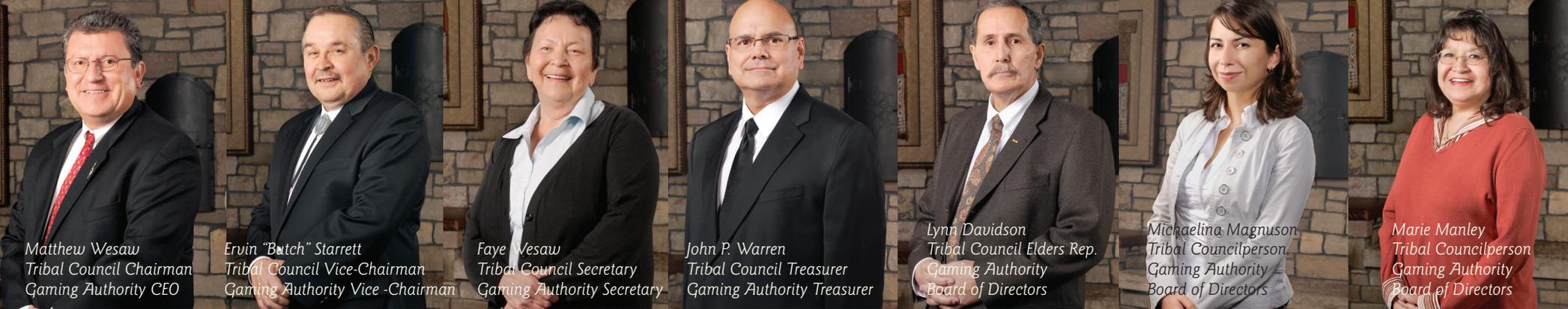




2011 ACCOMPLISHMENT REPORT



Pokégnek Bodéwadmik
POKAGON BAND OF POTAWATOMI



Matthew Wesaw
Tribal Council Chairman
Gaming Authority CEO

Ervin "Butch" Starrett
Tribal Council Vice-Chairman
Gaming Authority Vice-Chairman

Faye Wesaw
Tribal Council Secretary
Gaming Authority Secretary

John P. Warren
Tribal Council Treasurer
Gaming Authority Treasurer

Lynn Davidson
Tribal Council Elders Rep.
Gaming Authority
Board of Directors

Michaelina Magnuson
Tribal Councilperson
Gaming Authority
Board of Directors

Marie Manley
Tribal Councilperson
Gaming Authority
Board of Directors

Citizens,

It is my privilege to share with you the 2011 Annual Report. I hope you continue to share the same sense of pride in the Band's accomplishments that I do as your chairman and Council does as your elected leadership. You, the tribal citizen, have been instrumental in the success of the Pokagon Band of Potawatomi Indians by participating in your government. No matter what the level of your participation, Council appreciates your involvement and your comments as we work together to meet our vision:

The Pokégnek Bodéwadmi are a proud, compassionate people committed to strengthening our sovereign nation, and a progressive community focused on culture and the most innovative opportunities for all our citizens.

As we closed out 2011, a busy year for Council, we look forward to more progress in our effort to better the quality of life of our citizens in 2012. Last year we saw the opening of our Community Center, in Pokégnek Édawat. We opened our first satellite facility, Four Winds Hartford, which is performing as expected. This summer will be the real key to its success, aside from the jobs it has provided for our citizens. We also broke ground on the expansion of Four Winds New Buffalo, adding 250 hotel rooms, an entertainment center, and a Hard Rock Café, all scheduled to open in the summer of 2012 on schedule and on budget. The completion will add a few hundred more job opportunities.

We were invited to display our culture and traditions at the Indiana Statehouse during the month of November. The final exhibition unfortunately was cancelled due to an unexpected protest at the capitol. The Lt. Governor was apologetic, and has invited us back to discuss how we can finish the exhibit. I wish to thank all those who worked and participated in the exhibit, it was an excellent display of our craftsmanship, and artistry. The mini pow wow would have impressed the Legislators and I'm confident they would have enjoyed the native food that was scheduled to be served.

I'm also pleased that we have broken ground to extend the roads, add sewer and water to the next phase in Pokégnek Édawat. We have an aggressive plan to add many homes in this next year, homes that will be made available to meet the variety of needs of our citizens.

The Pokagon Gaming Authority authorized the formation of a casino planning work group in conjunction with Four Winds management. The purpose of the work group is to complete their due diligence on the potential of a Four Winds Dowagiac and other potential facilities. The result of their work has led to the preliminary approval of Four Winds Dowagiac. The process is in the early stages, with more infrastructure work to be completed as well as agreements with Pokagon Township and possibly the City of Dowagiac. The highlights of this development are it can be accomplished

without borrowing any funds, without reducing our monthly stipends to our citizens, or reducing our contributions to the government, so programs will not be harmed and we will be adding additional jobs for our citizens. The return on investments is calculated at thirty months, which means if we break ground this year it will be paid for before the end of our current loan is due. I see this as a major accomplishment and will continue to build a solid foundation for future growth in programs and benefits for our people.

We continue to look for the best people to hire and also the latest ideas in management best practices. The government has recently completed a review of all our programs and departments. The next steps will be to implement the suggested recommendations and complete the policy and procedures in those departments that aren't up to date. The comment we received is that we are one of the few organizations that initiates this type of evaluation. I want to extend my sincere appreciation for the work of the Finance Board under the direction of our Treasurer, John Warren. John and the Finance Board oversaw much of what was done by the company, KPMG, in reviewing our operation. Most agencies take this kind of action as a result of conflicts that have developed. My hat is off to Council for being proactive and conservative in our approach. I hope you all have been able to experience the improvements that we



Trudy Loeding
Tribal Councilperson
Gaming Authority
Board of Directors

Alice Overly
Tribal Councilperson
Gaming Authority
Board of Directors

Tom Topash
Tribal Councilperson
Gaming Authority
Board of Directors

Steve Winchester
Tribal Councilperson
Gaming Authority
Board of Directors

Kelly Curran
Tribal Council Executive Secretary

Jo Silva
Tribal Council
Administrative Assistant

are trying to implement. Your satisfaction will be our acknowledgement that we are doing our job.

The Culture Center design is still being developed. The committee is working with the design company and hopefully will have something this year. We also have on our list of needed facilities a new health clinic, and an improved Tribal Lodge. Our resource staff is searching for grants that can aid in the building of these structures.

The efforts of Council member Micky Magnuson with our future young leaders have taken hold. Oversight is being provided by the Language and Culture Department. They have elected officers that make up their Youth Councils. We have one of our own, Heather Farver, elected to the Youth Commission of the National Congress of American Indians. Two or more attend each meeting of NCAI and I have to acknowledge the pride we should share for our young people and the effort they put forth at these meetings. They are engaged and recognized by their peers for their efforts. This helps identify those who wish to take an active role in leading our nation in the future, another reason we have a bright future ahead for the citizens of the Pokagon Band.

As stated last year in my annual report, Council in its conservative approach is determined to have a debt reduction plan in our refinancing. I am happy to state that we have completed our refinancing and we will be debt free in the year 2016. The new ideas for

expansion can be accomplished without borrowing more money and without reducing the benefits we provide to our people. Council has taken the first step in the proposed changes to our Revenue Allocation Plan formula. If approved by the citizens and quick approval by the Department of Interior, we could see the increased stipends by early summer. If this happens, it will amount to about a 500 percent increase in our monthly payment in the past year. I applaud Council for their diligence in working for our citizens best interests

Please note the efforts of our departments to expand and improve the services they provide for our citizens. We have a tremendous group of employees who work very hard. I hope you express your appreciation for their work when you see them. A “thank you” goes a long way.

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. On behalf of Council, we consider it a privilege to work for our citizens and look forward to your continued support as we move to improve the quality of life of all our people. 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 Pokagon Band citizens for allowing me to serve as your Chairman. The past three years have been a period of positive growth in many areas and I’m proud that you allowed me to play a part. I firmly believe that we have built 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 will 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.

We as tribal citizens should be very proud of what we have accomplished thus far, but we can’t rest today. We must roll up our sleeves, because there is endless work to do as we prepare for the next seven generations.

Thank you all for allowing us to work for you.


Matthew Wesaw
Chairman

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TREASURER'S REPORT

Boozhoo citizens,

I would like to extend a big thank you for all your support during 2011. The tribal treasury team is one of the best I have ever worked with throughout my years of tribal government. The treasury team consists of Finance Board members Tom Topash, Marie Manley, Butch Starrett, Faye Wesaw, and me. Our talented support team includes Finance Director Anita Grivins, Controller Linda Cook, and all the hard working staff from the Finance Department. A special thanks to Government Manager Jason M. Wesaw, Melissa Rodriguez, and Compliance Coordinator Becky Richards for all the coordinating and logistical support. Also, a great amount of gratitude goes to our financial advisors Kathy Reinhart and Frederick Lamble of Key Bank. The treasury depends on all these dedicated individuals who tirelessly work for the tribal citizens.

The 2011 amendments to the Finance Board Ordinance will help with contract approval and contract oversight, including taking the burden off of Tribal Council with non-wavier issues. The treasury team spearheaded the effort to bring forward the recommended changes to the RAP plan, which was approved by Tribal Council for citizens to vote on. After their work in January our auditors, McGladrey & Pullen, held their exit preliminary conference and told us that the Pokagon Band is one of the premier tribes to work with, and that we should be proud of our financial state. They especially noted the Pokagon Band Department of Health Services implementation of the managed care system.

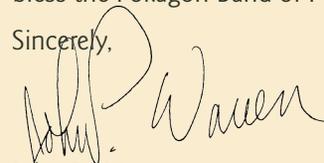
Since 2008 the Tribal Council has taken a conservative approach to safeguard our tribal financial health. This same mindset was taken as the treasury

went through the budgeting process for 2012. The treasury team took a hard look at government growth. In a short period of time the Pokagon government was growing at a startling rate. As the economic forecast showed a continued slow recovery, the team approached the 2012 budgeting with a non-growth approach.

To help monitor the effects of this approach, the treasury team now has our compliance department conducting internal audits, following up with face-to-face consultations with Pokagon Band department directors. Two have been held since August 2011 and will continue. The treasury team has scheduled quarterly reviews with department heads to take a snap shot review of their budgets, similar to profit and loss reviews. Moving forward, the treasury team will be working hard with a consultant to strengthen the finance policies and procedures, which includes going electronic and paperless in the future.

The treasury team looks forward to strengthening policies, procedures, and contract oversight, meeting with department heads, quarterly budget reviews, developing an electronic and paperless system, internal compliance audit reviews, monitoring the economic forecast, and contributing to strengthening the Pokagon Band sovereignty through financial stability. May the Creator of all things continue to bless the Pokagon Band of Potawatomi Indians.

Sincerely,



John P. Warren
Treasurer





“ONE OF THE BEST TRIBAL CHILD PROTECTION CODES IN THE COUNTRY”

This year all of us have been asked to share examples of client service successes to complement the information provided in the Annual Report. There is no work that we do that is more important than that in Pokagon Band child protection.

The Pokagon Band child protection justice system is the product of significant development collaboration among the multiple and various tribal stakeholders. From the very beginning there was a tribal-wide appreciation for the power and wisdom of collaboration in the planning, development and implementation of both the legal and services infrastructure that would be necessary to transfer the Indian child welfare cases, which were being heard and decided in state courts by state court judges, to the Tribal Court to be heard by Pokagon Band judges. Thus, the Pokagon Band Child Protection Code, which was adopted by the Pokagon Band Tribal Council, is the product of numerous work sessions by tribal child protection justice system stakeholders to prepare a draft for adoption consideration by Tribal Council. The Code was identified by the staff of the National Indian Child Welfare Association as one of the best tribal child protection codes in the country. The Code is the foundation for the child

protection work that is done in the Tribal Court. Its development is a prime example of justice system services provided to the tribal sovereign for the benefit of its citizens. The Tribal Court is proud to have been one of the many stakeholders that were involved in this important work so that those state-court Indian child welfare cases could be transferred to this tribal community. Decisions about tribal children ought to be made in their own communities.

The Tribal Court continues to play a leadership role in separate on-going collaborative relationships with the Family Welfare Commission, Department of Social Services, Department of Health Services, Department of Education, and Presenting Officer, i.e. the attorney who represents the Tribe in these cases to ensure optimum implementation. In addition, the Tribal Court has begun the process of meeting with Tribal Council to share information about state-court Indian child welfare cases and Tribal Court child protection cases so that Tribal Council has the information that is critical to informed decision-making for appropriations, citizen service and employee staffing needs.

Development and implementation of the Pokagon Band child protection justice system has allowed many cases to be transferred from state courts and state court judges to the Tribal Court. In addition, it has placed the tribal government in the position where tribal service providers can meet both the basic and special needs of Pokagon children who have been the victims of abuse and/or neglect. Many tribal children have been the beneficiaries of tribal child protection. Furthermore, optimal implementation has ensured that every effort has been taken to keep tribal children with their parents unless it has been impossible.

Members of the Judiciary (from left to right): Associate Judge David M. Peterson, Associate Justice Jill E. Tompkins (Penobscot), Chief Justice Robert T. Anderson (Bois Forte), Associate Justice Matthew L. M. Fletcher (Grand Traverse), Chief Judge Michael Petoskey (Grand Traverse)

URGENT NEED FOR FOSTER CARE AND ADOPTION HOMES IN OUR TRIBAL COMMUNITY

Dear Tribal Citizens,

The Pokagon Band has an exemplary child protection system. It provides protection for tribal children who are victims of child abuse and or neglect. In fact, there was an immediate desire, following federal reaffirmation, to establish the Tribal Courts so that Indian child welfare cases being heard in state courts could be transferred into the courts of this native community. Over the past few formative years, tremendous strides have been taken to develop the services and governmental infrastructure that is needed to be truly a sovereign nation. The Pokagon Band has come a long way on this journey of development.

However, a great unmet need has recently emerged on the horizon. This need has not risen before because there has been great success in finding relatives who are able and willing to fill the need for foster care and adoption homes. Now, we have an immediate need for a permanent home for a tribal child for whom we have not had any lasting success in finding a permanent relative home. This case presents both an immediate need and general need for homes in this community for both temporary and permanent placement. All of the placements are for tribal children, so this is a matter of this community caring for its own.

Congress passed the Indian Child Welfare Act in 1978 in an attempt to preserve Indian tribe's most vital resource—its children. It has been said, over the years since, that one of the greatest failings which prevents the Act from realizing its potential is the lack of tribal homes in which tribal children who need protection can be placed. We realize that the lack of tribal homes must be addressed by active and on-going recruitment.

Please contact the Pokagon Band Department of Social Services if you can open your home to either temporary or permanent placement of a Pokagon Band child.

Miigwetch,



Michael Petoskey
Chief Judge

2011 ELDERS COUNCIL HIGHLIGHTS

The Elders had a busy 2011.

Business meetings are held on the first Thursday of the month. We try and have guest speakers who can keep us informed on things we consider important. Social luncheons are held the third Thursday of the month. No business is conducted; it's a time to just socialize with each other. Auctions and bake sales are held a couple of times a year; this helps us fund Casino trips and other things that are not covered by the budget.

We began work on some special programs, such as providing fresh fruit and vegetables and starting an emergency fund and a loan closet. We are also going to try a traveling library for two months and see if there is enough interest to continue it. The Elders Council and members voted to donate \$500.00 to purchase items that our veterans needed at the Battle Creek Veterans hospital. Sweat pants, socks, stamps, and Christmas cards were purchased and sent to them.

Ernie La Pointe, great-grandson of Sitting Bull, visited and spoke to the community. We celebrated Halloween, Christmas, and Easter by dressing up and awarding prizes to the one that best portrays the theme. In October 45 members and spouses took a trip to Branson, Missouri. We sent Walmart gift cards to all Elders at Christmas.

We arranged portrait photography appointments for Elders, and have put together an inaugural Elders Memory Book.

We are hard at work on planning for 2012.

Jeanette J. Moller Chair
Mavis Margritte Vice Chair

Audrey Huston Secretary
Clarence White Treasurer

Beth Saldivai
Member at Large





“GOOD FELLOWSHIP”

The annual Pokagon Veterans Golf Outing is always good fellowship and a good time, but it's become much more than that, says Roger Williams, above center, a veteran who has been involved in the organization since the outing's beginning three years ago. The outing is for veterans—Pokagons and other tribes—to come together for good fellowship and good times, but the profits from the event are used to assist veterans when there is an unexpected need through the Military Relief Fund.

Pokagon veteran Derek Brunell, above, experienced this first hand last year.

After serving in the Navy, Derek moved home to southwest Michigan in 2007 along with his parents and he began his new career at Four Winds Casino, rising to his current position as manager of shipping and receiving. He also became involved in the Pokagon Band's Veterans group, forming a new kind of military family.

And when tragedy struck, Derek's family was there to help.

Derek's 15-year-old son was in a fatal car accident in South Carolina. Dropping everything, he and his parents and siblings went there to be with his

17-year-old daughter, who had been driving the car and had endured severe injuries, and to attend to arrangements. The expenses mounted with the family's room, board, transportation and bills back in Michigan.

After returning home, the Pokagon Veterans saw a family member in need. They tapped into their Military Relief Fund, and gave Derek \$500 to help ease part of his burden.

“Back when I first got on my submarine, I remember my captain telling me that every sailor on that vessel was my family. This just shows that even different parts of the military are all family,” he says. “Family looks after family. I didn't ask for it, it was brought to me, and helped me make it through the next day. I think it's awesome.”

At the Golf Outing, the camaraderie is great, and the event has developed nicely. The invited speakers call attention to veterans' issues during the lunch program.

“The Pokagon Veterans always get pats on the back for this event,” says Roger Williams. “The hospitality is always outstanding, and there are great gifts. I'm so looking forward to the next one. Each year has gotten better.”

And each year, more money is collected for veterans in need.

2011 OGITCHEDAW HIGHLIGHTS

- The Veterans Memorial Day Golf Outing enjoyed another successful year with over 235 golfers participating. Proceeds from the event went to start the Military Relief Fund with a \$3,000.00 balance, and have started distributions from the fund.
- The eagle staff celebration was held on the Saturday of Memorial Day weekend. Thirteen new family eagle feathers were added, bringing the total family feathers to 24.
- Ogitchedaw presented the Pokagon Band national flag and eagle staff at the Chicago Pow Wow in the fall.
- Veterans provided burial detail for two burials for the tribal community.



GOVERNMENT MANAGER'S REPORT

Boozhoo fellow citizens,

Time has flown and it is hard to believe a year has already passed since our last annual report. I had the privilege of serving our country as a soldier for 21 years, and I am proud to say that my first year of serving the Band has been even more of a privilege than the years I served in uniform. I believe one of the most important qualities of any top-performing organization is strong leadership. I believe leadership was essential in our many accomplishments this past year and what we will accomplish next year. I would like to take a few minutes and share with you my leadership philosophy, LEAD-D, is based on two decades of leadership experience, observations from past leaders, and leadership lessons learned.

Leadership by example is the single most important leadership trait, not only in word but by deed. Leaders must set the example in all that is done, from the smallest detail to the greatest. Strong leadership is a powerful multiplier and allows the ordinary to become extraordinary.

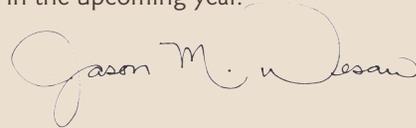
Empowerment. We have good people, give them clear expectations—tasks, conditions and standards—and allow them to do the job. Team members need the opportunity to do the job we hired them for within their abilities, level of responsibility and guidance from their leader. Our expectation is to allow our team members to use their best individual judgment—always.

Accountability. With empowerment must come accountability. Be on time, be where you're supposed to be, have the right tools to do the job, have a great attitude, and do your best every time. Be accountable to yourself, your team and the Band. Every team member is accountable. No one is above the Band.

Develop the team and future leaders. The team is always in a state of training whether it is initial, developmental or sustainment training. Leaders must ensure the team has the proper training to accomplish duties, and to operate under the values and beliefs of the Band, with safety always a priority. Senior leaders are expected to mentor junior leaders to become better leaders than that senior leader is today. We must protect the Band's future interests and performance by identifying talent on the team, provide those individuals with opportunities to excel, and ensure those individuals reach their full potential.

Do it with honor. If we do not have honor, we have nothing. We use our Seven Grandfather Teachings as our watch words: Respect, Love, Wisdom, Honesty, Family, Humility, and Courage.

This philosophy has served me well and I value the chance to share it in our annual report. I am extremely fortunate to have the opportunity to work for such a passionate, dedicated, and supportive Tribal Council, as well as an amazingly talented and focused government team. With pride I look back on what we have accomplished, look forward to what is to come, and to how we can better serve our citizens in the upcoming year.





“IT’S BEEN A LONG HAUL, BUT WE’RE HOPEFUL.”

Jefferson Ballew didn’t know he was Potawatomi until his mother, Elizabeth Ballew, mentioned it in 1973 while they were watching the Academy Awards. A woman of Native American ancestry refused Marlon Brando’s Oscar for *The Godfather* by proxy, protesting Hollywood’s misrepresentation of American Indians. Elizabeth had been separated from her culture when she attended the Indian boarding school in Mt. Pleasant, Michigan.

Jeff and his siblings had been raised outside the culture too. Though Jeff lived away from the area for some of his early adulthood, he and his wife Jessica raised all six of their children from their blended family around the drum and in the long houses. When they came back to Michiana in 1988, it was important to return to his ancestral ways as much as he could. The recent formation of a Pokagon Band Department of Language and Culture means a lot to the Ballews, and many citizens like them who make it a priority to preserve Potawatomi culture.

“It’s a big deal. We’re so excited to have a department of language and culture,” Jeff says. “And we’re really excited to be learning the language from professional educators. It’s really cool; we’re working with the same teachers we spoke with in those early days: Billy Daniels, Jim Thunder, Frank Barker.”

Jessica especially looks forward to the quarterly wellness gatherings the department organizes, to

help bring the community together for learning, fun and fellowship.

“I set my calendar by it,” she says. “I really need it every few months, and I always leave them feeling better afterward.”

Today, the Ballews attend as many language classes as they can, and are committed to speaking it together for more practice. The videoconferencing technology that the department introduced this year bridged the distance between Potawatomi teachers and learners in other communities, and has made a huge difference for them.

“The videoconferencing makes us feel like we’re not alone,” says Jeff. “What would be a class of six can be 60 when we tap into other communities. And we don’t have to travel far.”

One of the most gratifying things for the Ballews is seeing the children beginning to grasp language concepts.

“Kids are showing up,” they say. “It’s fun to watch the younger kids get involved. And we’re getting to the point where we’re seeing a curriculum developing.”

“We’ve waited 18 years for this,” says Jeff. “We’re enjoying being around right now. We’re doing fun stuff: exercising our language, our culture. It’s been a long haul since 1973. But we’re hopeful.”

2011 LANGUAGE AND CULTURE HIGHLIGHTS

- Staff administered the Summer Youth Culture Camp in June, the Sovereignty Day concert and celebration in September, quarterly community wellness gatherings, and monthly cultural enrichment staff trainings.
- The department attended Winter Stories in the Language in February, the Anishnaabemowin Teg Language Conference in March, the language immersion weeks hosted by Hannahville Potawatomi in June and July, and the Potawatomi Language Conference in August.
- Cultural programs included native healing for three days every month and monthly guest presenters covering such topics as deer hide tanning, pottery, and storytelling.
- The department helped the youth organize and elect Junior and Senior Youth Councils and run monthly business meetings and cultural activities. Junior Youth Councils include JOM-eligible students and seventh through twelfth grade Pokagon citizens while Senior Youth Council is comprised of Pokagon citizens ages 18- to 24-years-old.

“TO PRESERVE MOTHER EARTH”



The native approach of living in harmony with the land guides much of the Pokagon Band’s natural resource and conservation policies. Using traditional ecological knowledge, the Pokagon Band intends to protect Mother Earth with low-impact design and by fitting into the context of the earth, living in harmony with the land instead of disturbing the earth to fit humans’ needs. One example is the gold LEED-certified Community Center, which opened this year and features solar power, a vegetative roof and other green technologies.

Once, ancestors harvested wild rice, fish, and game in a marsh called the Grand Kankakee that stretched

for hundreds of miles through the Potawatomi homeland. After decades of draining the marsh to make way for farming, the DNR has been recreating wetland conditions to return more than one thousand acres to what it once was. And this year, DNR staff and citizens planted one thousand pounds of wild rice seed within the central marsh.

DNR called on another technique from the old ways, and burnt two hundred acres of prairie in North Liberty to strengthen the native grasses and wild flowers planted there. These deep-rooted plants hold in water from the wetland and act as flooding barriers. Neighbors in the area experienced less

flooding than in previous years, thanks to the healthy prairie grasses. DNR’s cooperative relationship with the St. Joseph County, Indiana chapter of the Audubon Society showed that over 90 different bird species call the tribal property home or a stop-over point during migration.

The land also contains ancestors’ remains, sacred objects long buried, medicines, or habitat for sacred creatures. The Tribal Historic Preservation Office, as part of DNR, protects these by working with outside organizations to keep their projects from disturbing historic cultural sites.

2011 DNR HIGHLIGHTS

- DNR's Environmental Quality Division began a water quality program this year, laying a foundation to preserve and protect the tribal water resources. The water quality specialist hired this year gathered biological, physical, and chemical baseline data from 21 streams, three lakes (Gage, Sassafra, Rodgers), and the North Liberty wetland to ensure the water resources on tribal lands will be safe for citizens to enjoy now or into the future.
- A fish and wildlife biologist joined DNR's Natural Resources & Conservation Division in 2011 to conserve, protect, and enhance fish, wildlife, their habitats and cultural resources for the continuing benefit of citizens. The division plans include the conservation, management and propagation of such culturally significant vegetation as black ash swamps and sugar maple forests.
- The Tribal Planning Division completed a Hazard Mitigation Plan for the tribal government. The Planning Division also gathered information regarding tribal transportation needs, uses, and intentions, and will study options for future development of a transportation system.
- The DNR maintains the Band's road inventory, Transportation Improvement Plan, and Long Range Transportation Plan as part of the Bureau of Indian Affairs Indian Reservation Roads program. This program was used in 2011 to help facilitate such community and transportation development as the extension of Potawatomi Trail at Pokégnek Édawat, which will enable the development of additional neighborhoods for tribal housing needs, the drive and parking lot for the community center, and the purchase of an 18-passenger and a 35-passenger bus.
- The Tribal Historic Preservation Officer reviewed more than 450 requests regarding projects concerning areas of historic or cultural significance to the Band to determine their impact on those areas, and filed several claims for repatriation with various institutions for human remains, items of cultural patrimony, and sacred objects.



“I REALLY APPRECIATE IT.”

Community Resource Officer Matt Myers has become a familiar feature around tribal events lately. Whether it's offering expertise during a cross-departmental workshop on bullying, biking around the campgrounds during pow wows, or his daily visits to tribal government buildings, Officer Myers is the face of the Tribal Police Department's focus on community involvement. In fact, the Tribal Police Community Resource Department was part of 352 separate community resource activities in 2011.

All the officers are giving community policing priority, to help citizens better get to know their Tribal Police, and vice versa. An important department initiative is to hire qualified tribal citizens as police recruits and provide them the training to become Tribal Police Officers. The department is committed to providing such services to citizens as installing free child safety seats, supplying free bicycle safety helmets for tribal citizens, and organizing safety awareness events in conjunction with other tribal events. The Tribal Police will also conduct home safety inspections upon request.

Ann Marie Morsaw-Banghart is one citizen who turned to the Tribal Police when she needed a car seat installed for her 16-month-old daughter Maycee.

“I really appreciate that they came out to the house,” says the Mattawan resident. “I'm a quarter mile from the Van Buren county line, and for me not to have to go all the way to Dowagiac for the car seat was great.”

Officer Myers and three other Tribal Police officers are certified car seat technicians. Officer Myers brought the free car seat to Ann Marie's house, and installed it properly in under a half hour.

“Developing ways to provide excellent service for our tribal citizens is a priority for us.” says Captain Vancompernelle. “That's why we're here.”

2011 TRIBAL POLICE DEPARTMENT HIGHLIGHTS

- Tribal Police personnel logged 171,672 patrol miles last year while patrolling tribal properties in Cass, Van Buren and Berrien Counties and conducted 10,541 residential and governmental property inspections.
- The Tribal Police fielded 1,694 calls for service, handling everything from assaults and drunk drivers to felony fraud cases.
- The Pokagon Tribal Police Detective investigated 107 separate cases.
- The officers are all Michigan state certified law enforcement officers, deputized as Deputy Sheriffs in Cass, Van Buren and Berrien Counties and are specially commissioned federal officers with the Bureau of Indian Affairs.
- The Department assisted other police agencies, fire departments and ambulance services on one thousand occasions.
- The Pokagon Tribal Police Department has 16 Tribal Police Officers and two administrative support personnel who are committed to serving Pokagon citizens.

“I WANT TO COME BACK AND WORK FOR THE TRIBE ONE DAY.”

The Department of Education has been a partner with John Morseau on his learning journey for years.

As a middle school student, the after school tutoring program offered John homework help and support with staying on track.

“I was a procrastinator; I needed time to do homework,” he remembers. “But it helped me get to know other tribal citizens.”

He graduated from Dowagiac High School in 2008, and enrolled in Southwest Michigan College. While he took a full load of classes, John worked full time at Four Winds in grounds keeping. In his spare time he served as vice chair on the Youth Council helping with various community service projects.

Once he finished the requirements for his Associates degree, he was able to apply to Michigan State University and transfer enough credits to start as a second semester sophomore. The Department’s Higher Education Scholarship gave John the ability to cover his costs.

“Last semester I took two political science classes,” he says. “I like philosophy, and the political philosophy class was interesting. We discussed different ways of thinking about the function of government, and why we need it.”

With a major in political science and a pre law focus, John hopes to attend law school eventually. And since he earned a 3.6 grade point average and made the Dean’s List for the spring semester, he’s working hard toward that goal.

“Maybe at the University of Michigan, or at MSU, where they have the Indigenous Law and Policy Center. I want to come back and work for the tribe one day.”

Continuing his connection to the Department, John participated in the Department of Education’s internship program last summer, working on the Department’s staff for eight weeks.

“Since I had been involved with Education programs before, it was interesting to see the inner workings of the programs, and with Head Start. It was fun.

“I know I wouldn’t be as connected to the tribe or wouldn’t know as much about what the tribe offers without these experiences. It’s a family, a big part of my life. I come back almost every weekend to participate in tribal functions.”

John has experienced the value of Education’s programs, and feels strongly about returning that support.

“I figured if the tribe is going to help me out, I will give something back. I want to run for Council one day. I’m trying to prepare for that later in life.”



2011 EDUCATION HIGHLIGHTS

- Two hundred and seventy five tribal citizens received Pokagon Band Higher Education Assistance.
- Ten Pokagon college students participated in the Pokagon College Summer Internship program during the months of June–August 2011.
- Ten Pokagon college graduates were honored during the Kee-Boon-Mein-Kaa Pow Wow with Pendleton blankets. Twenty-five high school graduates were honored last July at a community dinner at Southwestern Michigan College.
- Thirteen tribal citizens received stipends for successfully completing at least part of the GED exam. The Pokagon GED lab started in October with five students utilizing the program before the end of the year. The GED lab offers both on-site and remote components.
- One hundred and five students in seventh through twelfth grades received assistance to participate in summer programs through the Pokagon Band Summer Enrichment Program.
- Forty-five families participated in the Pokagon Band: A Nation That Reads program and read 2011 books collectively.
- Seven hundred and five students received backpacks and school supplies through the K–12 programs.
- Forty-five students participated in the 2011 Summer School program for children entering grades K–12. Morning instruction focused on math and reading and afternoon instruction included a Potawatomi language and culture focus.
- Fifty-three students were tutored on a one-to-one basis in the ten-county service area. Last October, the Pokagon Band started the Sylvan Tutoring program to provide tutoring assistance outside of the ten-county service area. Five students participated from October through December.



“I CONSIDER MYSELF LUCKY”

As he insists he’s “just a shy, sensitive guy,” Robert Green—better known as Rocky to friends and family—winks and smiles. There’s little shy about his booming voice and his quick laugh. His personality and his tall frame all give the impression of lots of energy. But 2011 wasn’t a great year for Rocky’s energy or health.

“I’ve had more done [medically] in this year than I have my entire life,” he says.

His diabetes had been unmanaged for a while, and a bout with congestive heart failure in January caused him to retain some 60 pounds of fluid. Following that he experienced complications from ulcers, a burst blood vessel in his eye and a wound on his foot refused to heal.

“I was worried about losing my foot,” says Rocky. “They didn’t think it was healing fast enough.”

The clinic staff at the Pokagon Band Department Health Services saw that Rocky’s condition was serious enough for surgery. So soon the clinic staff referred him to Dr. Laurence Habenicht, a general surgeon and specialist in hyperbaric medicine, who made the decision to schedule surgery on the wound at St. Joseph Regional Medical Center in June.

Afterward, Rocky had to take it very easy.

“My recliner is my friend,” he says. “I wasn’t allowed to do anything weight bearing.”

When he was finally able to move around a bit, he wore a boot on his right foot and wasn’t able to drive.

Rocky’s experience reflects how the Department of Health Services intends to become a citizen’s “medical home.” Thanks to the transportation program provided through Health Services, Rocky could travel to his physical therapy appointments. And the Pokagon Band community outreach staff came to his home, to check on him and help him recover.

“The people here are great,” he says. “They treat me really well. My dressings had to be changed every day, so Becky (Price) or Liz (Leffler, both community health nurses) came to take care of me. In fact, Becky came during a blizzard one Sunday to change my bandage,” he remembers. “She’s better than the mail man!”

Rocky says the medical team at Health Services referred him to good specialists, and that the services are reassuring.

“All you have to do is make a phone call. And they put up with me, so that’s a plus. I consider myself lucky,” he continues.

Since October 2011, a podiatrist has been seeing patients in the clinic, making it easier for people like Rocky with diabetes related foot problems to get care. But most importantly for Rocky, “I’ll be able to walk again.”

2011 HEALTH SERVICES HIGHLIGHTS

- The Commission on Accreditation of Rehabilitation Facilities (CARF) awarded the Behavioral Health Program a three-year accreditation for its integrated behavioral health/primary care services.
- The Contract Health Services program was successful in processing and paying officially registered, appropriately submitted medical claims within the thirty day federal payment regulation.
- The Pharmacy began billing third-party payers for reimbursement for pharmaceutical services to citizens with insurance.
- The Special Diabetes Program for Indians Grant, which provides approximately \$95,000 in funding for diabetes treatment and prevention strategies, was maintained for the fourteenth consecutive year.
- iSalus Healthcare, which is the industry's first fully-unified web-based revenue cycle management, electronic medical records, practice management, and business analytics solution software, was selected as the new electronic medical record for the department.

“I STARTED WORKING TOWARD MY GOAL.”

When Kim Stevenson’s husband passed away several years ago, she and her seven-year-old daughter Jessica were living a double-wide trailer, and subject to the rules of the park.

“I didn’t have a yard for my daughter to play in, and we were not allowed to have a pool or a swing set.”

Stevenson received rental assistance through the Department of Housing, but one day she got a call saying she was eligible for the Home Ownership Program.

“I was so excited,” recalls Stevenson.

She began meeting with Kim Cushway, a housing occupancy specialist with the Department, on a monthly basis. And now Kim Stevenson has a different place to call home, and a sense of accomplishment in securing an improved environment for her and Jessica.

“The Band’s Home Ownership Program is absolutely awesome,” says Kim. “I am very proud to be a homeowner.

I cannot express how helpful Kim was through the entire process,” explains Stevenson. “This is more than just a job for her, because she truly wants to help people successfully complete the program. Every step of the way, Kim was there.”

The Home Ownership Program is designed to teach individuals to be responsible with their finances and to prepare them for the challenges of home ownership.

“I worked hard to pay my bills on time to improve my credit score,” says Stevenson. In addition to teaching individuals how to raise their credit scores, staff also explains what lenders look at when reading a credit report.”

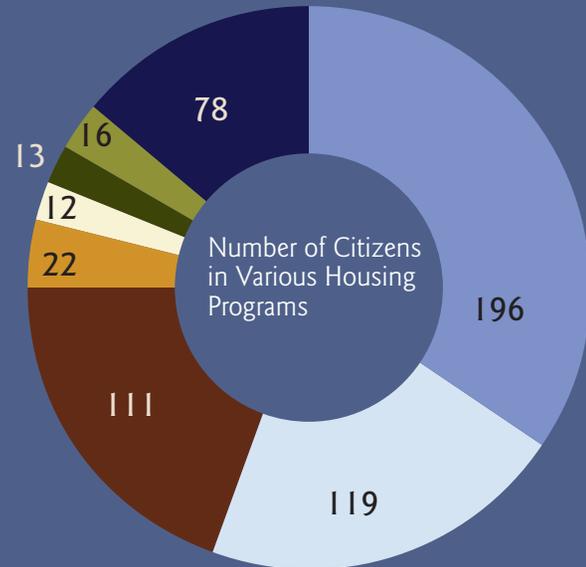
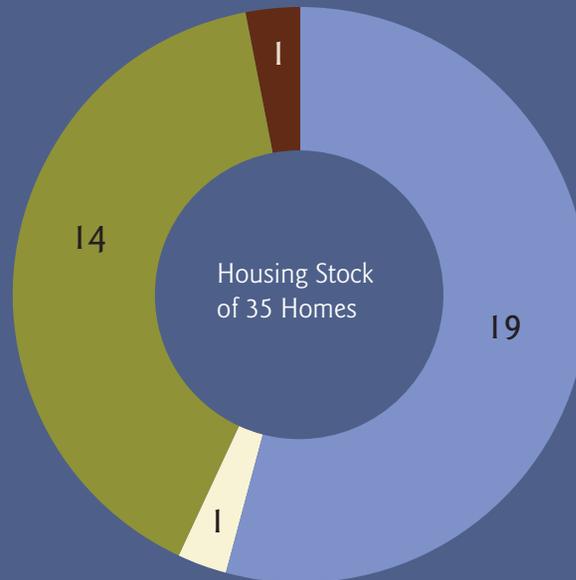
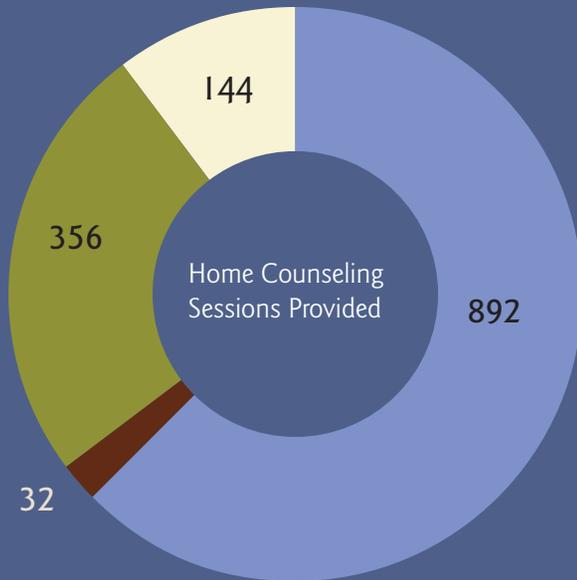
When the time came for Kim to start looking for a home, she opted to stay in the Plainwell area. “I already had kids in that school district, and it was important to me to stay around familiar faces,” she says. “When my husband passed away, the community rallied around my family.”

Her oldest son, Khett, 25, is in the Army and is stationed at Fort Leonard Wood in Missouri, but her son Cameron, 22, works and lives in Plainwell, and her 17-year-old son, Trevor, is a senior in high school.

“I am so grateful, and I don’t take anything for granted,” says Kim. “When my husband passed away, I knew that I would have to do this for myself. I started putting money aside and working toward my goal. Knowing how hard I worked to get here makes me work even harder to stay in good standing financially.”



2011 HOUSING HIGHLIGHTS



- Credit/Budget counseling
- Foreclosure counseling
- Homeownership counseling
- Community Financial Empowerment

- Elders Village Homes
- Transitional Housing
- Lease to Own
- Community Financial Empowerment

- Rental Assistance
- Student Rental Assistance
- Out of Service Area Student Assistance
- Homeless Prevention
- Home Ownership
- Repair & Rehabilitation
- Water & Sewer Improvement
- Non Program Advocacy

Home Maintenance counseling, 0



"THEY'VE WORKED REALLY HARD."



The Department of Social Services launched the Healthy Families Project to offer mentoring and case management to some Pokagon families at-risk. This home-based family guidance works with families on a program leading to wellness.

Kenny and Jennifer Underwood came into the program during a rough time in their lives. Their family of five was living with other family members, and struggling to find affordable housing. They wanted to enhance their financial stability and parenting skills. Together with Healthy Families Project family service worker Sandy Oram, the Underwoods explored and developed action steps that would help them reach their goals.

The family meets with Sandy once a week and discusses ways to build skills like budgeting, setting goals, parenting, and establishing and keeping routines. The family's progress is reviewed and actions steps can be changed as needed. Transportation is an issue for the family, and Sandy has helped by providing transportation and letting them know about tribal and public transportation options.

"They are working hard at making changes in their lives," says Sandy, "Changes that will lead to greater stability and wellness."

Sandy has assisted the Underwoods with connecting to tribal and community resources that will help

them meet the goals they set, like the Band's Financial Empowerment Program.

When the Departments of Housing and Social Services put into action a collaborative housing program for families in transition, the Underwood's were ideal candidates. The home, which the Band bought and renovated just for these circumstances, is perfect for the family. It's within walking distance of Four Winds Hartford, where Jennifer is employed.

The home will be theirs for two years, and rent is based on income. This allows the family time to save money, which is a program requirement, and that savings can be used as a deposit or down payment on the home that they can relocate to. During the two years the family will have enhanced and put their budgeting skills into action, and will have had time to regain stable financial footing.

Since moving into their new home, Kenny and Jennifer say they have seen an improvement in their family's whole attitude. They say that it feels good to have their own space, a place that they can develop and implement their own rules and structure.

"When we met Sandy, we clicked," remembers Kenny. "We were already looking for a place to go, but the Department's Transitional Housing Program hooked us up with a great house. It's a godsend."

Kenny, who set a goal of improving his health, has quit smoking, and is also developing other goals. Jennifer says she is working to increase the feeling of stability and routine for the children. She is also exploring returning to school for a career in the medical field.

"I love working with family-clients who take ownership in the program," says Sandy. "This is their plan; it's their life. It works best when we get feedback and can work as a team. The tribe is a community. The more they're involved through this program, the more they realize they have a community, a family. They show pride; they carry themselves like they belong."

Unlike many social workers who have worked with him and the family, Kenny says Sandy asks for their input. "She gives us options," he says.

"We so appreciate the opportunity," says Jennifer. "Social Services plays such an important role; it's important for tribal citizens to be treated with cultural understanding."

"This year the Healthy Families Project completed the first of its three years," said Mark Pompey, director of social services. "This program has been well received in the community, and it assisted 38 families and 75 children."

2011 SOCIAL SERVICES HIGHLIGHTS

- Five hundred Pokagon households received assistance from the Low Income Heat and Energy Assistance Program, or LIHEAP, which provides a seasonal heating assistance to citizens within the ten-county service delivery area. A total of 988 assistance payments were made through the Supplemental Heating Program, which provide seasonal heating assistance for citizens regardless of where they live.
- A total of 1,023 individuals benefitted from the commodities program which distributes monthly food supplies to Native American individuals and families within the ten-county service delivery area.
- Forty-one Pokagon households and 70 children benefitted from the Child Care Development Fund, which provides childcare assistance for parents who are participating in an approved educational plan, employed or training for employment within the ten-county service delivery area.
- Fifty-two families received help from the Administration for Child and Family (Title IVB) program, which aims to prevent the breakup of the family, and assist in reunification of families disrupted by the court.
- The department processed 28 burial requests and one reimbursement request through the Pokagon Band Burial Fund, which provides financial assistance with funeral and related expenses at the time of death of a Pokagon Band citizen, his or her spouse, non-citizen parents, and children who were eligible for enrollment with the Pokagon Band.
- Fifty-three participants benefitted from the Supplemental Assistance Program which complements, but does not replace, federal, state, and county assistance programs.
- A total of 184 referrals were provided to tribal citizens for outreach services, which include transportation for case-related purposes, referrals to service providers, and distributing benefits of income maintenance programs.
- The Emergency Services Initiative provides citizens access to assistance for unexpected emergency situations affecting everyday life. A total of 362 households were assisted.
- The Title VI program serves meals five days a week at Elders Hall. The Band's cook and nutritionist collaborate on monthly menus for the 206 Elders who are eligible for the program. Approximately 25 meals a day are prepared and served, totaling 3,168 meals and 1,501 home-delivery meals this year.



What a joy it has become to read our newsletter. From the beautiful, neat and professional layout, through the well-written and informative articles, to excellent printing quality, I can't thank your staff enough for giving me, and the entire Band, another reason to be proud!

I am also thrilled at the new look and content of our website. It can now honestly be defined as a resource. I was also very impressed that upon my receipt of the newsletter, I found that the October issue was already uploaded to our website. I'm already looking forward to next month's issue!

Terri Getz Raich, Pokagon citizen



2011 COMMUNICATION HIGHLIGHTS

- Lead the launch of the redesigned tribal government website.
- Added a full-time graphic designer to staff and distributed 101 publications, including the addition of a second monthly newsletter, the Legislative Edition.
- Enhanced the government's professional photography and video archive, using the new imagery in such projects as the digital kiosk presentation.
- Helped create seven new partnerships and public relations opportunities in Indiana and the region.

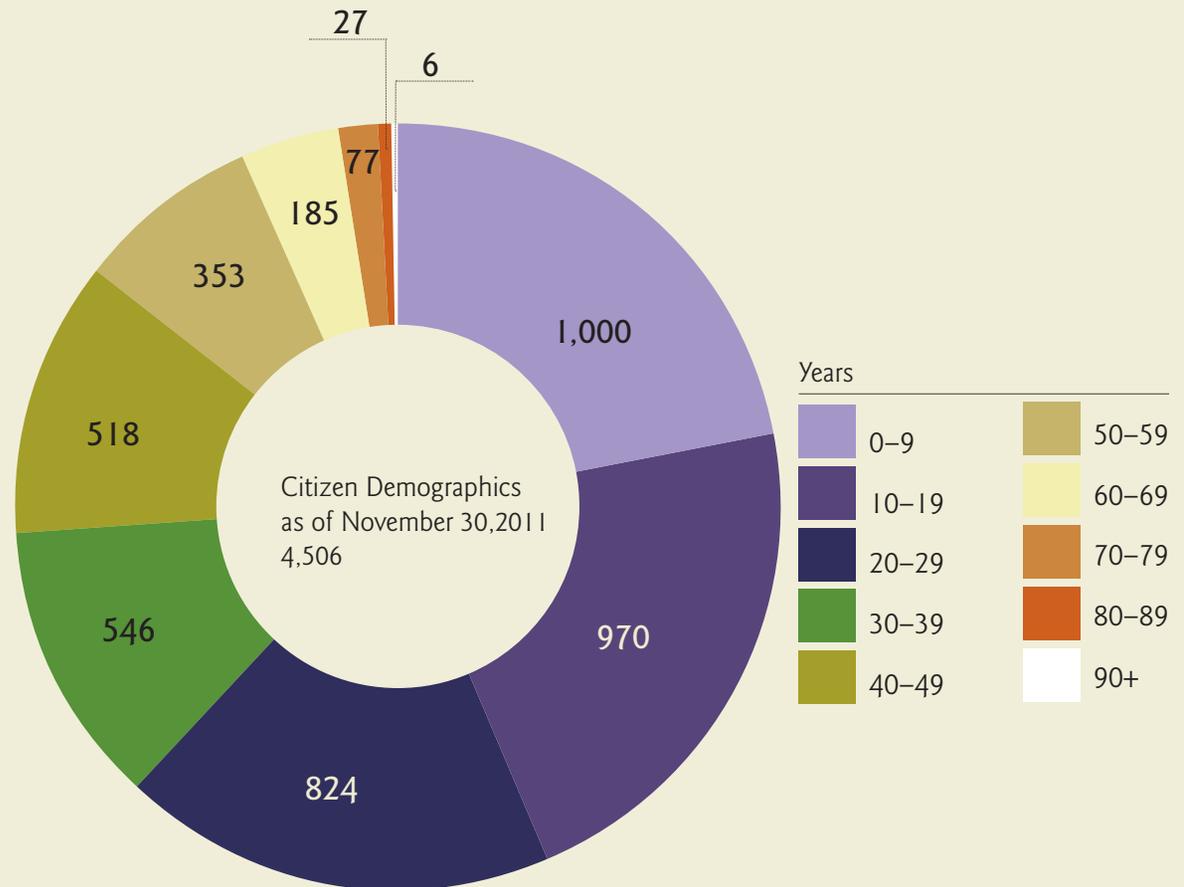
2011 FINANCE HIGHLIGHTS

Expenditures

General Government	\$19,776,379
Education, Language & Culture	3,511,030
Social Services	2,788,170
Health & Welfare	6,994,291
Housing & Development	1,801,595
Natural Resources	376,076
Community Development	1,137,207
Tribal Courts	591,284
Public Safety	1,983,371
Gaming commission	-
Other Enterprises	
Debt Service	6,068,014
Capital Outlay	3,270,937
	<u>\$48,298,354</u>

Grants by program

Education	\$711,0429
Social services	1,279,189
Health and welfare	6,867,170
Housing and development	1,657,745
Environmental health	203,679
Community development	2,883,051
Tribal courts	277,465
Public safety	1,109,758
	<u>\$14,989,099</u>





“A SENSE OF RENEWAL”

When Linda Cook talked to the Pokagon Band Human Resources Department in 2010 about the available controller position in the Finance Department, she wanted to be upfront about her circumstances.

“I told them I come with a lot of baggage,” she says.

Linda, her husband Chris, and their daughter Samantha had recently been through a rough patch. Chris’ income decreased substantially when he left his job to intern at their church. The family almost lost their car, their credit rating took a tumble, and they were hanging onto their house by a thread. Even Linda’s own job had been tenuous, and after she was notified her job might be eliminated, she and her family kept their faith that opportunities would open if that was the direction they were to take.

The next day, the job for controller at Pokagon Band opened. Linda realized applying for a job in a finance department while her own finances were problematic was chancy.

“That’s why I hadn’t applied other places, because that was a hindrance,” she recalls. But knowing that the Tribal Council and the Human Resource Department were working on instituting a Pokagon preference policy, she gave it a shot.

After many discussions about her role, and the importance of working hard, she got the job.

“They really gave me an opportunity, especially with this position,” Linda says.

According to Jim Dybevik, director of human resources, the preference policy was written with citizens like Linda in mind.

“Linda is a real success story and shows how citizens who are provided an opportunity, through hard work and perseverance, can overcome obstacles and assume a leadership role in their government and their community,” says Dybevik.

For the next year after Linda started in fall of 2010, she seized the opportunity given to her and took the initiative to make the most of it. It required hard work and sacrifice: she drove two hours and ten minutes to Dowagiac from their home north of Grand Rapids each day. And she and the family got serious about making financial changes. When Chris was hired at Four Winds New Buffalo this summer, thanks in part to their Pokagon preference policy, the family decided to move closer. They now live in Niles.

“To me it feels like I’ve been called back home,” Linda says. “My family endured a lot with me being gone. But now, to be brought back to my heritage is great.”

Since the family lives nearby, Sam has become more involved in youth cultural activities and benefitted from educational programs. And Linda volunteers more within the community too.

“Growing up, we weren’t deeply connected to the Pokagon Band. My dad, Walter Bush, was involved, but my siblings and I didn’t take part in any tribal activities,” Linda says. “So to see how Sam is holding her heritage near and dear is heart-warming. She has more confidence in herself and desires to learn all she can.”

And for Linda, doing meaningful work for her people makes a huge difference.

“My philosophy is we need to leave a legacy. We may not see the results of what we’re doing now, but it could impact our children, and we need to be mindful of that.

“I feel a sense of renewal. It’s like I was given a fresh outlook.”

2011 HUMAN RESOURCES HIGHLIGHTS

- The Human Resources Department automated the hiring process and made it easier for all tribal citizens and prospective employees to apply for positions. A recruiting module has been integrated into the Human Resources Information System which allows citizens direct access to the Band's Talent Database.
- In 2010, the HR Department set a goal to increase the overall number of citizens working in the government by ten percent. Of the 45 individuals who were hired in fiscal year 2011, 21 (or 47 percent) were citizens. Although the ten percent improvement goal was not reached, since the system has been fully operational the Band has hired four tribal citizens for the six open positions for a 67 percent citizen fill rate, so preference hiring is moving in the right direction.
- Tribal Council tasked the department with developing a formal Carpenter Apprenticeship Program. The program's goal is to develop the carpentry building skills and career development path to assist the tribal community to build economic self-sufficiency. The apprenticeship program builds the foundation for obtaining a Michigan contractor's license and an Associate's Degree.
- During the recruiting and selection process for the Apprenticeship Program, the committee identified ten candidates and started them in the classroom portion of the apprenticeship training program. At the end of 2011, seven are still actively involved in the program and five of the seven were gaining their on-the-job training hours working on the remodeling of the Four Winds Casino in New Buffalo.

2011 INFORMATION TECHNOLOGY HIGHLIGHTS

- IT staff worked with our managed services vendor through deployments, upgrades, and critical incidents. But by developing IT staff with classroom training and on-the-job experiences, IT parted with the managed services vendor in October. The result has been a more experienced workforce, cost savings, and most of all the feeling of ownership.
- IT implemented an IT Service Desk, a team of technicians with increased focus on incident management and timely resolution of service requests. A service desk coordinator was hired to oversee this team and assist in the process of implementing ITIL (Information Technology Infrastructure Library), best practices, and processes as they apply to Service Desk.
- IT completed the build out of a new leg of fiber in our fiber network, bringing the Departments of Natural Resources, Language and Culture, and Maintenance into the central network. Achieving greater utility of existing resources helps to reduce costs and helps to provide a common platform of communication.
- Microsoft awarded Pokagon Band with the opportunity to participate in a Microsoft Windows 7 Jumpstart program, providing the Band with tools and training to perform rapid deployments of Windows 7 operating system and Microsoft Office 2010. The program was instrumental in reducing individual desktop deployments from weeks to days.
- IT provided support for five motor fuel stations in three counties from 7 a.m.–11 p.m., seven days a week. The Sister Lakes Marathon opened in fall of 2011, the fifth station to open in the over five year history of the tax exempt benefit.
- IT has expanded webcasting services to Mac users and to several meetings each month, including language and culture classes. IT Service Desk is regularly available during Tribal Council webcasts to support citizens having issues accessing the website or webcasting. Remote support technologies have allowed IT Service Desk to be highly effective in resolving issues.
- IT worked with the Department of Language and Culture on the implementation of a state-of-the-art video conferencing system. The system facilitates language instruction amongst the Potawatomi Bands. IT was able to reduce the cost of implementing the system by \$10,000.
- IT worked with technology vendors to implement free community wireless internet, dual-projection, and sound system for meetings and community events at the newly-opened Community Center.
- IT worked with the Department of Health Services to upgrade their aged network infrastructure with many performance and cost-saving measures while preparing for the ultimate goal of the planned implementation of the new Electronic Health Record system. An overhead paging system was installed to enable building-to-building paging, emergency notification, and provide for a soothing ambiance.
- IT has been working with Bridges to Digital Excellence to recycle electronic waste. The program allows for citizens, employees, and the government to recycle electronic waste items at no cost.

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