



Pokégnek Bodéwadmik
POKAGON BAND OF POTAWATOMI



2019 Accomplishment Report



GA ZHETTHKÉYGO WHAT WE HAVE DONE



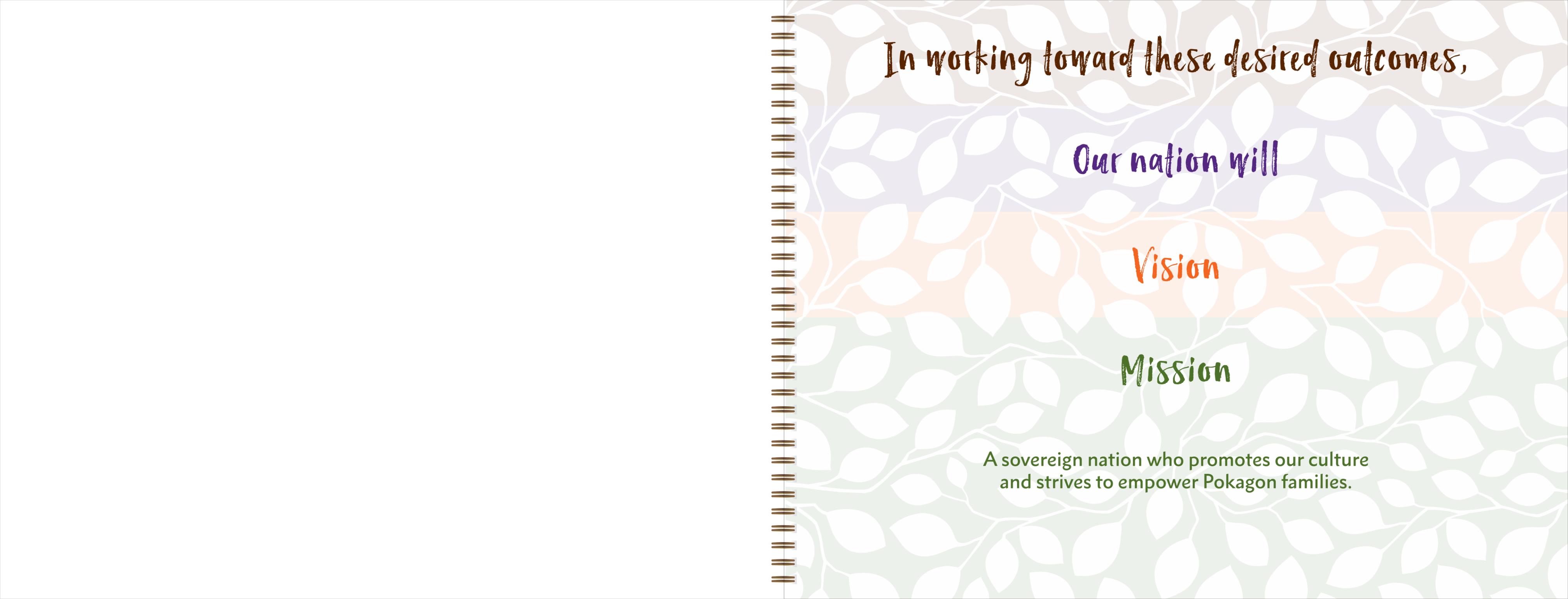
Table of Contents

5	Mission
7	Vision
9	Our nation will
11	Values
12	Letter from Chairman
16	Treasurers Report
18	Elders Council
22	Tribal Court

Program, Service Statements and Statistics

30	Department of Education
34	Department of Facilities
36	Department of Finance
38	Pokagon Health Services
42	Department of Housing and Community Development
44	Department of Language and Culture
46	Department of Natural Resources
50	Department of Social Services
52	Pokagon Tribal Police

Pokégnek Bodéwadmik

The image shows a spiral-bound notebook with a repeating pattern of stylized leaves in white and light green on a light brown background. The notebook is open to a page with a light purple background. The text is written in a cursive font. The spiral binding is visible on the left side.

In working toward these desired outcomes,

Our nation will

Vision

Mission

*A sovereign nation who promotes our culture
and strives to empower Pokagon families.*

In working toward these desired outcomes,

Our nation will

Vision

*To provide a lasting future for the people
of the Pokagon Band.*

The image shows a spiral-bound notebook with a light-colored cover. The left side of the notebook is a solid light beige color, while the right side is a light lavender color. Both sides feature a repeating pattern of stylized white leaves and branches. The spiral binding is visible on the left edge.

In working toward these desired outcomes,

Our nation will

Increase Pokagon Band land base
and strive to protect Mother Earth.

Revitalize language and culture.

Honor and share Elder's wisdom.

Encourage and develop the ideas, energy, talents,
and leadership abilities of Pokagon youth.

Promote the health and well-being of Pokagon Citizens.

Enhance economic opportunities for Pokagon Citizens.

Develop comprehensive education opportunities
for Pokagon Citizens.

The image shows a spiral-bound notebook with a light purple cover on the left and a light beige cover on the right. Both covers feature a repeating pattern of white leaf outlines. The spiral binding is visible in the center. The text is written on the right-hand page.

In working toward these desired outcomes,

we will do so following these values:

Wisdom

Love

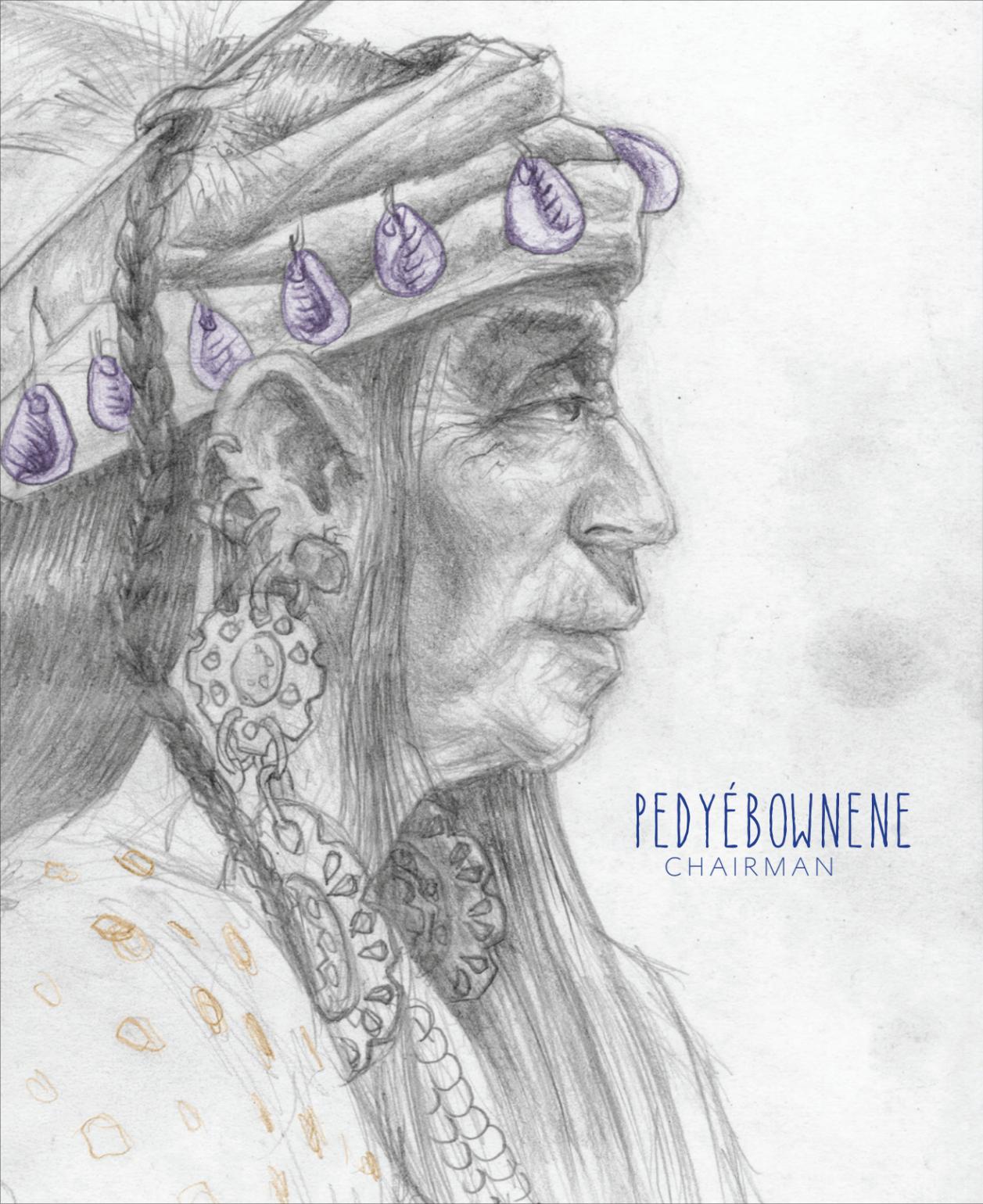
Respect

Truth

Honesty

Humility

Bravery



PEDYÉBOWNENE
CHAIRMAN

Tribal Council

My Fellow Citizens,

It is once again my privilege to share with you our Annual Report. As you review the 2019 edition, it is my hope that you share the same sense of pride in the Band's accomplishments that I do as your Chairman, and Tribal Council does as your elected leadership. It is truly a "Great Day to be a Pokagon."

I would like to express my gratitude for each and every Pokagon Citizen. You have been instrumental in the continued long-term success of the Pokagon Band of Potawatomi. No matter how much you participate in our government, Tribal Council appreciates your involvement as we work together to serve future generations in keeping with our updated mission and vision:

Our mission A sovereign nation who promotes our culture and strives to empower Pokagon families;

Our vision To provide a lasting future for the people of the Pokagon Band.



Further supporting this mission and vision, we also have a very dedicated group of employees that work hard to provide the highest level of service to our citizens. We greatly appreciate their hard work and dedication throughout the year. I hope you express your appreciation for their work when you see them. A "thank you" goes a long way.

2019 was another great year highlighted with some important accomplishments which will contribute to a lasting future. I am very pleased that we opened phase two of our health clinic. This is a major accomplishment and a testament to the dedication of our health care staff. We also opened the Tribal Justice Center, another major accomplishment. Both the health clinic and Tribal Justice Center place the Pokagon Band at the forefront of being a progressive government. Credit goes to the previous administration for the foresight to see the need and begin the process.

We also commenced phase two of Four Winds South Bend, which received national attention when we announced our plan in September. Wilhelm Construction is back to build phase two and we are projecting a 24-month construction timeline. Things are going as well as can be expected. Part of this process is the negotiation of a Class 3 gaming compact. We are fully engaged in that negotiation.

I have stated before that each year the Band builds upon the credibility we have established with other governmental units and our partners. This trust can only be developed by living up to our agreements. While others may approach this differently, at the end of the day, our WORD is what will define us as a people. This philosophy has served us well as experienced by the relationship we are building with our counterparts in Indiana. We have an excellent relationship with the Governor and are developing strong relationship with the Legislature. Thanks in great part to the work of our lobbyists, Frank Short and Michael Solari.

We as Pokagon Citizens should be very proud of what we have accomplished thus far, but we cannot rest. There is endless work to do as we prepare for the next “seven generations.” While I have confidence that the State of our Nation is strong, I believe we are in the beginning period of transition. I think this for several reasons, mostly positive, but some there are also factors which are outside of our control.

Every government/business must evolve to meet the demands of growth. We must also be prepared to deal with potential complications from the growth in our population, as it outpaces revenue. Council is beginning to focus on what steps are needed, but it is not an easy task.

To that end we will commence an efficiency review to analyze if we are operating at peak effectiveness. We need to confirm that our current government format is the most effective. We are evaluating whether we have the right people in the right places to be effective. By commencing the process now, we will be in a better position to minimize the discomfort in the future.

We are in need of additional housing, in several forms, office space, including space for our Elders, scholarship increases for our growing student population, improvements to further develop our ability to teach the Pokagon language, (kudos to our language and culture team for their work), and other healthcare options. Please note the efforts of our departments to expand and improve the services they provide for our citizens.

Council is aware that these needs will require significant revenue. Council and Pokagon Gaming Authority has selected a partner to complete an efficiency study for our Four Winds properties. The study is almost complete and the PGA will receive the results in early March. That review will be shared with our citizens at the next quarterly casino update. Council is also in the process of vetting a couple of initiatives through a new development enterprise with the goal of having a positive impact on our revenue. The new development enterprise is not intended to be in competition with Mno-Bmadsen. The targets are much smaller in scale and completely different.

The future is unwritten and there may be a variety of solutions to these challenges, which is why the Council appreciates the participation of all of our citizens, Boards, Commissions, and especially the participation of our Elders. There is much to learn from their experiences, and their willingness to share has not gone unnoticed.

On a more personal note, I wish to express my sincere thanks to all of the Pokagon Band Citizens for allowing me to serve as your Chairman. It is a privilege and honor to serve and I'm proud that you allowed me to play a part in our growth. I firmly believe that we are building a solid foundation for continued positive growth. I would like to think that each citizen, in self examination, can say that the future of our tribe and our people is brighter and better today than it was yesterday, and will be even brighter tomorrow. If future elected leaders can build and improve on the foundation that has been established, our ability to continue to improve the quality of life of our people will only be enhanced.

On behalf of Tribal Council, we consider it a privilege to work for you and appreciate your continued support as we move forward.
Migwêth,



Matthew Wesaw, Tribal Chairman





Treasurer's Report

Finance Board is an extension of Tribal Council tasked with the purpose of overseeing the bands financial resources and making sure they are utilized efficiently and responsibly. The 2019 team consisted of Colin Wesaw, Andy Jackson, Secretary Alex Wesaw, Vice Chair Steve Winchester, and Chairman James Olds.

SHONYA BÉMÉNDÊK È ZHĚWÉBÊK
TREASURER HAPPENINGS

The Finance Board is an extension of Tribal Council and is tasked with the purpose of overseeing the band's financial resources and making sure they are utilized efficiently and responsibly. The 2019 team consisted of Colin Wesaw, Andy Jackson, Secretary Alex Wesaw, Vice Chair Steve Winchester, and Chairman James Olds.

One of the more exciting decisions for 2019 was the Board decided to establish a 2028 debt reserve fund. Utilizing a savings fund of \$7.5 million dollars as a seed, the Finance Board plans on financing this fund further to target the retirement of the Justice Center and Health Clinic construction debt which comes to maturity in 2028. With a safe assumption of 5% growth, this model should exceed the balloon payment of \$13 million when the time comes. This model gives us a new tool to use that can help build and maintain larger funds for safer debt models.

Also, this past year we had to decide to add contributions of \$2 million to get our pension program fully funded and secure for the future. We also made a similar move on a smaller scale to maintain our burial fund. The Finance Board is determined to keep these funds fully supported to keep on track with the growth of the band.

Finally, we were able to negotiate with PNC and Key Bank for a fee reduction to emphasize our position of being aggressive but responsible in our approach to our future. Some of the other decisions made were the approvals of South Bend road access, agreements with University of Michigan Dentistry, approved building a pole barn for DNR, and hired Cottingham and Butler as our insurance brokers.

2019 was a great year for our investing as we closed out a decade that was one of the best in financial history. We accomplished our investment goal of beating 18% in returns by achieving almost 20%, which translates to just over \$64,000,000 in growth and additions. Only MERS had trouble holding up to our high benchmarks, but they are targeting longer-term growth as their fund functions differently than our other market funds. Going into 2020, the Finance Board has decided to remain aggressive, while watching closely in this election year for signs of a bear market, which will signal for us to dial back to a more moderate plan.

Looking forward we will continue to investigate new creative ways to improve our efficiency and approach our finances to emphasize responsible spending and maximum growth potential from all our investments. Some of our carry over items going into the next year are addressing the fees of our Trust services which we hope to negotiate a fair price as we have had the good fortune of paying the same low fee for the past four years. We are also performing efficiency studies to make sure we are working to keep our finances strong. We are looking into new options for retirement benefit packages to help offset rising costs of our pension program and staffing as well.

Pokagon Government Cash and Investment Summary

Unrestricted and Restricted Checking and Money Market

UNRESTRICTED AMOUNT	
Government Checking	\$5,750,854
Government Money Market	\$10,405,979
Total	\$16,156,833
RESTRICTED AMOUNT	
IHS	\$5,708,002
Construction Fund	\$5,394,380
BIA 638 Bank	\$935,832
BIA Roads	\$2,708,663
Rodgers Lake USDA	\$858,128
Economic Development	NA
Total	\$15,605,005

Note - 90 day working cash \$21.6 million
(2020 Budget \$87.9 million)

Economic Development

CHECKING ACCOUNT	\$4,700,790
FEDERATED	
Money Market	\$4,072,697
DREYFUS	
Money Market	\$4,080,148
Total	\$12,853,635

Note - 2020 Funding estimate at \$5,000,000

Special Purpose Reserve Funds

GOVERNMENT	\$7,935,240
BUILDING MAINTENANCE	\$2,656,428
BURIAL	\$1,783,546
2028 DEBT PAYOFF	\$7,760,291
Total	\$20,135,505

Note - Monthly Additions:

Government	\$20,000
Building Maintenance	\$10,000
2028 Debt	\$11,000



KÉKYATHÊK
ELDERS

Elders Council

The Pokagon Band Elders Council is a facet of the Pokagon Band Government. The Elders Council is organized for the purpose of:

- A. Providing guidance for the membership, Tribal Council, Judiciary, Executive, and Legislative branches of the Pokagon Band Government on matters relative to history, tradition, and culture.
- B. Recommending to the Tribal Council goals and procedures to make changes and objectives for the Band in developing Elder-related services.
- C. Evaluating Elder program performance.
- D. Administering certain Elder programs, with the prior approval of the Tribal Council.
- E. Providing opportunities for Elders to interact for the purpose of satisfying unmet cultural and social needs.

Council Members and Terms

Judy Winchester, Chairman - Term ends January 2020

Julie Dye, Vice Chair - Term ends November 2021

Judy Augusta, Secretary - Term ends December 2020

Rhonda Keene, Treasurer - Term ends November 2021

Cathy Ford, Member-At-Large - Term ends December 2020

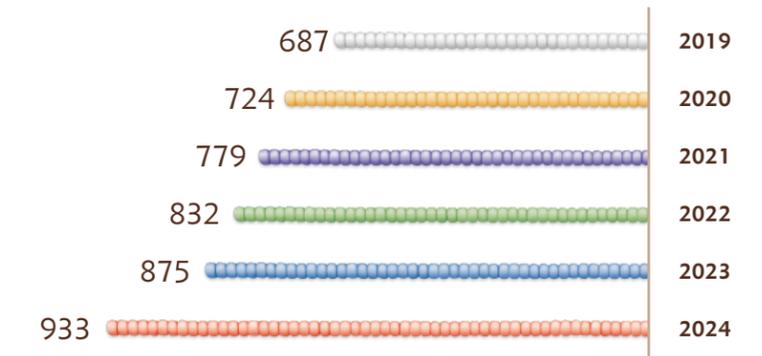
Colin Wesaw, Elders Representative - Term ends November 2021



Growth in Elders

Looking ahead in the next five years, the number of Pokagon Elders is increasing exponentially. There are currently 308 Elders that live in the Michigan Service area and 53 in Indiana. The remaining 432 Elders live outside of the service area. In accordance with Elders Council Code, Section 3, the Elders Council has been reviewing the policies and procedures to make changes to provide more efficient ways to better serve the Elders. By 2025 there will be an estimated number of 995 total Elders.

Estimated Elders population



Orientation

Each year soon after elections the Tribal Council attends an orientation that is provided by Human Resources. The Elders Council Chair has recognized that it will be helpful to provide the orientation each year for the Elders Council. This is being coordinated with Human Resources.

Trips

Once again, the Elders went on a long trip to the east coast, taking two different buses a week apart. The Elders went to the Indian Market, Eiteljorg Museum, and the Indiana State Museum. The Indian Market hosted indigenous vendors from across the United States, dance presentations as well as other forms of entertainment. Elders were able to enjoy the Pokagon display at Eiteljorg.

With Elders suggestions under consideration, the council started planning shorter trips. A 2-night trip to Soaring Eagle Resort, the Whiting Forrest at Dow Gardens, and to Frankenmuth and Birch Run. A wonderful time was had by the two different buses.

During the spring of 2019, the Elders went on their first fishing excursion on Lake Michigan. There were six boats taken out with members ready to fish. The extra fish caught were given to Elders Staff to take to home bound Elders.

Events

The yearly June Boarding School Remembrance at Mount Pleasant was attended. Along with the Potawatomi Gathering held in Perry Sound, Canada. These were two cultural events enjoyed by the Elders. The Elders Council also provided a tent and held drawings for the Spring and Fall Pow-wows. Many Elders gathered in the tent to get some shade, rest and enjoy visiting with friends and relatives. Attendance continues to grow at the Elders monthly business meetings, the summer picnic, Christmas party, and the holiday buffet luncheon at Four Winds New Buffalo.

Michigan Indian Elders Association

The Michigan Indian Elders Association was well represented by Pokagon Elders. In April we went to Watersmeet, July the Saginaw Chippewa Tribe, and October was hosted by the Huron Band of Potawatomi. We have two delegates, plus an alternate that have

done a wonderful job getting involved, participating and bringing information back to the Elders Council and the members. To be more specific, the delegates are working closely with the Pokagon Band Education Department to get the word out to students about the MIEA Student Incentives.

Programs

Programs that provide services to all Elders for 2019 were used for the following: Snow removal funds spent a total amount of \$6,482.00, and there were emergency funds that assisted five Elders. Flowers were sent to Elders and or an Elders Spouse who were in the hospital or for someone that passed away. Calendars were sent to Elders along with our Elders Council logo decals. A one-time gift card was sent for \$150.00 to all Elders.

Elders Building

As always, at each Saturday Tribal Council Meeting and in the Annual Report, we express the need for an Elders Building. Providing the numbers of growth in the next five years hopefully solidifies the need for a larger building. In 2019 two additional staff were put in the current Elders Hall. These new positions which focus on Adult Protective Services need privacy. Elders Hall does not sufficiently accommodate private, confidential rooms.

We Continue to Serve

Elders Council continues to serve the Elders, and provide open communication to fulfill their needs. We are very much thankful for the budget provided to serve the Elders. It is fulfilling dreams of those Elders that have walked on to have the opportunity to pay for trips, conferences, host parties and do things we might not have been able to do.

Chi Migwetch,

Judy Winchester

Elders Council

Julie N Dye

Brandi L Keese

Judy Augusta

Cathy D 72



Pokagon Elders Trip History

- 2011 **Branson, MO**
- 2012 **Chicago, IL** Field Museum, dinner cruise on Lake Michigan, Willis Tower, and Broadway show Million Dollar Quartet
New York City, NY & Niagara Falls, NY Empire State Building, Ellis Island and Statue of Liberty, 9-11 grounds, Broadway performance of Jersey Boy, and Niagara Falls
Soaring Eagle Casino Resort Performance of Brule
- 2013 **Black Hills & Badlands, SD** Wall Drug, Mt. Rushmore, Crazy Horse Memorial, Wounded Knee, Pine Ridge Indiana Reservation
Indian Summer Milwaukee, WI
- 2014 **New York City** Dinner Cruise and Broadway performance of Mama Mia
Mall of America Mystic Lake Casino and Shopping at the Mall of America

- 2015 **Agawa Canyon** Train tour in Canada, Kewadin in Sault Ste. Marie, MI
Chicago, IL
Gathering of Nations - Gathering of Nations, Albuquerque, NM, Grand Canyon National Park, Grand Canyon, AZ, Canyon DeChelly National Monument, Chinle, AZ, Durango and Denver, CO
- 2016 **Eastern - Boston, MA, Plymouth, MA, Philadelphia, PA, Washington, DC, Jamestown, VA and Williamsburg, VA**
Epcot Chattanooga, TN, Big Cypress Seminole Indian Reservation, Clewiston, FL and Epcot, Walt Disney World, Lake Buena Vista, FL
- 2017 **Nashville and New Orleans** Nashville, TN, Memphis, TN and New Orleans, LA
Kentucky Indianapolis, IN, Florence, IN, Williamstown, KY, Somerset, KY, Stearns, KY and Louisville, KY
- 2018 **Wisconsin and MI** Manistee, MI, Manitowoc, WI, Wisconsin Dells, WI, Pictured Rocks National Lakeshore, MI, Sault Ste. Marie, MI
Crow Fair - South Dakota, Crow Fair and the Little Bighorn National Monument, Crow Agency, MT and North Dakota
Chicago Veteran's Art Museum, Drury Lane for performance of Beauty and the Beast, Chicago River Dinner Cruise
- 2019 **Indianapolis, IN** Indian Market, Eiteljorg Museum, Indiana State Museum
Connecticut, Maine, Vermont, New Hampshire & New York Pequot Museum & Research Center, Bar Harbor, Acadia National Park, Mount Washington Cog Railway, Ska nonh-Great Law of Peace Center, Niagara Falls, and Seneca Arts & Cultural Center at Ganondagan
Soaring Eagle Casino Resort, Whiting Forrest at Dow Gardens, Frankenmuth and Birch Run





Tribal Judiciary

The Judiciary is an independent branch of government established by the Constitution of the Pokagon Band of Potawatomi Indians. The Tribal Court system consists of two levels: the trial level (Tribal Court) and the appellate level (Court of Appeals).

The Pokagon Band Judiciary has been an Indian Country model of stability and continuity. Each of the judges have continued to serve in the Judiciary since inception of the Pokagon Band courts in 2003.

DÉBAKWNĒGĒTHĒK
ONES WHO MAKE DECISIONS

The Tribal Court Judges

Chief Judge Michael Petoskey (Grand Traverse Band) is a Michigan attorney with 35 years experience developing and implementing tribal courts in Michigan. He has served on the tribal courts for each of the seven (7) federally-recognized Tribes in the lower peninsula of Michigan. Associate Judge David M. Peterson is a retired judge from the 5th District Court for Berrien County, Michigan, and is a practicing Michigan attorney.

The Court of Appeals Justices

Chief Justice Robert T. Anderson (Bois Forte Band) is a Professor of Law and Director of the Native American Law Center at the University of Washington School of Law and also the Oneida Indian Nation Visiting Professor of Law at Harvard Law School. Associate Justice Jill E. Tompkins (Penobscot) is the Court Staff Attorney for the Mille Lacs Band of Ojibwe Court of Central Jurisdiction. Associate Justice Matthew L.M. Fletcher (Grand Traverse Band) is a Professor of Law and Director of the Indigenous Law & Policy Center at Michigan State University College of Law.

2019 Strategic Initiative Focus of The Judiciary

- A. Finalization of construction and moving to the new Court and Peacemaking Center
- B. Continued development of Community Justice/restorative services
- C. Continued the Native Justice Initiative journey along three (3) separate strands:
 - Develop culturally appropriate judicial tools for use by the Court;
 - Develop a community conflict and resolution forum; and
 - Continue raising community awareness and provide ongoing Native Justice Initiative educational opportunities

Overview Of The Work Of The Court

The work of the Court involves: (1) meeting the needs of the Tribal government because it is a federally-recognized sovereign nation; and (2) providing an independent, fair forum for resolving disputes, conflicts and adherence to Tribal standards. Some of the duties and responsibilities are mandated by the Tribal Constitution. Other duties are the result of laws passed by Tribal Council. Yet, other duties are the product of court rules, administrative orders or required by the inherent authority of the Judiciary as a branch of government. The Court meets these responsibilities by: (1) establishing general rules of practice and procedure before the courts; (2) collaborative governmental development for the implementation of the laws of the Band, Court Rules and Administrative Orders; and (3) the judicial processing of actual cases transferred to or filed in the courts.



From left to right - Back Row: Associate Justice Matthew L.M. Fletcher; Chief Justice Robert T. Anderson; and Associate Judge David M. Peterson. Front Row - Chief Judge Michael Petoskey and Associate Justice Jill E. Tompkins



Infrastructure Development

NEW COURT AND PEACEMAKING CENTER

The Judiciary and Court staff have moved into the new Court and Peacemaking Center. This was a major project of the Court for 2019. The new building substantially improves the functionality of the Court. The building provides room for attorneys to meet with clients, a circular courtroom that can seat a jury, and a Healing Fire Room to facilitate peacemaking within the community. Also, the Court has dedicated space to hold hearings when the courtroom is already occupied, allowing for a second area for hearings. This additional hearing space doubles as the office work area for the judges.

COURT RULES AND ADMINISTRATIVE ORDERS DEVELOPMENT

During 2019, the Judiciary worked on various court rules and administrative orders. The following is a list of work:

- Administrative Order: Tribal Court records maintenance and retention schedule – Completed
 - o Substantial project involving the maintenance and retention of closed cases
- Forms required for electronic filing and service in Court of Appeal cases – Completed
- Court Rules for Appointment of Counsel – Revisions in progress
- Court Rules for Contempt – Proposed draft in progress
- Administrative Order for Procedures for access, inspection, reproduction, and creation of court records – Proposed draft in progress

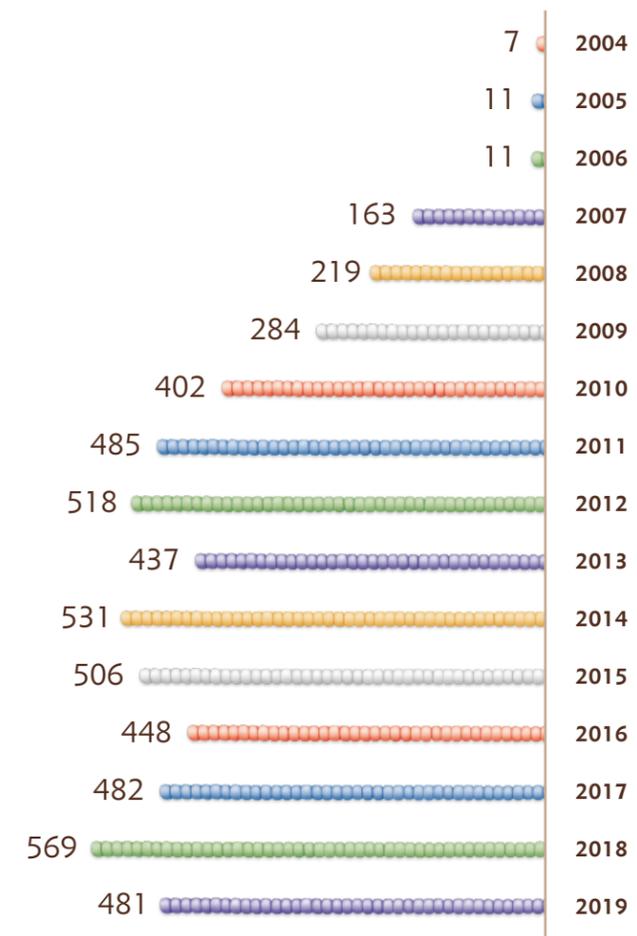
Community Justice

In 2019, the Community Justice Officer worked with 10 individuals who were court-ordered to complete an individually designed community justice restorative program. The vast majority of them have had successful outcomes and have realized their potential by becoming employed, getting their first home, getting their driver's licenses, and maintaining healthy relationships. A family member of an individual who worked very hard to make positive changes while completing a community justice restorative program said: "If they had not gotten into trouble and started to work with the judge and the Community Justice Officer, they would not be where they are today."

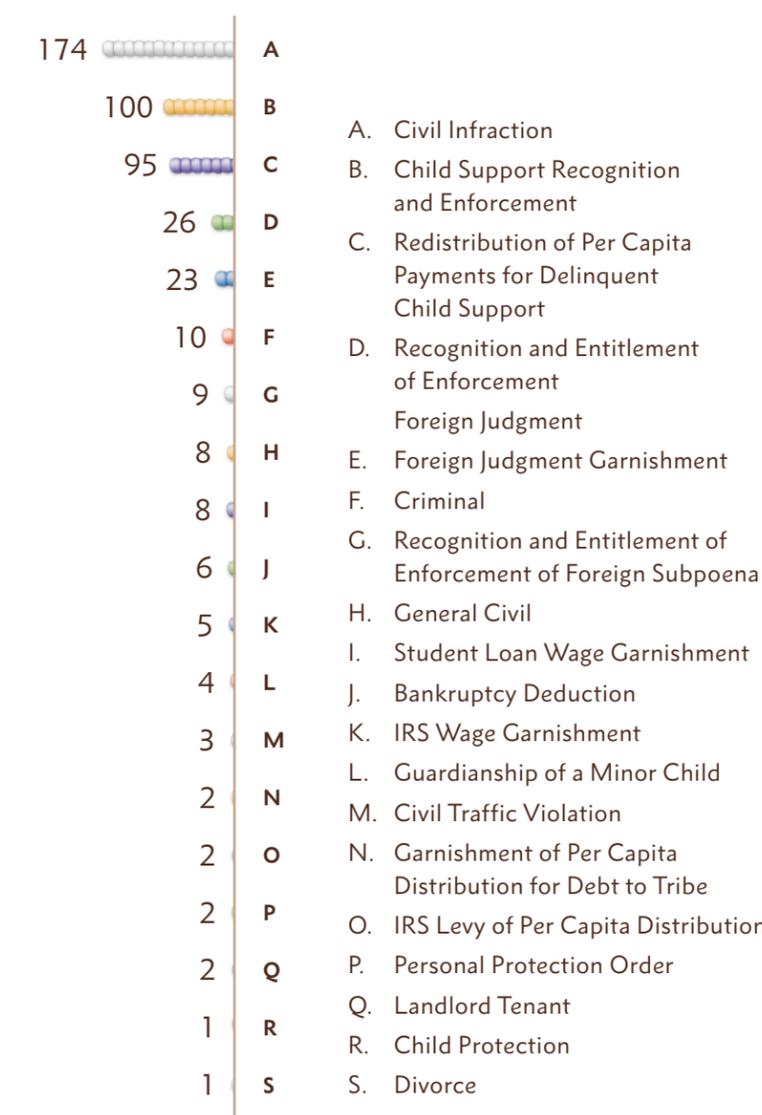
Judicial Processing of Cases

The Pokagon Band Tribal Court is a court of general jurisdiction. Tribal Court continues to develop with the growth in the community. The Judiciary and court personnel are committed to providing a court system that reflects the values, culture and spirit of Pokagon Band Tribal community. The following graphs help to illustrate case work by the Tribal Courts.

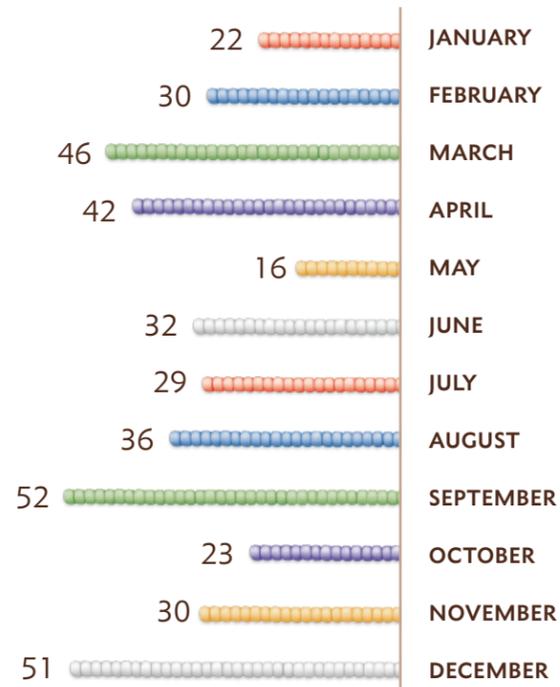
Number of Cases Filed Each Year



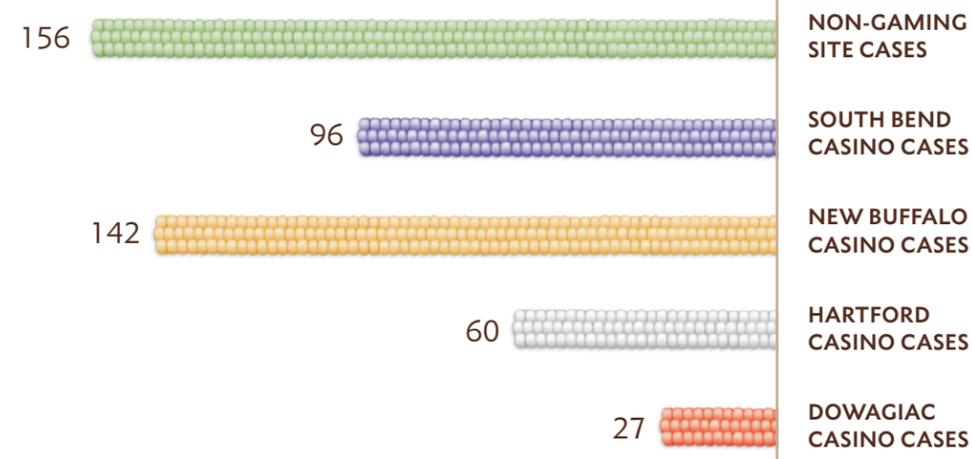
2019 Types of Cases Filed, Total 481



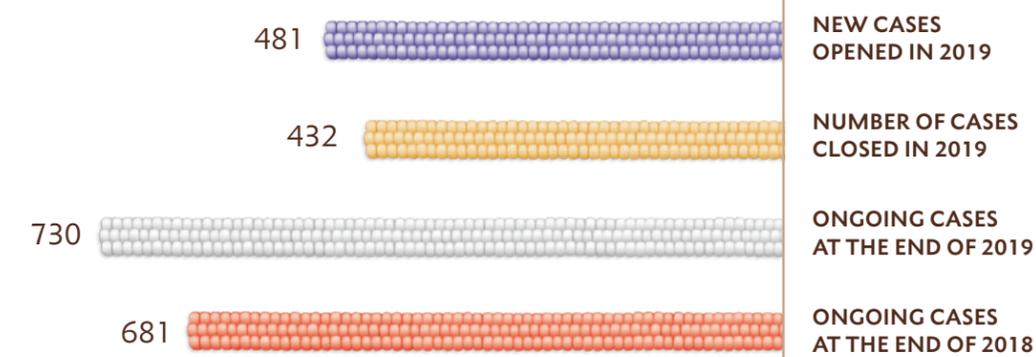
Number of Hearing and Trials Scheduled by Month



Cases Filed and Originating Location

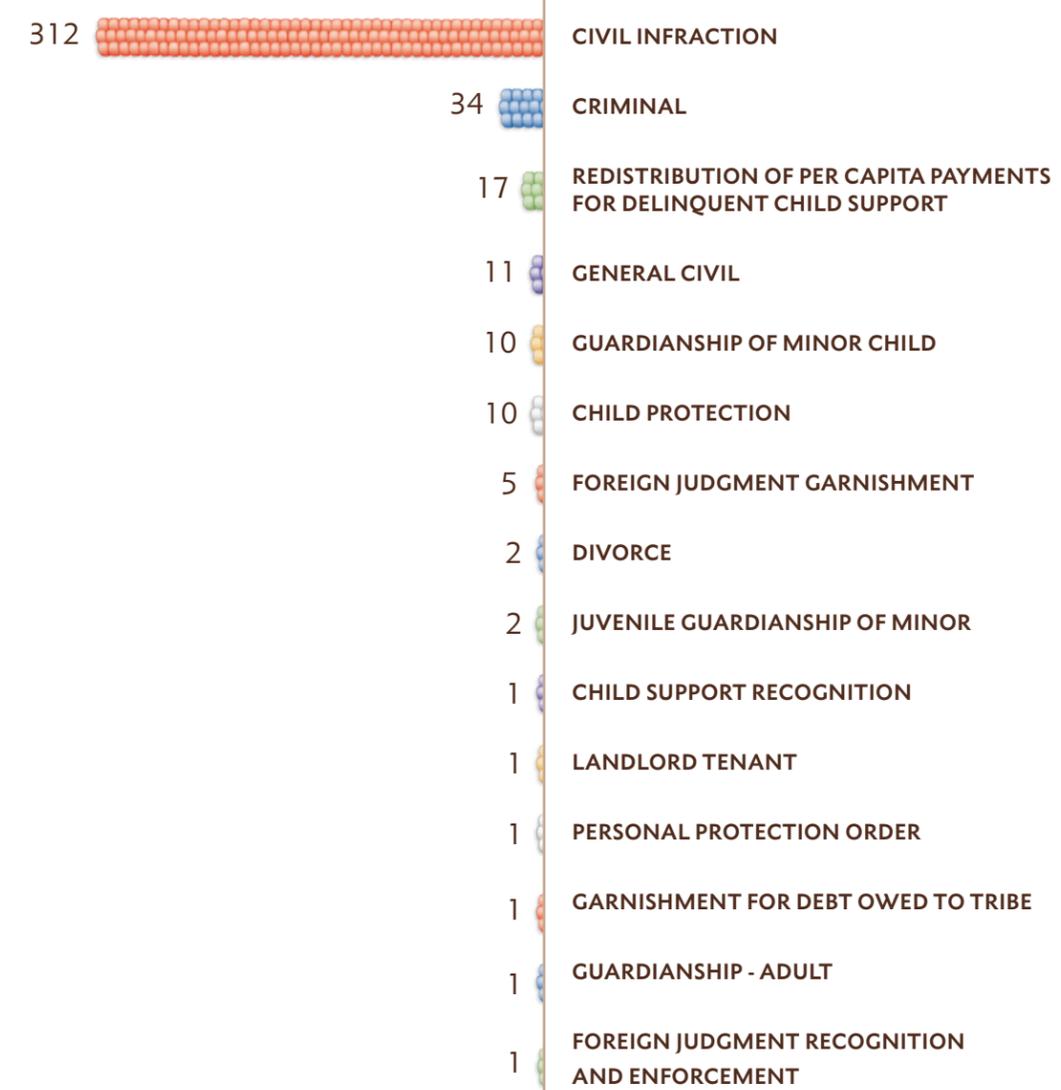


Number of New, Ongoing and Closed Cases



Note - The nature of some cases before the courts are ongoing.

Number of Hearings Scheduled by Case Type, Total 409





Pokégnek Bodéwadmik



Program,
Service Statements
and Statistics



Department of Education

Our mission is to provide each citizen the opportunity to discover and develop their unique strengths and talents emotionally, physically, academically, and culturally. The Pokagon Band Department of Education honors this vision by promoting indigenous ways of knowing and providing services that empower life-long learners for the next seven generations.

ÈTHÈ KENOMAGÈK
WHERE TEACHING IS DONE

2019 was an exciting year for the Pokagon Band Department of Education as we continued to strengthen programs and services by developing our strategic partnerships with all stakeholders of Indigenous Education. Internally, we focused our collaboration efforts with the Department of Language and Culture, Department of Finance, and Department of Information Technology.

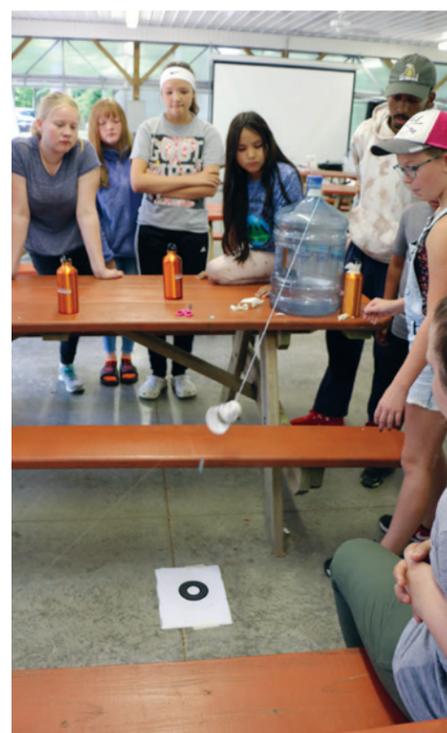
Zagbëgon: An Early Learning and Development Academy

Zagbëgon, which means “Sprouts” in Bodwëwadmimwen, officially opened its doors on September 3, 2018 and follows our tribe’s initiative of promoting our sovereignty by determining how and what our children learn in school. The curriculum blends western models with indigenous ways of knowing and learning through culturally relevant content in Bodwadmimwin. Zagbëgon’s attendance rate in 2018-2019 was an impressive 88%.

Zagbëgon serves students between ages 3-5 and operates on a tiered enrollment system:

- Tier I** Pokagon Citizens and siblings (living in the same household), **30**
- Tier II** Other federally recognized tribes, and **1**
- Tier III** All other applicants. **3**

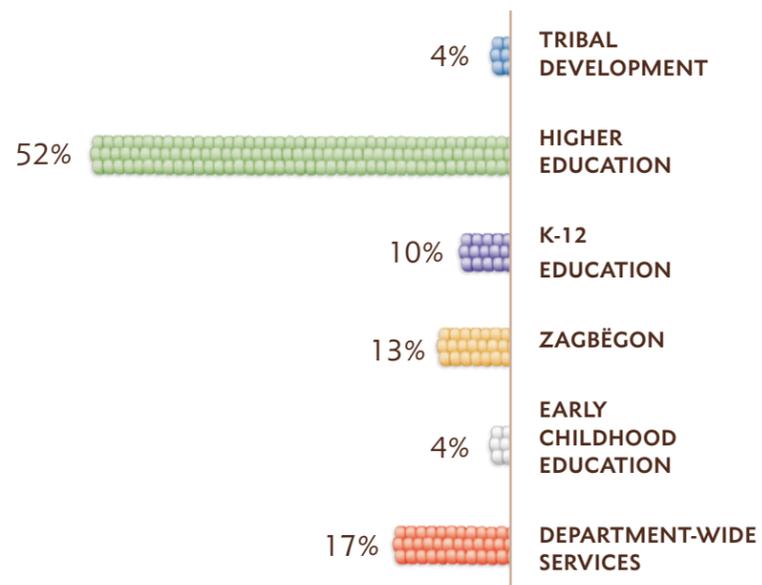




Higher Education Assistance Program

The Department of Education was able to strengthen workflows and processes by improving the Higher Education Assistance Program. We continue to analyze internal and external data to update the 5 year strategic plan. This will ensure fiscal responsibility as we continue to prepare for the expected significant increase in demand of higher education resources.

Distribution of Tribal Funding in Department of Education



Student Concentrations for Higher Education

Our growing partnership with the Michigan Department of Education is blossoming with new, exciting adventures that will significantly increase transparency, responsiveness, efficiency, and effectiveness in providing services to all indigenous students in the state of Michigan.

The State Board of Education has approved new social studies standards for grades K-12 that include more examples and references to the important roles that Anishinaabe have played in Michigan's history. They enacted the tribal consultation process by working with each tribal education department to ensure accuracy in teaching the Anishinaabe perspective.

Tribal Education Directors also provided input on the selection process for the new state superintendent. This endeavor was critical for addressing the opportunity gaps that still affect our native students in public schools.

Finally, the Pokagon Band Department of Education continued to strengthen regional and state career and technical education partnerships by collaborating on programs and presentations that dually serve our communities.



2019-2020 HEAP CONCENTRATION CLUSTERS

HEALTH SCIENCE	56	20%
HUMAN SERVICES	43	16%
BUSINESS MANAGEMENT AND ADMINISTRATION	31	11%
STEM	28	10%
ARTS, AUDIO/VIDEO TECHNOLOGY AND COMMUNICATIONS	21	8%
EDUCATION AND TRAINING	18	6%
LAW PUBLIC SAFETY CORRECTIONS AND SECURITY	17	6%
INFORMATION TECHNOLOGY	11	5%
FINANCE	7	2%
MARKETING	7	2%
ARCHITECTURE AND CONSTRUCTION	6	2%
GOVERNMENT AND PUBLIC RELATIONS	3	1%
TRANSPORTATION, DISTRIBUTION AND LOGISTICS	3	1%
AGRICULTURE, FOOD AND NATURAL RESOURCES	2	1%
MANUFACTURING	1	.5%
HOSPITALITY AND TOURISM	1	.5%
ENERGY	0	0%
UNDECIDED	20	8%
TOTAL	275	





Department of Facilities

Grounds 2019

- Installed 12 work out stations on fitness trail
- Supplied firewood for Pow Wows
- Mulched all flower beds at Tribal buildings
- Composted leaves from Tribal buildings
- Provided weekly Mowing
- Provided Snow removal
- Provided set up support for Tribal events

Maintenance 2019

- Remolded Zagbëgon Kitchen
- Maintained Heating and Cooling for Tribal buildings
- Maintained standby power at Tribal buildings
- Overseen remodel and standby power installation at Elders Hall
- Supported Snow removal program.
- Supported building projects for the Justice Center and PHS
- Supported Water filtration project and its operation
- Trained and certified a water technician

Cleaning Services 2019

- Cleaned and maintained all Tribal Buildings
- Increased the amount of square footage being cleaned with the addition to PHS and Justice Center
- Purchased Chlorox 360 machine to sanitize buildings, helping to prevent the spread of germs
- Refinished Admin and Community Center concrete floors



WÉNA'IKĒGÉTHĒK
ONES WHO FIX THINGS





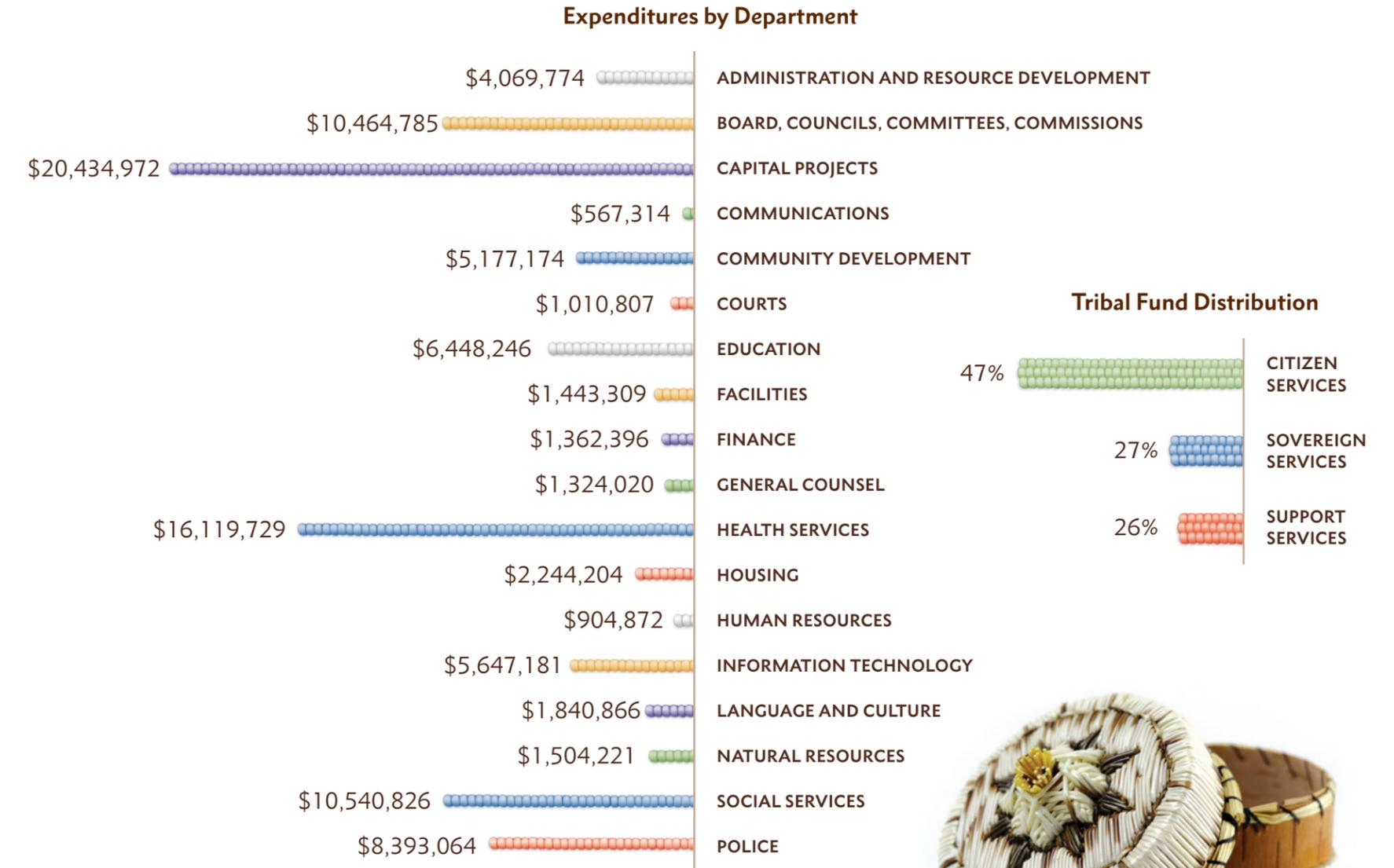
Department of Finance

The Department of Finance saw a great deal of change in 2019 with a new Director, a new Controller, and a new Senior Account Analyst hired during the year. These changes brought about an increased work load across the board, and each member responded admirably.

The catering process and Food Policy are being revised and revisited. This process began in earnest in December of 2019. A method is being designed to facilitate a greater number of citizens catering our events while being compliant with tribal law.

Significant progress has been made to standardize procedures and processes throughout accounting and finance related functions. As we continue to define and document our steps, efficiency will increase. The Department remains committed to providing timely, accurate, and comprehensive financial information for citizens.

SHONYA ÉTHĒ KOWABDĒMWAT
WHERE THEY WATCH OVER MONEY

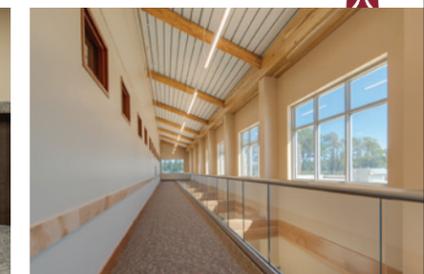




Pokagon Health Services

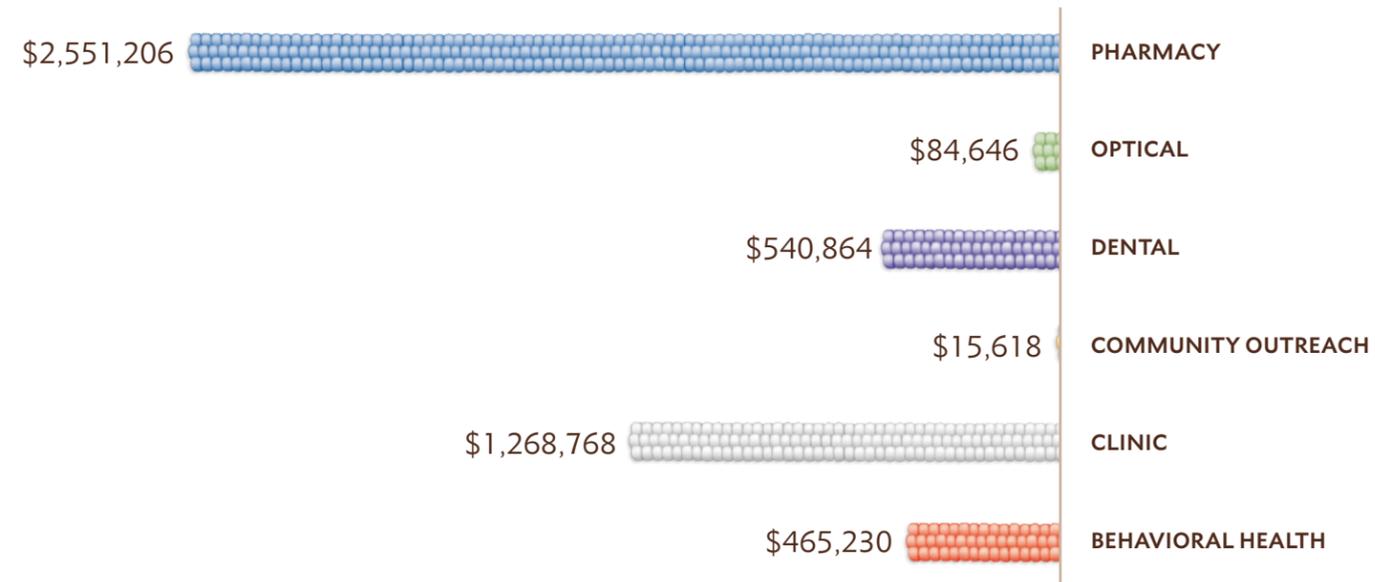
Pokagon Health Services (PHS) was established to improve the lives of our people. To achieve this mission, PHS has embarked on several initiatives to enhance the health outcomes of our patients and engage the community. Integration of care (treating the body, mind, and spirit of each individual) between PHS departments represents the foundational effort of our organization; our teams also work diligently to improve revenue and reduce costs so we can develop any necessary new services for our people; and we foster relationships with local, regional, and national partners that are mutually beneficial for our communities. At PHS, we believe our strength and future success lies in the trust our people and community place in us to deliver the right care, at the right time, and in the right setting by team members who are committed to providing extraordinary, compassionate, and skillful care. To this end, PHS departments will continue to collaborate with one another on a day-to-day basis to ensure our team goals and endeavors are patient-oriented with a focus on patient and community health, programmatic sustainability, and longevity.

MSHKĒKIWGĒMĒK
HEALTH CLINIC

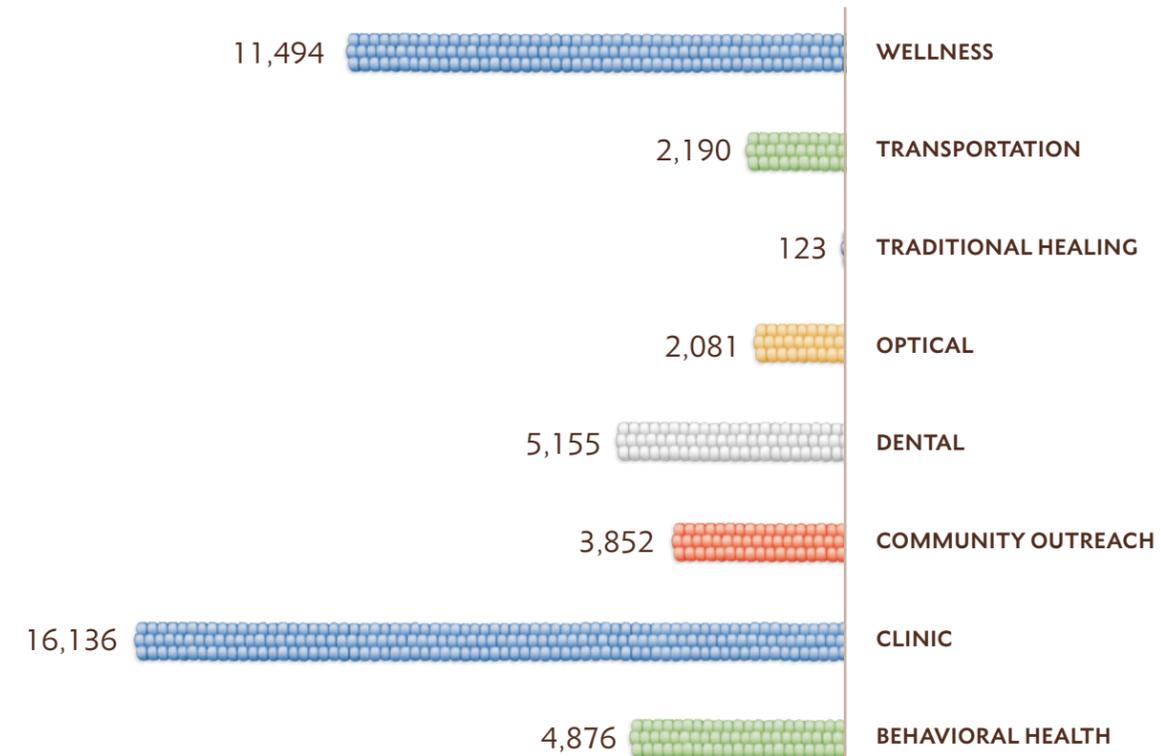




Total 2019 PHS Revenue



2019 Total PHS Visits





WIGWAMEN MAKTTHÉWITĤĖK

ONES WHO WORK WITH HOUSES

Processed 1,371 Rental Payments

Generated \$897,616 in Revenue including:

- \$685,616 in Rental Revenue
- \$212,000 Lease to Own Home Sales

Paid Out \$869,200 in Program Benefits including:

- 633 Rental Assistance Payments
- 15 Citizen Home Buyer Down Payments
- 4 Citizen Home Renovations
- 42 Emergency Assistance Payments
- 13 Home Owner Repair Reimbursement Payments
- 6 Citizen Home Owner Well and Septic Repairs

Managed all Landlord related functions for 146 Buildings including:

- 14 Government Buildings
- 84 Residential Homes
- 48 Self Storage Units

Conducted Citizen Engagement

Capital Projects Survey which garnered input from 340 citizens

Completed \$1.6 million in Bureau of Indian Affairs reservation roads projects including Sink Road Bridge replacement.

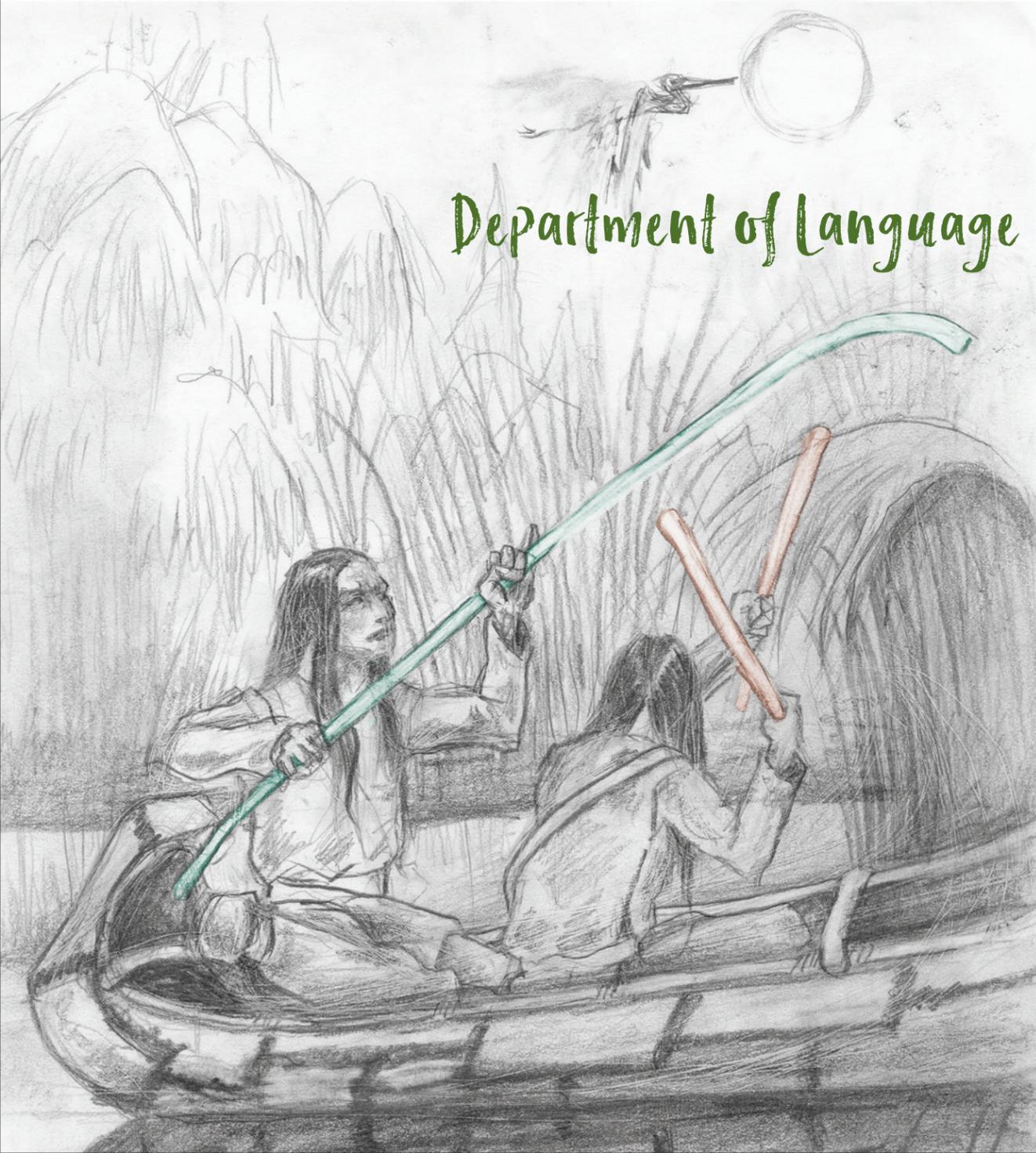
Managed 240.4 miles of Bureau of Indian Affairs funded Reservation Roads.

Facilitated Land Classification Project for Bands 6,600 acres of land.



Department of Housing & Community Development





Department of Language and Culture

The Pokagon Band of Potawatomi Indians Department of Language and Culture will actively and holistically promote and sustain community wellness with Potawatomi worldview, values, beliefs, and doings.

ÈTHĒ BODÉWADMIMWAT
WHERE THEY SPEAK
POTAWATOMI



Our Potawatomi Language, Culture, and History is the essence of who we are as a tribe. Our language, culture, and history are what distinguishes us from the rest of mainstream America. We don't deserve our sovereignty if our language, culture, and history is not being maintained for the future generations. Our language, culture, and history is the basis of our identity. Our ancestors sacrificed daily so that we can identify as Pokagon Potawatomi today. Let us not let them down.... We are the ancestors of tomorrow, let us act accordingly and pay it forward.

The Department of Language and Culture offers several programs, classes, events, and services that are available to the community. Programing is based off the seasonal calendar of the Potawatomi people. The department is broken down into four programs; the Language Program, Culture Program, Youth Culture Program, and the Tribal Historic Preservation Office.

Everything offered is open to the Pokagon community, and citizens of other Native American or Canadian First Nations tribes. If you have any questions of comments, please contact the Department of Language and Culture main line.

The Department of Language and Culture is happy to announce that in 2019 the Language Program provided 202 language translations, and offered approximately 432 events, workshops, or classes for the Pokagon Government, the Pokagon Community, and for local communities requesting our services. In total the Language Program reached over 500 people from these three target groups. The Culture Program answered a total of 160 cultural questions, and offered approximately 120 events, workshops, or classes for the Pokagon Government, the Pokagon Community, and for local communities requesting our services. In total the Culture Program reached over 250 people from these three target groups. The Youth Culture Program answered a total of 29 cultural questions, and offered approximately 125 events, workshops, or classes for the Pokagon Government, the Pokagon Community, and for local communities requesting our services. In total the Youth Culture Program reached over 320 people from these three target groups. The Tribal Historic Preservation Office consulted on more than 450 construction projects to ensure that Pokagon Potawatomi ancestors, artifacts, and culturally significant sites were not disturbed or destroyed. The Tribal Historic Preservation Office also repatriated 1 ancestor from a museum and reburied him/her back to their intended resting place.



Department of Natural Resources

Throughout 2019 the DNR continued to protect environmental quality and the natural resources on tribal properties. DNR programming this year ranged from water quality testing and composting to trail maintenance, forestry, and wildlife surveys. The composting initiative has grown over the past 2.5 years, beginning in 2017 within the governmental departments. The total amount of food waste kept from landfills thus far is 1,725 pounds, all of which will eventually turn into organic soils that can be utilized in the gardens and wherever soil is needed on campus. During 2019, the DNR ramped up surveying efforts for reptiles and amphibians, having secured a tribal wildlife grant and a circle of flight grant focused on these efforts. Turtle nesting boxes were created at multiple locations on tribal properties, to attract turtles to

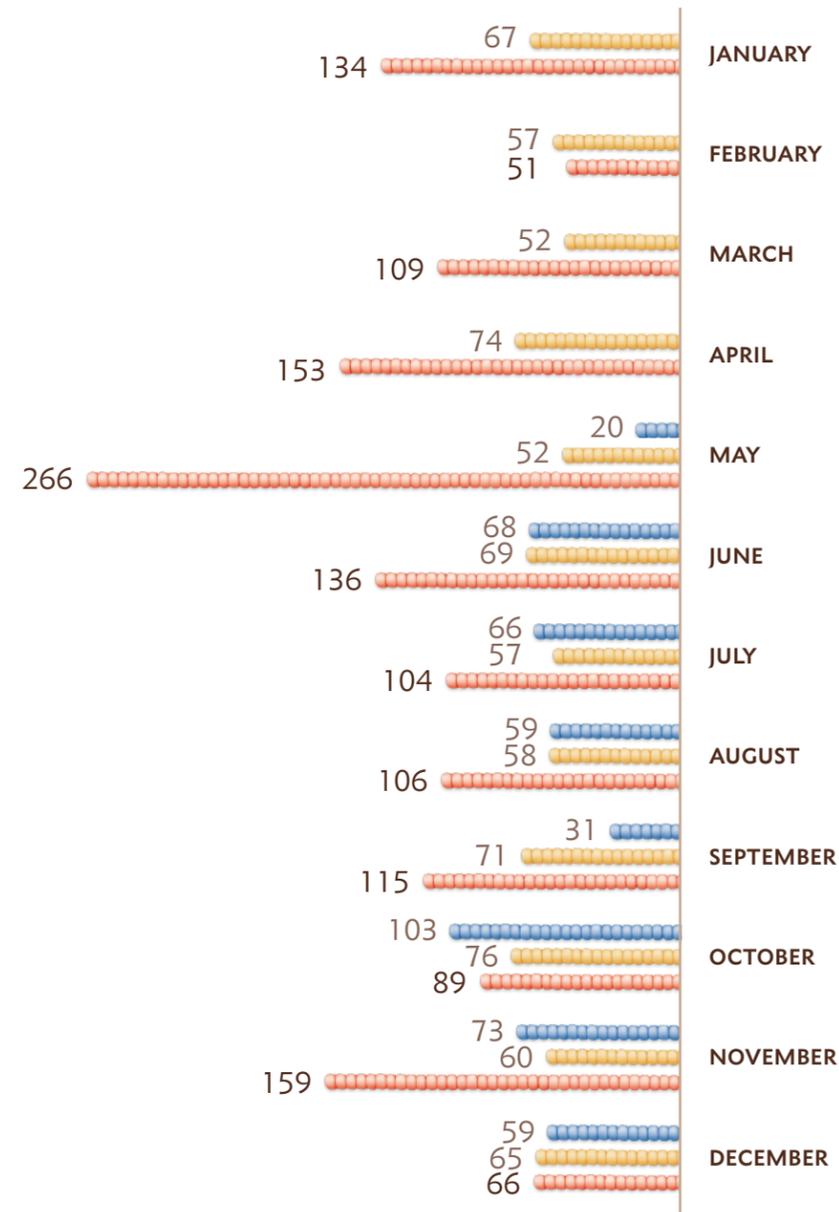
KOWABDANAWA ODE KE
THEY WATCH OVER THIS LAND

nest in these locations so that their nests are protected from egg predators such as raccoons, opossums, and skunks. This year the DNR also focused on managing invasive species to help protect native species on tribal properties. Invasive species of focus include herbaceous plants, trees, and insects, all of which reduce biodiversity and habitat quality for native species. In many instances, following management of invasive species, the DNR plants native species to try and enhance habitat quality, this year planting a total of 104 acres with native seed mixes. As we move forward in 2020 the DNR will continue to provide citizens and their families with hunting, fishing, and gathering licenses so that they are able to provide for their families and continue practicing their cultural and familial traditions.

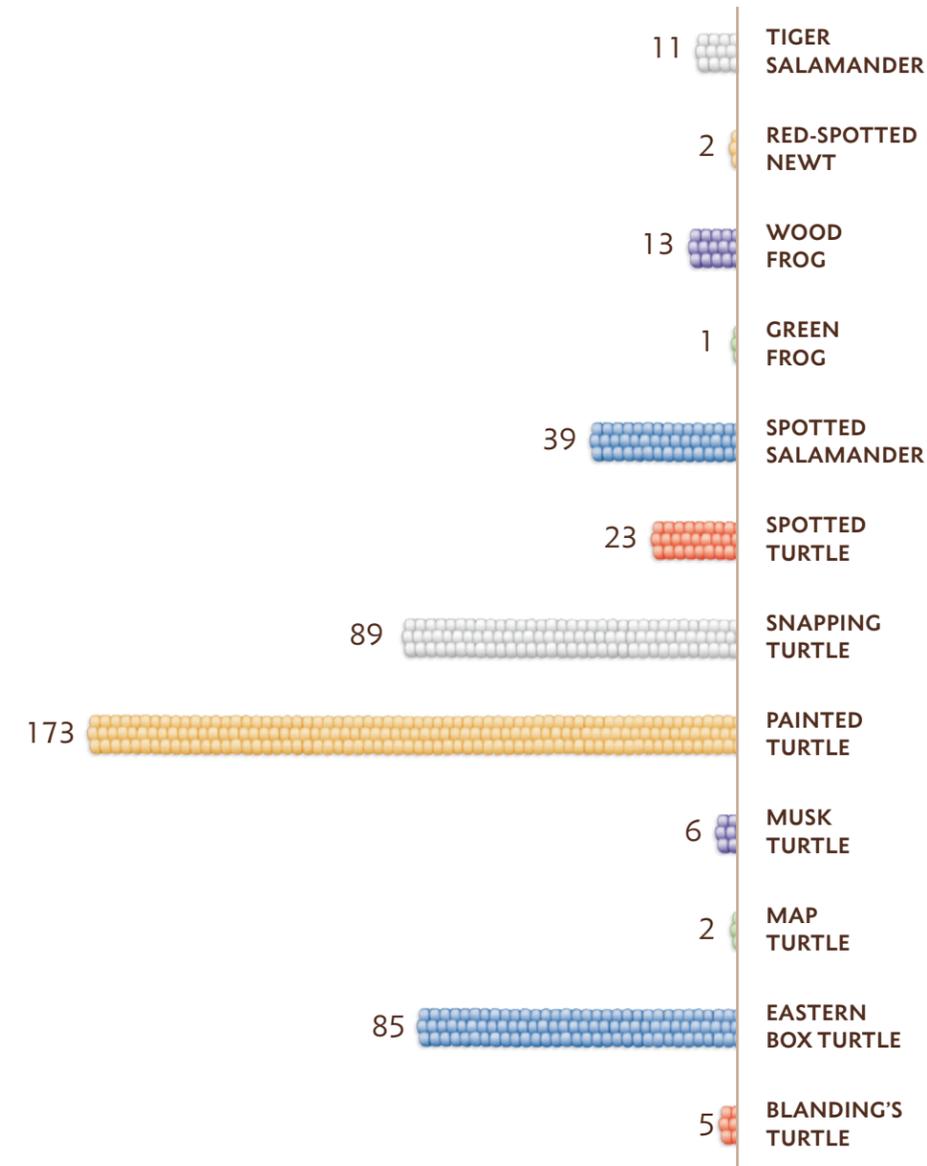




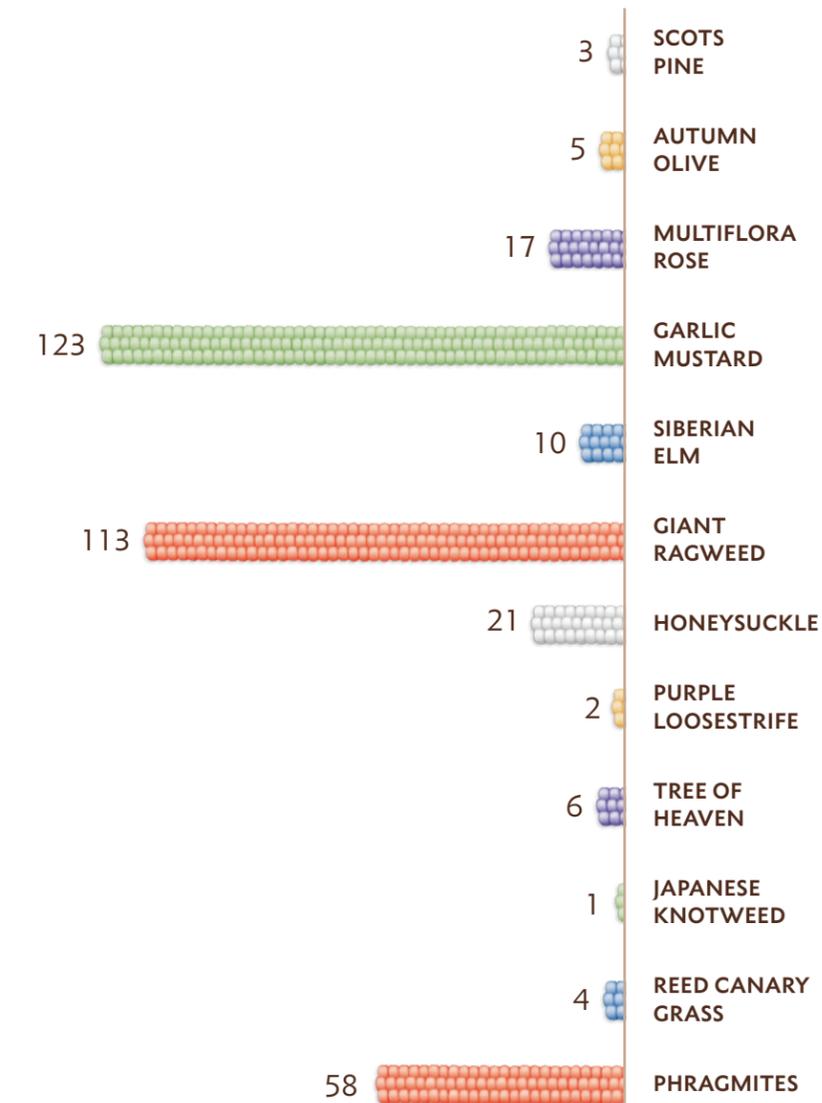
Composting Initiative Monthly Totals, 2017-2019



Number of Reptiles and Amphibians Surveyed



Number of Acres of Invasive Managed



Department of Social Services

The mission of the Pokagon Band of Potawatomi Indians Department of Social Services is to assist families in maintaining a strong family in a healthy community structure. The scope of work for the department is to provide assistance in solving problems experienced by children, parents and the elderly in the majority community. Those receiving services include tribal citizens who request or on whose behalf services are requested. All those individuals who are members of federally recognized tribes residing within the service area will receive information and referral. Specific grant programs may be restricted to prescribed eligibility criteria and citizenship status in the Pokagon Band.

New Programs in 2019 Kids First Program from Office of Violence Against Women

2019 ACCOMPLISHMENTS

1. Program implementation
2. Collaboration between domestic violence and child welfare
3. Provided training for 40 stakeholders
4. Impacted over 100 children with programming and direct services
5. Strengthened departmental relationships through collaboration

Pokagon Tribal Victim Services Set-Aside Program from Office for Victims of Crime

2019 ACCOMPLISHMENTS

1. Program implementation
2. Completed in service training with community stakeholders
3. Actively engaged in direct services cases
4. Developed protocols and procedures

ÈTHĒ NADMAGĒK
WHERE HELPING IS DONE

2019 Selected Program Highlights

Low Income Heat and Energy Assistance (LIHEAP)

475 Pokagon households received assistance

Pokagon Band Commodities Program (USDA)

806 households benefited from the program

Child Care Development Funds (CCDF)

514 children received assistance

Pokagon Band Burial Fund Code (Burial Fund)

34 burial requests processed

Pokagon Band Healthy Families Program

153 families participated, impacting 296 children

Supplemental Heating Program

343 households received assistance

Emergency Services Initiative

372 households assisted

Title VI

4,527 meals served to elders and 992 take-home meals given





Pokagon Tribal Police

The Pokagon Band Tribal Police expanded community partnerships and improved services in 2019. Tribal Police agreed upon a policy of fresh pursuit with the State of Indiana, and we also secured an agreement with the Notre Dame Police Dispatch Center to dispatch calls for our department. The four plain clothes investigators working in two of our casinos proved very beneficial, as they handled numerous large investigations. We continue to work on an agreement with the Indiana Law Enforcement Academy for the recognition of our department in Indiana as well as the licensing of our officers in Indiana. The Emergency Manager also continues to work on completing and finalizing the overall Emergency Plan for the Band.

Several officers received life saving and investigation awards. We continue to have a great relationship with the four county Sheriff Offices that we have agreements with (Berrien, Cass, St. Joseph Indiana and Van Buren). The Tribal Police Department continues to strive for professionalism and excellence in order to supply the best services possible for the Pokagon Band of Potawatomi Indians.

MZHENKIWNENWĒK
POLICE

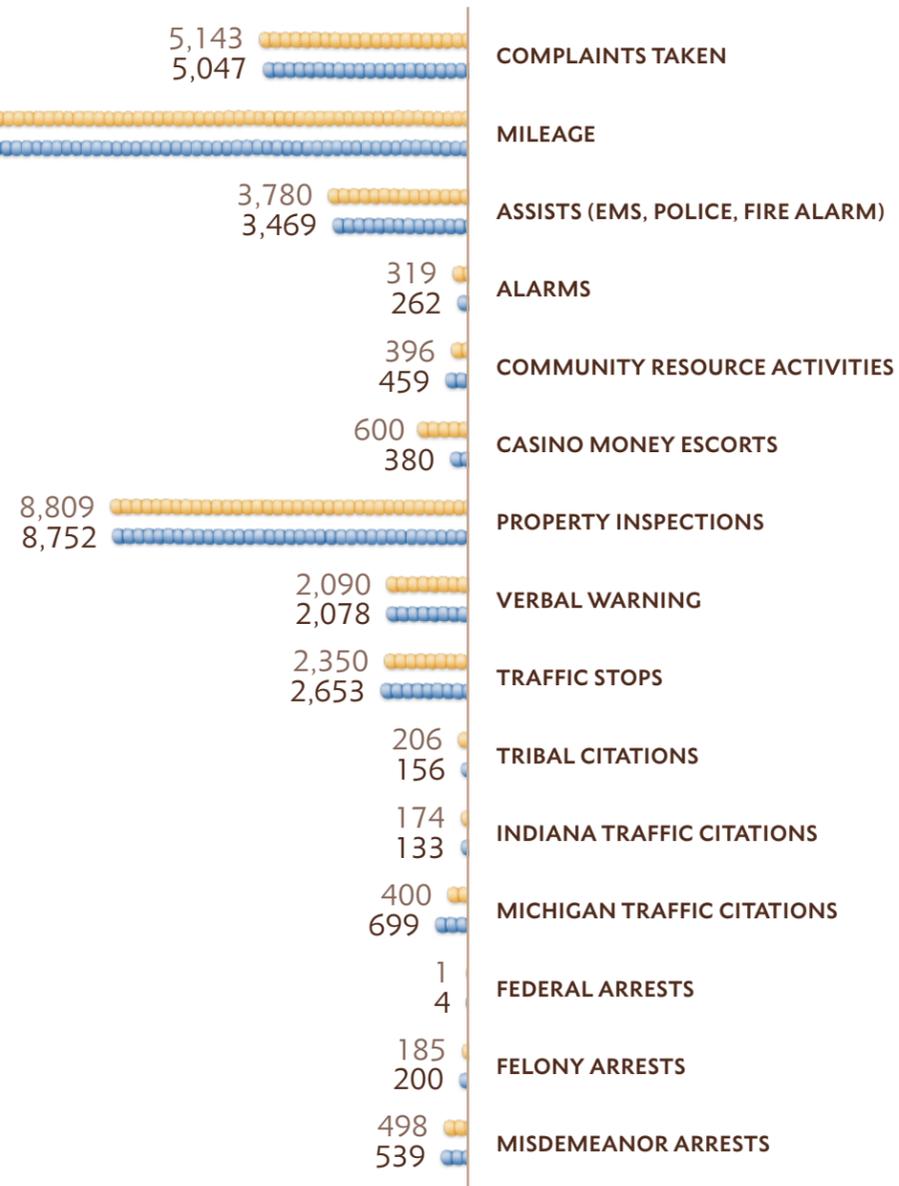


584,671
636,982



2018 ● 2019 ●

Tribal Police Activities, 2018 vs 2019



GA NKĒMGEZWAT
THEY WORKED ON IT

Design Lisa Vetne

Editing Olivia Lianez
and David Gutierrez

Photography Jessica Hightower

Illustrations Sylvester Wesaw

Artwork Philip Alexis Jr, Jennie
Brown, Josiah Brown, Rhonda Rose,
Barbara Ann Warren and Hal Wiggins

Pokégnek Bodéwadmik





Pokégnek Bodéwadmik
POKAGON BAND OF POTAWATOMI



Pokégnek Bodéwadmik