September 13, 2013	Tuesday, September 26, 2013	Friday, September 27, 2013
Tuesday, October 15, 2013	Wednesday, October 30, 2013	Thursday, October 31, 2013
Friday, November 1, 2013*	Tuesday, November 26, 2013	Wed, November 27, 2013

*Please note that in November the deadline to receive changes is November 1, this is due to time limitations on all the events that occur at this time of the year.

Per Capita Direct Deposit & Tax Withholding Forms

For those tribal citizens receiving per capita checks in the mail and who do not have direct deposit, enclosed with your check you will find a direct deposit and a tax withholding form. These will be included with your check every month until we achieve 100% direct deposits.

The tribe is currently having mandatory direct deposit for per capita checks. In the case of individuals not being able to set up a bank account, the tribe is offering a cash card on which the per capita checks will be loaded onto every month. We are making efforts to give everyone a chance to set up a bank account of your choice and on your own.

As always, the tax withholding form is not mandatory although highly suggested as per capita payments are subject to federal and state taxes. The tribe only withholds federal taxes with a completed form, state taxes are the responsibility of the citizen.

If you have any questions, please call the direct per capita phone line at (269) 462-4209 or (269) 462-4200 or toll free (800) 517-0777. The per capita phone line and my extension both have lengthy messages listing various per capita information. Please leave a message and I will return your call as soon as possible. Both of the above stated forms are available online at www.Pokagonband-nsn.gov

Once you turn in a direct deposit form and as long as I receive it by the 15th of the month, the information will be entered into the system and the first month is always a test run to the bank, so the check will still be mailed to you. The following month, as long as I do not receive any errors from the bank, will be direct deposit. As earlier stated, you will continue to receive the two forms in with your checks every month. If you have completed a form, no need to fill out another one.

tuesday

wednesday

thursday

friday

may

monday

6 **language**

Buffalo Meatloaf
Mashed Potatoes and Gravy
Green Beans and Carrots
Garden Salad
Roll
Peach Pie

13 **language**

Turkey Pot Pie
Veggie Tray
Fresh Fruit
Crescent Roll

20 **language**

Buffalo Stroganoff W/ Noodles
Broccoli and Cauliflower Salad
Carrots
Garlic Bread
Blueberry Pie

27 **closed | memorial day**



7

Roasted Chicken with Apricots
and Prunes
Baked Potato
Broccoli
Cottage Cheese
Roll

14

Sausage, Sauerkraut, and
Mashed
Potatoes
Asparagus
Tomato Salad
Pumpkin PieRoll

21

Salmon Patty
Baked Potato
Corn on the Cob
Fruit Salad
Roll

28

Buffalo Goulash
Peas and Carrots
Cucumber Salad
Peach Cobbler
Roll

1

Pork Chops
Red Skin Potatoes
Tri-Blend Veggies
Garden Salad
Fruit
Roll

8

Sloppy Joe
Sweet Potato Fries
Relish Tray
Veggie Tray
Peanut Butter Cookie

15

Buffalo Spaghetti
Brussels Sprouts
Garden Salad
Garlic Bread
Mini Carrot Cake

22

Chicken and Wild Rice Soup
Grilled Cheese Sandwich
Garden Salad
Fruit
Dessert

29

BBQ Pork Chops
Mashed Sweet Potatoes
Spinach
Garden Salad
Dessert

2

business

Meatballs W/ Beef Gravy and
Noodles
Green Beans
Garden Salad
Fruit
Roll

9

Bean Soup
Turkey Sandwich
Veggie and Relish Tray
Strawberries

16 **social**

Ham and Scalloped Potatoes
Butternut Squash
Spinach Salad
Yogurt W/ Fruit Cup
Roll

23

Grilled Burgers and Dogs
Baked Beans
Broccoli Salad
Veggie and Relish Tray
Red Velvet Cupcakes

30

Chicken Breast in Gravy
Mashed Potatoes
Mixed Veggies
Garden Salad
Roll

3

Buffalo Stuffed Peppers
Asparagus
Waldorf Salad
Cornbread

10

Perch Filet
Spanish Rice
Corn
Garden Salad
Roll
Fruit

17

Sea Bass
Baked Potato
Green Beans
Coleslaw
Melon Salad

24

Boiled Dinner W/ Beans,
Sausage, Cabbage, Onion, Corn,
and Potatoes
Garden Salad
Fruit
Cornbread

31

Tuna Salad Croissant
Baked Chips
Relish and Veggie Tray
Blueberries

PLEASE CALL THE DAY BEFORE if you are not a regular attendee for meals. (269) 782-0765 or (800) 859-2717. Meals subject to change. Meal service begins at 12:00 Noon.
Note: milk, tea, coffee, water, and Crystal Light beverages served with every meal. Also, lettuce, tomato, and onion served with sandwiches and burgers.
Business meetings are held at the Community Center.

Tribal Office Directory

Administration Information Technology 58620 Sink Rd. (269) 782-8998 Toll Free 800-517-0777 FAX 269-782-6882	Housing & Facilities 27043 Potawatomi Trail (269) 783-0443 FAX (269) 783-0452
Commodities (269) 782-3372 Toll Free (888) 281-1111 FAX (269) 782-7814	Human Resources 58620 Sink Rd. (269) 782-8998 FAX (269) 782-4253
Communications 58620 Sink Rd. (269) 782-8998	Language & Culture 32142 Edwards St. (269) 782-9602 FAX (269) 783-0452
Compliance 58620 Sink Rd. (269) 782-8998	Natural Resources 32142 Edwards St. (269) 782-9602 FAX (269) 783-0452
Education and Training 58620 Sink Rd. (269) 782-0887 Toll Free (888) 330-1234 FAX (269) 782-0985	Social Services 58620 Sink Rd. (269) 782-8998 Toll Free (800) 517-0777 FAX (269) 782-4295
Elders Program 53237 Townhall Rd. (269) 782-0765 Toll Free (800) 859-2717 FAX (269) 782-1696	South Bend Area Office 310 W. McKinley Ave. Ste. 300 Mishawaka, IN 46545 (574) 255-2368 Toll Free (800) 737-9223 FAX (574) 255-2974 (269) 782-8998
Election 58620 Sink Rd. (269) 782-9475 Toll Free (888) 782-9475	Tribal Council 58620 Sink Rd. (269) 782-6323 Toll Free (888) 376-9988 FAX (269) 782-9625
Enrollment 58620 Sink Rd. (269) 782-1763 FAX (269) 782-1964	Tribal Court 58620 Sink Rd. (269) 783-0505/ FAX (269) 783-0519
Finance 58620 Sink Rd. (269) 782-8998 Toll Free (800) 517-0777 FAX (269) 782-1028	Tribal Police 58155 M-51 South (269) 782-2232 Toll Free (866) 399-0161 FAX (269) 782-7988
Head Start 58620 Sink Rd. (269) 783-0026/ (866) 250-6573	
FAX (269) 782-9795 Health Services / Behavioral Health 57392 M 51 South (269) 782-4141 Toll Free (888) 440-1234 FAX (269) 782-8797	

Tribal Council Directory

(888) 376-9988

Chairman

Matthew Wesaw
(517) 719-5579
Matthew.Wesaw@
pokagonband-nsn.gov

Vice-chairman

Butch Starrett
(269) 591-2901
Butch.Starrett@
pokagonband-nsn.gov

Treasurer

John Warren
(269) 214-2610
John.Warren@
pokagonband-nsn.gov

Secretary

Faye Wesaw
(269) 782-1864
Faye.Wesaw@
pokagonband-nsn.gov

Member at large

Steve Winchester
(269) 591-0119
Steve.Winchester@
pokagonband-nsn.gov

Member at large

Michaelina Magnuson
(269) 591-5616
Michaelina.Magnuson@
pokagonband-nsn.gov

Elders Representative

Carl Wesaw
(269) 240-8092

Member at large

Marie Manley
(269) 214-2609
Marie.Manley@
pokagonband-nsn.gov

Member at large

Trudy Loeding
(269) 783-6292
Trudy.Loeding@
pokagonband-nsn.gov

Member at large

Tom Topash
(269) 470-3745
Tom.Topash@
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Member at large

Roger Rader
(269) 783-9039
Roger.Rader@
pokagonband-nsn.gov

Executive Secretary

Kelly Curran
(269) 591-0604
Kelly.Curran@
pokagonband-nsn.gov

Elders Council Directory

Elders Hall (800) 859-2717 or (269) 782-0765

Chair

Ken Rader
(517) 755-7755

Vice Chair

Maxine Margiotta
(269) 983-7217

Secretary

Audrey Huston
(269) 591-4519

Treasurer

Clarence White
(269) 876-1118

Member at Large

Ruth Saldivar
(269) 214-1279

Senior Youth Council Directory

Chairman

Collin Church
Collin.Church@pokagonband-nsn.gov

Treasurer

Alex Wesaw
Alex.Wesaw@pokagonband-nsn.gov

Secretary

Cassandra Church
Cassandra.Church@pokagonband-nsn.gov

Member at large

Jenna Huffman
Jenna.Huffman@pokagonband-nsn.gov

Member at large

Shandiin Church
Shandiin.Church@pokagonband-nsn.gov

Dean Orvis

Youth Cultural Coordinator
(269) 462-4290

Tribal Council May Calendar of Events

- 6 Tribal Council Special Session, Community Center, 9 a.m.
- 7 Gaming Authority Closed, Four Winds New Buffalo, 9 a.m.
- 11 Tribal Council, Community Center, 10 a.m.
- 13 Tribal Council Special Session, Community Center, 9 a.m.
- 14 Gaming Authority Closed, Four Winds Hartford, 9 a.m.
- 20 Tribal Council Special Session, Community Center, 9 a.m.
- 21 Gaming Authority, Four Winds Hartford, 9 a.m.
- 27 No meeting Memorial Day holiday
- 28 Gaming Authority, Four Winds New Buffalo, 9 a.m.

Please check the website, www.pokagonband-nsn.gov, or call (888) 782-2426 before attending to confirm that a meeting has not been cancelled.

Council Meeting Times Changed

Beginning May 1, Tribal Council and Pokagon Gaming Authority meetings will begin at 9 a.m. rather than noon. Those who participate in webcasting or attend in person, please make a note.

Démen Gizses May Citizen Announcements



Happy birthday **Myrriam Grubb**.
Mom & Dad



Congratulations **Erin and Doug Burggraf** on the birth of **Claire Ann Topash Burggraf**, born March 19, 2013!
6 lbs., 3 oz., 18 1/2" long
Grandparents
Jill (Campbell) Byrket and Jeff



Happy 7th birthday **Madison Forster**. You are growing like a little hayseed!
Love, Mom and your whole family

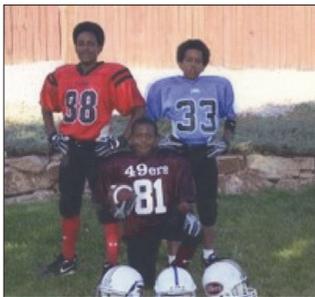


Happy birthday **"Big Daddy" Grubb**

Happy birthday **Bradley "The Grinch" Miller**
From Big Daddy



Congratulations **Nick Morsaw** on your military accomplishments. Go Navy!
Love, your family



Happy Birthday, **"Ice" Birks**
From your family



Happy birthday **Richie Brown**
From Big Daddy & Momika



Happy 40-something to **Reggie Britton**
The Family

Happy 41st anniversary **Henry & Monica Grubb**
From the children, grandchildren & great-grandchild



Brown Bear, Brown Bear, What Do you See?

Reading Event
Saturday, May 18, 2013 | 10:00 am – 1:00pm
Department of Education Library
Pre-K through 1st Grade and their parent or guardian

Join the Department of Education in reading **Brown Bear, Brown Bear, What Do You See?** by Bill Martin, Jr. and Eric Carle. We will make bear mosaic pictures, go on a color hunt, and create our own read along books. A light lunch is provided. Adult attendance is required.



For more information, contact Connie Baber or Rachel Orvis at (269) 782-0887
Hosted by the Pokagon Band Department of Education

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POKAGON BAND OF POTAWATOMI

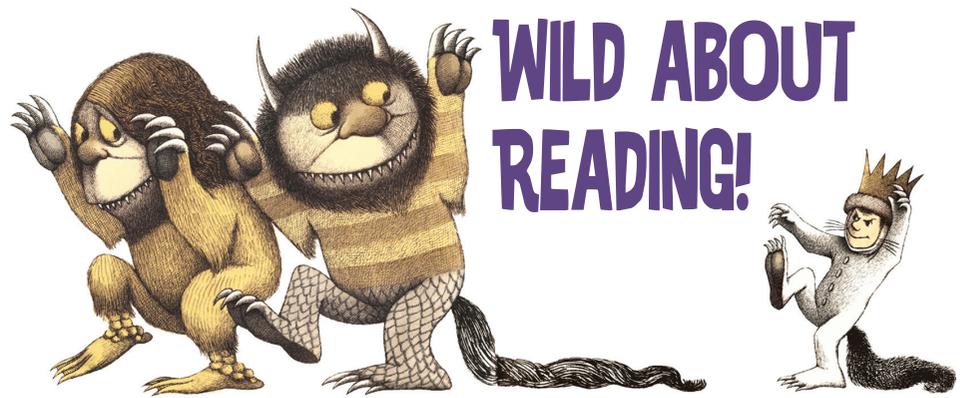


illustration by Maurice Sendak

SATURDAY, JUNE 15, 2013 | 10:00 A.M. – 1:00 P.M.
DEPARTMENT OF EDUCATION LIBRARY
PRE-K THROUGH 1ST GRADERS AND THEIR PARENT OR GUARDIAN

Join the Department of Education to read *Where the Wild Things Are* by Maurice Sendak and make wild thing paper bag masks. Also, check out books and play some outdoor games and activities. A light lunch will be provided. Adult attendance is required.

FOR MORE INFORMATION, CONTACT CONNIE BABER OR RACHEL ORVIS AT (269) 782-0887
HOSTED BY THE POKAGON BAND DEPARTMENT OF EDUCATION