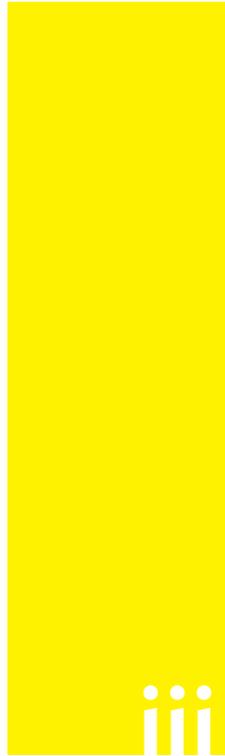


TRIBAL COUNCIL



TREASURER'S
REPORT



ELDERS COUNCIL



TRIBAL JUDICIARY



TRIBAL GOVERNMENT PROGRAM + CONTACT INFORMATION

Administration	1	Housing + Community Development . . .	17
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Head Start	11	Tribal Police	32
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Boozhoo Tribal Citizens,

It's hard to believe that when President Clinton signed our Reaffirmation Act September 21, 1994 the Pokagon citizen population was around 2,500 and the tribe owned less than 1/8 of an acre of tribal land. Today we have a citizen population of more than 5,100 and own 6,000 plus acres of tribal land. Most of these achievements happened thanks to planning from our previous leaders/ancestors and their commitment for the next seven generations. Your Tribal Council works very hard to plan for your children's future and the next seven generations as well.

This past year the Language and Culture Department collaborated with Head Start and partially funded two language and cultural room aids, developed a free language/ cultural app for all ages using Google and Apple platforms and our two language apprentices are in their fourth year. The Language and Cultural Department developed three students into language teachers, and worked with local high schools and community colleges to offer Potawatomi language as a world language course to qualify for college credit and to meet transcript requirements.

Our Education Department established many relationships within local communities in 2015. Some of these relationships include Michigan Department of Education, Lake Michigan College, Southwestern Michigan College, Hartford Community Schools, Dowagiac Union Schools, Niles Schools, and Buchanan Schools. The Tribal Leadership Certificate Program is a cohort program that helps those currently employed or interested in future employment with the Pokagon Government study leadership, tribal sovereignty, culture, tribal law, and government-to-government relationships.

Pokagon Health Services had over 2,124 transports in 2015 to get citizens to their medical appointments. Dental services saw 1,600 patients. The clinic has seen a 31% growth in 2015. The pharmacy operated at a profit of \$1.26 million in 2015 with approximately 32,000 prescriptions filled. In previous years most of those scripts went to outside non-tribal pharmacies.

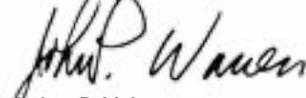
Dental services were also outsourced previous to our new facility. All this growth helps PHS achieve a level of support for itself and saves on the cost of running such a facility.

In 2015 Pokagon Band partnered with Michigan State University, a world leader in agriculture, to help us develop a business plan that will meet our desired agricultural goals. Included in the plan is organic vegetable growing and possibly hydroponic farming, sugar bushing, huckleberry patches, and livestock including buffalo, poultry, and honey bees. This is an exciting time having the resources to treat our land in a good way, produce food organically, raise livestock in a traditional and humane way, and have a positive impact on our people on many levels for the next seven generations.

The past year the Cultural Center broke ground, the Rodgers Lake stream was restored back to its original flow, which will help the fish habitat, the Dowagiac water loop was completed for future housing, Hartford housing is on schedule and on budget, the South Bend trust application moved from a Draft-Environmental Impact Statement to a Final EIS and South Bend housing design is ready for construction when the land falls into trust in 2016.

Please join me in thanking all the Pokagon employees for all the dedication and hard work this past year. We are very blessed with the programs we have, considering most were developed in the past ten years. It's very humbling to serve our Potawatomi people, and we ask the Creator of all things to help us and to continue to bring blessings to all our Pokagon citizens, and bless everyone we come in contact with. To the Creator of all things, bless those that took their journey this past year and continue to bless our women, veterans, children, elders, and the next seven generations, and may 2016 be even a better year than the previous.

Sincerely,


John P. Warren

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Bob Moody, Jr.
VICE-CHAIRMAN

Eugene Magnuson
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Mark Parrish
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Andy Jackson
MEMBER AT LARGE

Michaelina Martin
MEMBER AT LARGE



Becky Price
MEMBER AT LARGE

Roger Rader
MEMBER AT LARGE

Matthew Wesaw
MEMBER AT LARGE



Steve Winchester
MEMBER AT LARGE

Judy Winchester
ELDERS
REPRESENTATIVE

Treasurer's Report

Boozhoo Tribal Citizens,



On behalf of the Pokagon Band's Finance team, I am pleased to submit the Treasurer's report for the fiscal year ended December 31, 2015.

This annual report, for the Pokagon Band citizens, is to communicate the exemplary progress of the past fiscal year. There have been many accomplishments and continued progress that have been put in place to help our great Pokagon nation grow economically with the goal of sustainability for our future generations of tribal citizens.

These accomplishments could not have happened without the help of the Finance Board, along with staff from our Finance team, whose team members once again always stand ready to help our citizens.

I am pleased to report that the Pokagon Band continues to enjoy a strong financial position, as reflected in the auditors report, the report on investments, and the enclosed financial statements. We ended the fiscal year exceeding a very challenging budget and this has been recognized by our audit firm RSM (formally McGladrey). I would like to acknowledge the department leaders:

IT Jody Osbon, Social Services Mark Pompey, Housing Jim Coleman, Natural Resources Jennifer Kanine, Tribal Police Bill Lux, General Counsel Ed Williams, Communications Paige Risser, Education Sam Morseau, Health Matt Clay, Human Resources Jim Dybevik, Gaming Commission John Roberts, Courts Steve Rambeaux, and a special thanks to our Finance Director Anita Grivins and our Government Manager Jason M. Wesaw, along with Executive Assistant Melissa Rodriguez and Frederick Lamble, our financial advisor.

Motivated by our responsibilities to manage efficiently and effectively, the Treasury launched a five year capital strategy plan that will address the brick and mortar needs to support future Pokagon government services. To meet the goals of the tribal financial strategies, the Finance Board collaborates with the Finance team and the Government Manager on a bi-weekly base to review the tribe's financial health.

The state of our economic self-sufficiency is strong. It will only get stronger in the years to come. We recognize that economic growth and financial stability depend on job creation for the next seven generations of Pokagon citizens. Mno-Bmadsen is the economic development entity conducting all non-gaming, for-profit business for the tribe. Currently Mno-Bmadsen's holdings include the following companies:

Accu-Mold LLC., a plastics engineering and tooling company that specializes in metal to plastic conversions; Seven Generations Architecture & Engineering; MB C-Stores LLC The Bent Tree, 7Gen Construction LLC, a design/build general contracting company based out of South Bend, Indiana and DA Dodd, a leader in mechanical contracting based out of Rolling Prairie, Indiana.

Before closing I would like to thank the Finance Board members Robert Moody, Jr, Steve Winchester, Roger Rader and Matt Wesaw who have each in their own way with their different perspectives helped me with their advice and counsel to stay focused on the long term financial sustainability of the tribe and were instrumental in realizing the favorable financial results the tribe achieved in 2015.

Chi-Miigwetch,

Eugene Magnuson, Treasurer

As we say hello to 2016, we would like to recap some of the activities the elders have shared in the past year. We are proud and happy to announce that the Elders Council now represents approximately 550 Pokagon elders. Our monthly business meeting has increased from 25 to almost 100 participants per month. Those numbers alone show that there is increased activities among the elders group.

Every month we have a diverse list of activities to pique everyone's interest. We have socials for Valentine's Day, Mother's Day, a summer picnic, Halloween, Christmas and more. We have a chili/soup cook-off, bingo, movies, beading, basket making and other crafts.

We encourage elder involvement in education by attending three conferences of the Michigan Indian Elders Association per year. This year we went to Little Traverse Bay Band, Saginaw Chippewa and Notawaseppi Huron, meeting both old and new friends. This year the Education Department hosted the Michigan Tribal Educators Conference and honored 32 elders with a day of education, dinner and a fun-filled evening of entertainment. In the interest of keeping the elders up to date on electronic devices, the Education Department has given many elders Kindles and mentored them in their use.

In the past year we have attended the Gathering of Nations in New Mexico, traveling through the Grand Canyon and much of the Southwest. We also traveled to Chicago, to the Potawatomi Gathering in Forest County, Wisconsin, to Agawa Canyon and to the Bay Mills reservation.

We have many ongoing projects: the emergency fund, snow removal, Medicare part B reimbursement, Shop with a Cop, pow wow raffles, donations for veterans, elders jackets, our annual calendar, regalia for Head Start children, just to name a few.

We hope that we have made your life a little easier and more enjoyable. We continue to reach out to you for your comments and suggestions. Please feel free to contact any one of us. Our goals are simple; we can only do what you suggest. Your comments and suggestions determine what we do on a yearly basis. We open each meeting with the hope you make a comment, suggest an activity or share an idea. Help us attain our goal by bringing your ideas to our attention.



In memory of Audrey Huston, who served as Elders Council secretary for 18 years. One of her last acts as secretary was signing the official copy of this report. Baamaapii, friend.

Elders Council

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Vice Chair

Maxine Margiotta
(269) 783-6102

Secretary

Vacant

Treasurer

Clarence White
(269) 876-1118

Member at Large

Catherine Ford
(269) 783-9380

TRIBAL JUDICIARY



Michael Petosky
CHIEF JUDGE



David M. Peterson
ASSOCIATE JUDGE



Robert T. Anderson
CHIEF JUSTICE



Matthew L. M. Fletcher
ASSOCIATE JUSTICE



Jill E. Tompkins
ASSOCIATE JUSTICE

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

The Tribal Court Judges are: Chief Judge Michael Petoskey (Grand Traverse Band) and Associate Judge David M. Peterson, retired 5th District Court Judge for Berrien County, Michigan and practicing Michigan attorney.

The Court of Appeals Justices are: Chief Justice Robert T. Anderson (Bois Forte Band), Professor of Law and Director of the Native American Law Center at the University of Washington School of Law, and is the Oneida Indian Nation Visiting Professor of Law at Harvard Law School; Associate Justice Jill E. Tompkins (Penobscot), Director of the Penobscot Nation Judicial System; and Associate Justice Matthew L.M. Fletcher (Grand Traverse Band), Professor of Law and Director of the Indigenous Law & Policy Center, Michigan State University College of Law.

Annual Joint Meeting of Tribal Council and the Judiciary

Each year Tribal Council and the Judiciary, as separate branches of Tribal government, meet face-to-face to collaborate in order to ensure that the needs of the Band, as a sovereign nation, and its citizens are met. Each updates the other on its accomplishments over the preceding year; and shares information about its work in progress, needs and future plans. It has been an exemplary best governmental practice and tradition.

Court Staff

The Court has four full-time staff. Court staff are supervised and provided guidance by Chief Judge Michael Petoskey. The Chief Judge and Court staff work as a team in order to develop the infrastructure needed for the Court and complete the every-day case work.

Court Administrator – Stephen Rambeaux

Court Clerk – Stacey Gettig

Court Clerk – Serrina O’Brien

Court Clerk – Donna Walls

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 results of laws passed by Tribal Council. Yet other duties are the product of court rules, administrative orders and 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 or filed in the courts.

The Pokagon Band of Potawatomi Indians Constitution mandates that the Court of Appeals establish and amend general rules for practice, procedure and evidence in the Tribal Court and Court of Appeals. Court rules provide standard process and procedures: (1) for the practice before the Tribal courts; and (2) the judicial processing of cases.

Court Rules and Administrative Orders

The Court Rules and Administrative Orders of the Tribal Courts can be can be obtained from the Pokagon Band’s Tribal Court webpage at www.pokagonband-nsn.gov/government/tribal-court and from the Court upon request.

Collaborative Development and Development of Infrastructure for the Court

1. Collaborative Development

The Chief Judge, Associate Judge, and Court staff collaborate with Tribal Council, the Office of General Counsel, the Prosecuting Attorney, Tribal Police and departments to develop the processes and procedures needed within the Court to build good working systems. The Tribal Court will continue to collaborate in all projects and with all departments in any way needed to further the development of the Pokagon Band community.

2. Development of Infrastructure for the Court

The Chief Judge and Court staff has developed necessary court forms and response letters to assist individuals and entities to function properly within the procedures outlined in the Pokagon Band Tribal Court Rules and laws of the Band. The Chief Judge and Court staff devote a significant amount of time toward the development. The forms have been adapted for use as automated documents by the Court’s case management system to save limited resources and staff time. The Court has also developed forms for use by citizens, the general public and attorneys which creates efficiencies for the Court by obtaining the proper

information when a case is filed and after filing if needed. Forms can be obtained at the Tribal Courthouse and at the Pokagon Band’s Tribal Court webpage at www.pokagonband-nsn.gov/government/tribal-court.

3. 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.

FIGURE 1: GROWTH IN CASELOAD FROM 2004 – 2015

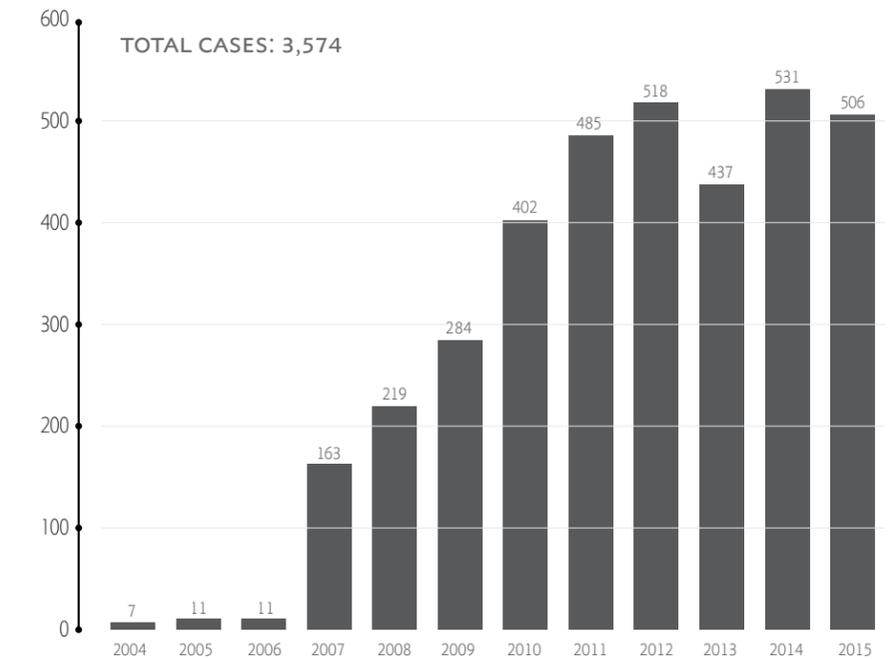
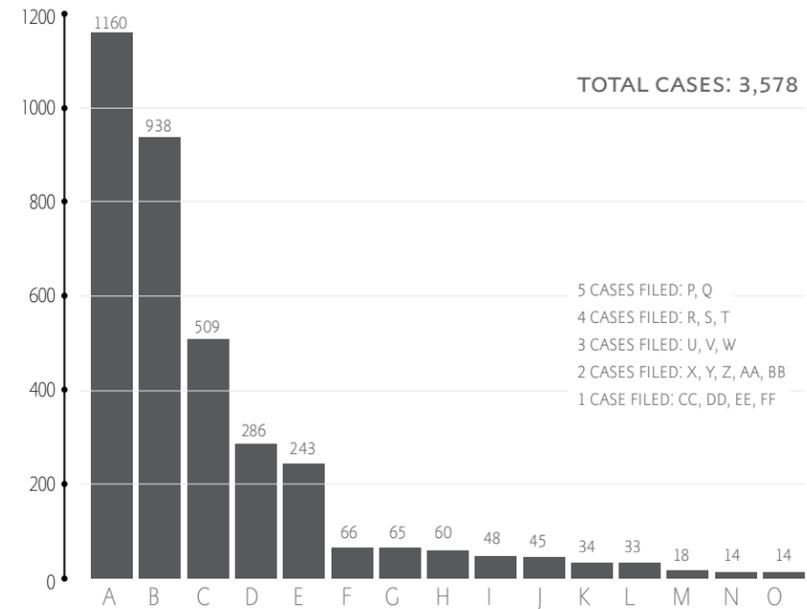
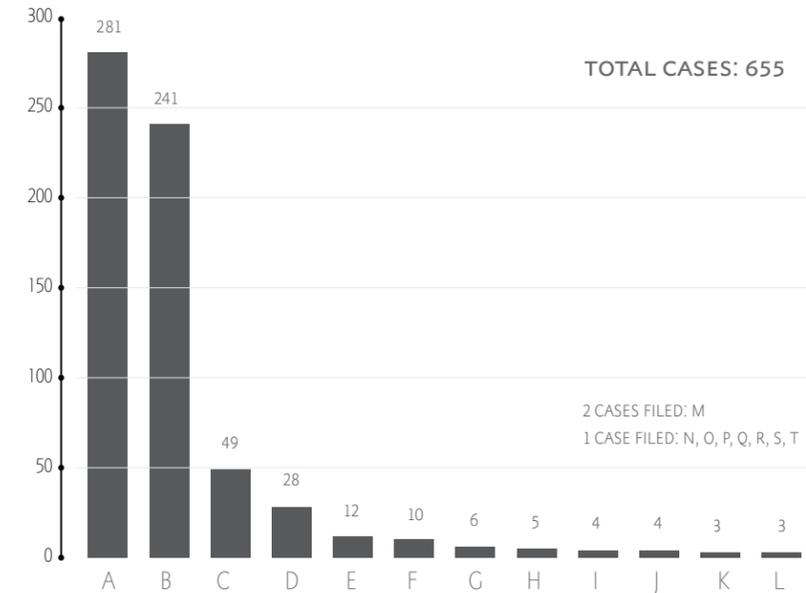


FIGURE 2: TYPES OF CASES FILED IN 2004—2015



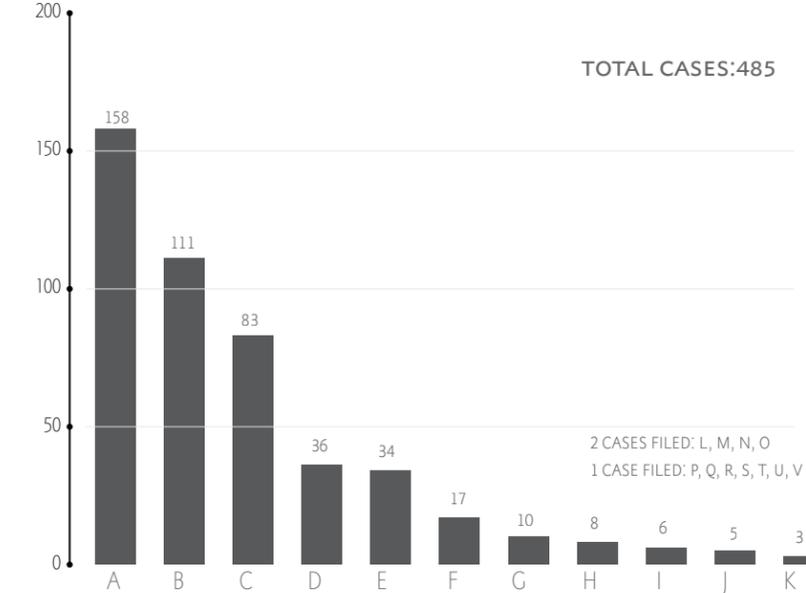
- A. Civil Infraction
- B. Child Support Recognition
- C. Per Capita Distribution for Delinquent Child Support
- D. Recognition and Entitlement of Enforcement of Foreign Judgment
- E. Foreign Judgment Garnishment
- F. IRS Garnishment
- G. Student Loan Garnishment
- H. Criminal Offense
- I. Recognition and Entitlement of Enforcement of Foreign Subpoena
- J. General Civil
- K. Child Protection
- L. Bankruptcy Deduction
- M. Adoption
- N. Garnishment of Per Capita Garnishment Code for Debt to Tribe
- O. Civil Infraction Traffic
- P. Garnishment of Per Capita Distribution for IRS Levy
- Q. Enrollment
- R. Landlord Tenant
- S. Court of Appeals
- T. Marriage
- U. Election
- V. Small Claims
- W. Guardianship - Minor
- X. Administrative Appeal
- Y. Exclusion
- Z. Department of Housing and Urban Development Garnishment
- AA. Small Business Administration Garnishment
- BB. Hunting and Gathering Civil Infraction
- CC. Department of Agriculture Garnishment
- DD. Social Security Administration Garnishment
- EE. Guardianship - Adult
- FF. Juvenile Guardianship

FIGURE 3: ONGOING CASES AT END OF 2015



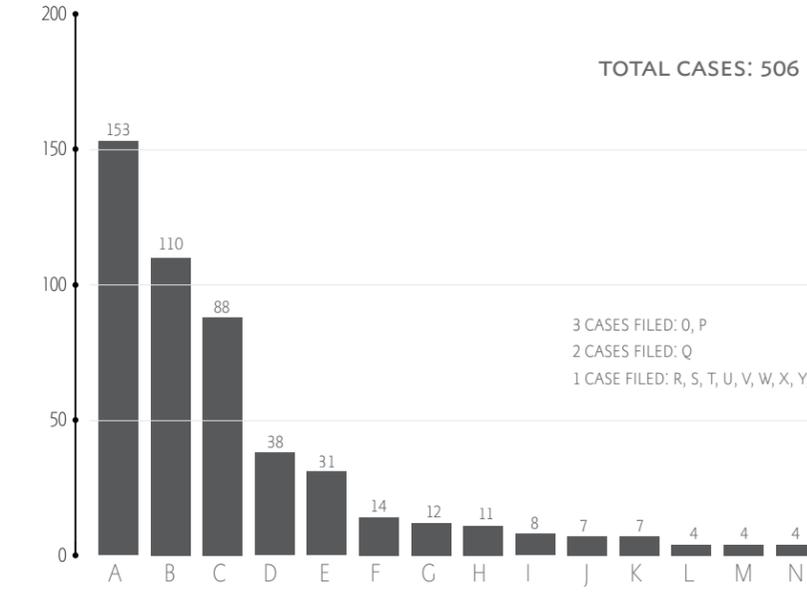
- A. Child Support Recognition
- B. Civil Infraction
- C. Per Capita Distribution for Delinquent Child Support
- D. Foreign Judgment Garnishment
- E. Bankruptcy Deduction
- F. Student Loan Garnishment
- G. Child Protection
- H. Criminal Offense
- I. Recognition and Entitlement of Enforcement of Foreign Judgment
- J. General Civil
- K. Civil Infraction Traffic
- L. Guardianship - Minor
- M. Landlord Tenant
- N. Garnishment of Per Capita Garnishment Code for Debt to Tribe
- O. Garnishment of Per Capita Distribution for IRS Levy
- P. Exclusion
- Q. Department of Housing and Urban Development Garnishment
- R. Juvenile Guardianship
- S. Adoption
- T. Court of Appeals

FIGURE 4: CASES CLOSED IN 2015



- A. Civil Infraction
- B. Per Capita Distribution for Delinquent Child Support
- C. Child Support Recognition
- D. Recognition and Entitlement of Enforcement of Foreign Judgment
- E. Foreign Judgment Garnishment
- F. General Civil
- G. Criminal Offense
- H. Recognition and Entitlement of Enforcement of Foreign Subpoena
- I. Garnishment of Per Capita Garnishment Code for Debt to Tribe
- J. Civil Infraction Traffic
- K. Child Protection
- L. Adoption
- M. Student Loan Garnishment
- N. Landlord Tenant
- O. Hunting and Gathering Civil Infraction
- P. Bankruptcy Deduction
- Q. IRS Garnishment
- R. Small Claims
- S. Garnishment of Per Capita Distribution for IRS Levy
- T. Exclusion
- U. Guardianship - Adult
- V. Court of Appeals

FIGURE 5: TYPES OF CASES FILED IN 2015



- A. Civil Infraction
- B. Child Support Recognition
- C. Per Capita Distribution for Delinquent Child Support
- D. Recognition and Entitlement of Enforcement of Foreign Judgment
- E. Foreign Judgment Garnishment
- F. Civil Infraction Traffic
- G. Garnishment of Per Capita Garnishment Code for Debt to Tribe
- H. Criminal Offense
- I. Recognition and Entitlement of Enforcement of Foreign Subpoena
- J. General Civil
- K. Student Loan Garnishment
- L. Bankruptcy Deduction
- M. Child Protection
- N. Landlord Tenant
- O. Guardianship - Minor
- P. Adoption
- Q. Hunting and Gathering Civil Infraction
- R. Department of Housing and Urban Development Garnishment
- S. Small Business Administration Garnishment
- T. Small Claims
- U. Exclusion
- V. Guardianship - Adult
- W. Juvenile Guardianship
- X. Court of Appeals

FIGURE 6: HEARINGS AND TRIALS SCHEDULED MONTHLY IN 2015

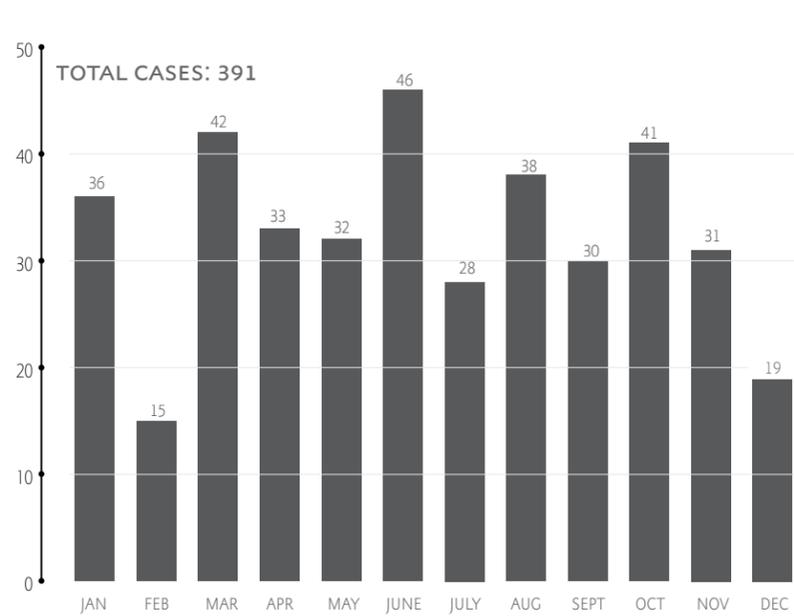
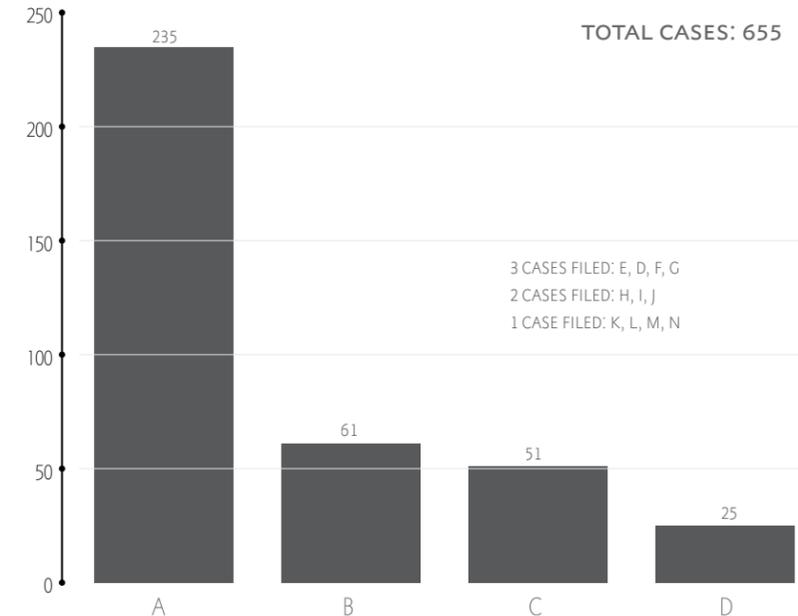


FIGURE 7: HEARINGS AND TRIALS SCHEDULED BY CASE TYPE



- A. Civil Infraction
- B. Child Protection
- C. Criminal Offense
- D. Per Capita Redirection for Delinquent Child Support
- E. Guardianship - Minor
- F. Foreign Judgment Garnishment
- G. Landlord Tenant
- H. Adoption
- I. Hunting and Gathering Civil Infraction
- J. Recognition and Entitlement of Enforcement of Foreign Judgment
- K. Guardianship - Adult
- L. Exclusion
- M. Garnishment of Per Capita Garnishment Code for Debt to Tribe
- N. Small Claims

Future Development

Goals of the Tribal Court are to:

- provide a fully functioning judicial forum for all matters heard by the Tribal Court built on the community values, culture and spirituality; and
- continue to exercise judicial authority consistent with the sovereign powers of the Band and to provide for operation as a branch of government consistent with the principles of separation of powers.

Objectives of the Court for the immediate future are the continued:

- collaboration with various branches of government, the community and service departments to provide a judicial system that is culturally appropriate to the Pokagon Band;
- enactment of chapters of court rules and administrative orders for jury selection, contempt, and the expansion of recognition of foreign court warrants, subpoenas and other judicial acts to meet the increasing jurisdictional needs of the Band;
- development of culturally appropriate conflict resolution tools;
- probationary services for diversion programs and community service programs;
- development of further procedural processes for Court staff; and
- identification of outside resources for the development of the Tribal Court infrastructure.

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Judiciary

Tribal Court

Chief Judge Michael Petoskey
 Associate Judge David M. Peterson

Court of Appeals

Chief Justice Robert T. Anderson
 Associate Justice Matthew L.M. Fletcher
 Associate Justice Jill E. Tompkins

Court Staff

Court Administrator
 Stephen H. Rambeaux
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 Stephen.Rambeaux@PokagonBand-nsn.gov

Court Clerks

Stacey Gettig
 Serrina O'Brien
 Donna Walls

Pokégnek Bodéwadmik (Pokagon Band of Potawatomi) will respectfully promote and protect the culture, dignity, education, health, welfare and self-sufficiency of our elders, our youth, our families and our future generations while preserving Mother Earth. We will strive to give Pokagon citizens a better quality of life. The Band will also strive for successful economic strength thus assuring the sovereignty of the Pokagon Band of Potawatomi.

Department of Administration

The Administration Department is responsible for overall Pokagon government operations, managing tribal facility rentals and campsite and bus reservations, grant writing and resource development,

coordinating government mail deliveries, and greeting callers and visitors to the Administration buildings.

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Resource Development

Resource Developer

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Resource Developer

Vacant

Department of Communications

The Communications Department develops, coordinates, and directs all phases of tribal communication, presenting the Band's message and information to citizens, journalists, and other audiences via public relations, the government's website, publications (such as the two monthly newsletters, the *Pokegnek Yajdanawa* and the *Legislative Edition*), and digital/social media.

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Digital Communications Specialist

Kyla Carneiro
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Kyla.Carneiro@PokagonBand-nsn.gov

Department of Education

Indigenous education dates back to a time where all children were identified as gifted and talented. The Department of Education provides each citizen the opportunity to discover and develop his or her unique strengths and talents emotionally, physically, mentally, and culturally. Staff honors this vision by promoting indigenous ways of knowing and providing services that empower life-long learners for the next seven generations.

Library

The Simon Pokagon Memorial Research Library carries no physical books but research volumes. The Education Department foresees digitizing content from researchers that citizens can someday search for family photos, treaty information, past meeting minutes or newsletters.

Early Childhood Education

The Early Childhood Education program focuses on primary, birth - 4th grade. Children and parents are offered services to help promote early literacy, positive parenting, school readiness, and quality education.

K–12th Grade

The K–12 program provides resources and opportunities to enrich the academic development of all Pokagon youth. Services are also available for Native American children who are citizens of other federally recognized tribes and are living in the 10 county service area.

Higher Education

The Higher Education program provides the supportive services necessary to encourage Pokagon citizens to attain college, graduate, and post graduate degrees.

Continuing Education

The Continuing Education program offers dual enrollment, GED assistance, and a vocational scholarship to qualifying citizens.

Nation Building

Nation Building provides training to our elders, honors our graduates, and builds partnerships with local colleges to provide more opportunities to degree-seeking citizens.

FIGURE 8: CITIZENS SERVED PRE-K–4TH GRADE

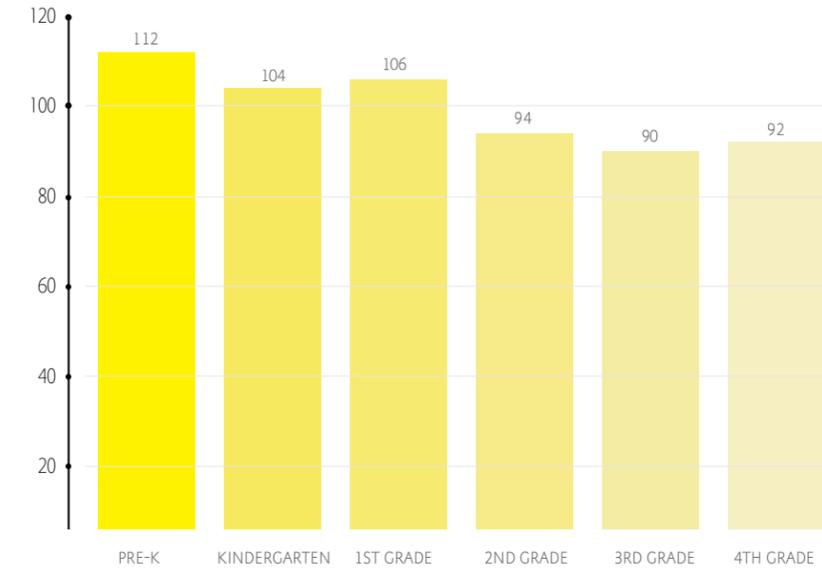


FIGURE 9: CITIZENS SERVED 5TH GRADE–12TH GRADE

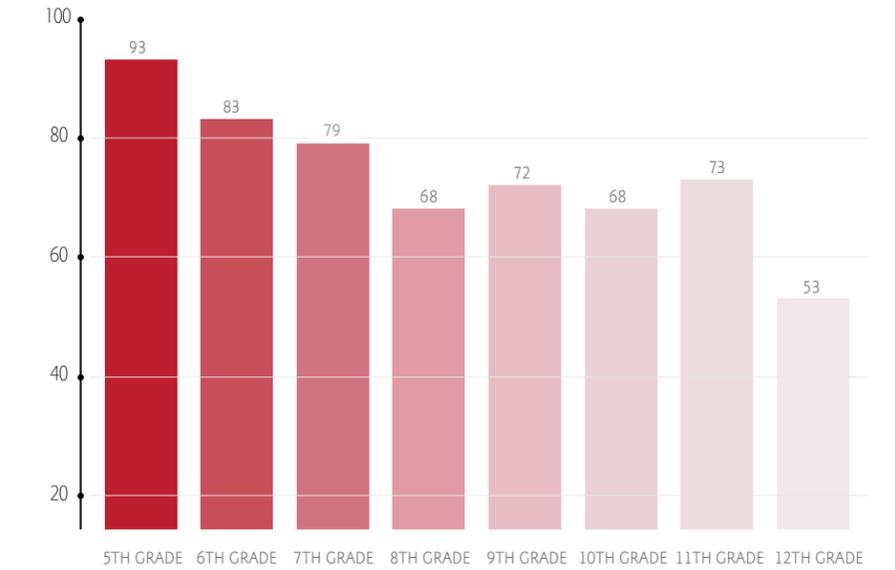


FIGURE 10: CITIZENS SERVED HIGHER EDUCATION SCHOLARSHIPS

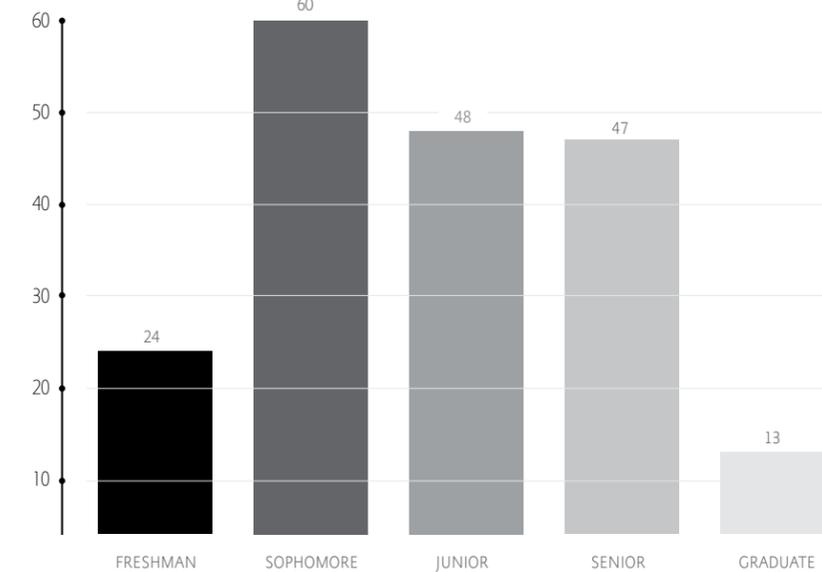


FIGURE 11: CITIZENS SERVED HIGHER EDUCATION BOOK STIPEND

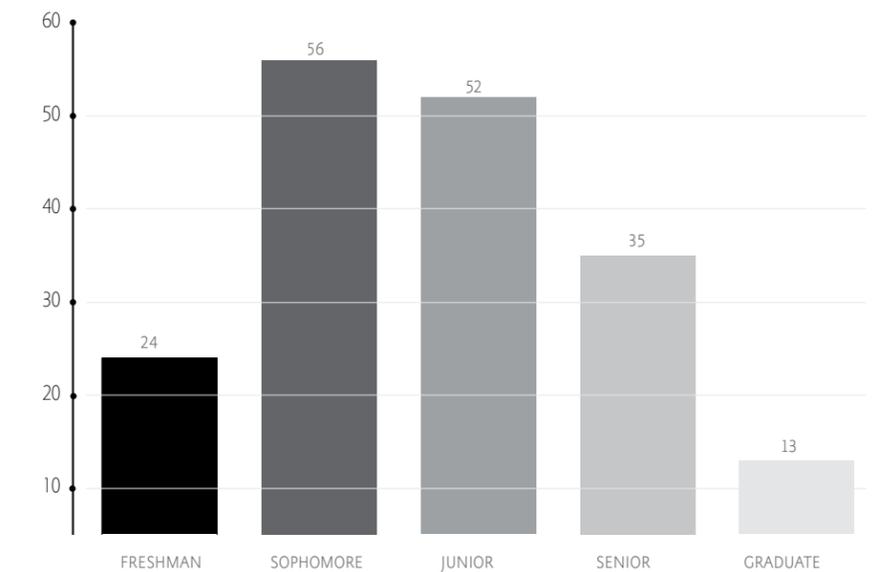
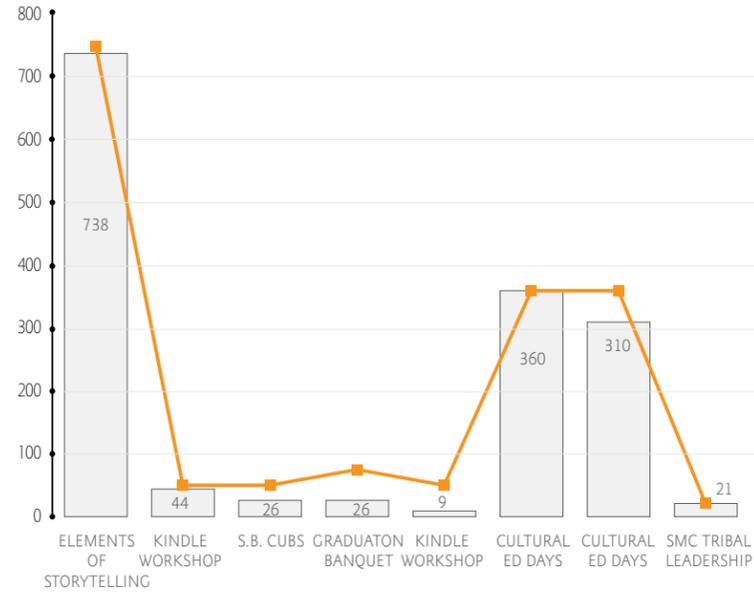
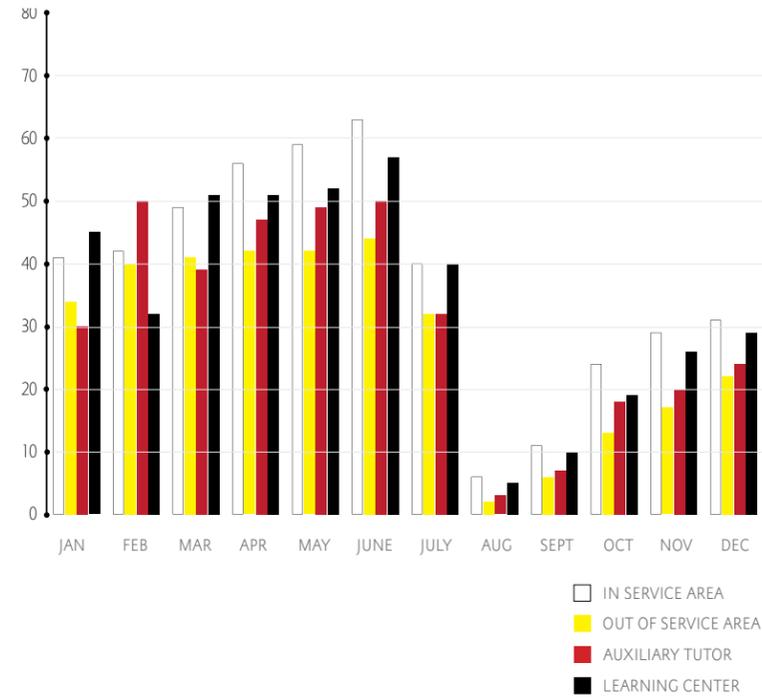


FIGURE 12: CITIZENS SERVED ELDERS EVENTS



THE DEPARTMENT OF EDUCATION REPORTING YEAR COVERS JULY 2014 THROUGH JUNE 2015 UNLESS OTHERWISE NOTED.

FIGURE 13: CITIZENS SERVED TUTORING



(888) 330-1234 or (269) 782-0887
 Fax: (269) 782-0985

Office location:
 58620 Sink Road
 Dowagiac, MI 49047

Mailing address:
 PO Box 180
 Dowagiac, MI 49047

www.pokagonband-nsn.gov/government/departments/education

Director
 Sam Morseau
 Sam.Morseau@PokagonBand-nsn.gov
 (269) 462-4223

Educational Associate Nation Building
 Donald Sumners
 Donald.Sumners@PokagonBand-nsn.gov
 (269) 462-4237

Administrative Assistant
 Skye Wallin
 Skye.Wallin@PokagonBand-nsn.gov
 (269) 782-0887

Educational Resource Specialist
 Kristie Bussler
 Kristie.Bussler@PokagonBand-nsn.gov
 (269) 462-4222

Educational Associate Birth–4th Grade
 Autumn Cabrillas
 Autumn.Cabrillas@PokagonBand-nsn.gov
 (269) 462-4327

Higher Education Specialist
 Joseph Avance
 Joseph.Avance@PokagonBand-nsn.gov
 (269) 462-4221

Educational Associate 5th–12th grade
 Susan Doyle
 Susan.Doyle@PokagonBand-nsn.gov
 (269) 462-4229

Educational Associate Continuing Education
 Polly Mitchell
 Polly.Mitchell@PokagonBand-nsn.gov
 (269) 462-4294

Enrollment

The Enrollment Office administers the records of tribal citizenship. Via the website listed below, citizens can update their contact information with Enrollment online.

(888) 782-1001 or (269) 782-1763
 Fax: (269) 782-1964

Office location:
 58620 Sink Road
 Dowagiac, MI 49047

Mailing address:
 PO Box 180
 Dowagiac, MI 49047

www.pokagonband-nsn.gov/community/enrollment

Enrollment Coordinator

Beth Edelberg
 (888) 782-1001
 Beth.Edelberg@PokagonBand-nsn.gov

Department of Facilities

TABLE 1: SQUARE FOOTAGE OF TRIBAL BUILDINGS

Administration Building	18,802 sq ft
Dailey Road	2,400 sq ft
Edwards Street Pole Barn	3,520 sq ft
Police Office M-51	4,555 sq ft
Edwards Street Office	3,712 sq ft
Community Center	8,300 sq ft
Health Services	35,000 sq ft
Commodities	2,400 sq ft
Court	1,872 sq ft
Pavilion	1,352 sq ft
Elders Hall	2,560 sq ft
Housing Office	2,944 sq ft
North Liberty House	2,000 sq ft
Language & Culture	6,336 sq ft
South Bend Office	2,222 sq ft
Gage Street	3,400 sq ft
72 Housing Units	128,100 sq ft
Head Start	4,179 sq ft
Police Office New Buffalo	1,800 sq ft
Veterans House	900 sq ft

TOTAL SQUARE FOOTAGE 236,354 sq ft

FIGURE 14: NUMBER OF WORK ORDERS BY QUARTER

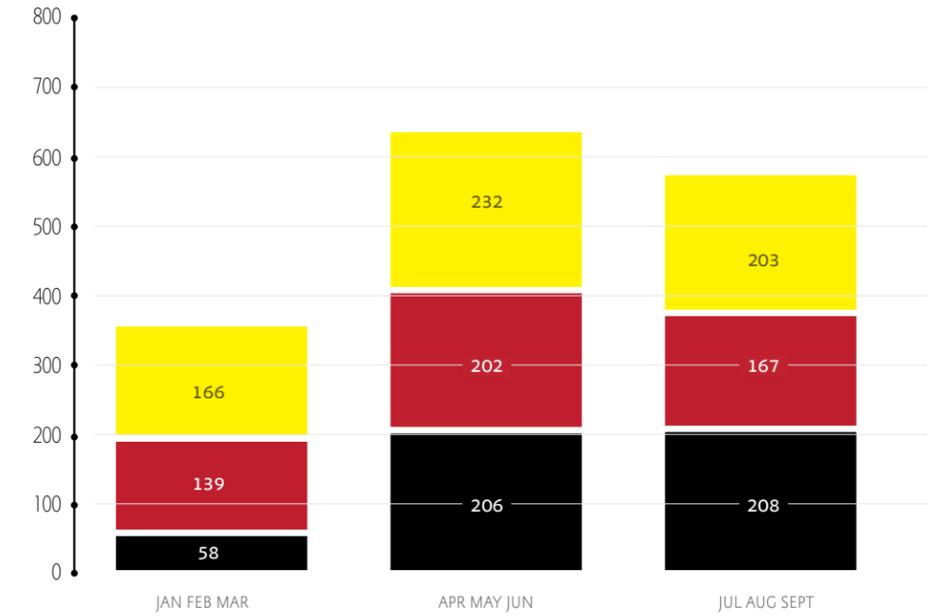


FIGURE 15: ACREAGE BY STATE

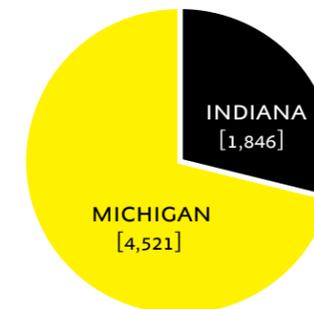
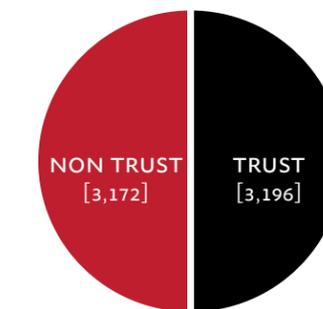


FIGURE 16: ACREAGE BY TRUST



The Facilities Department maintains Pokagon government buildings and grounds with housekeeping, maintenance and grounds keeping services.

(888) 782-1001 or (269) 782-1763
 Fax: (269) 782-1964

Office location:
 58620 Sink Road
 Dowagiac, MI 49047

Mailing address:
 PO Box 180
 Dowagiac, MI 49047

www.pokagonband-nsn.gov/departments/facilities

Facilities Director

Harry Wesaw
 (269) 462-4335
 Harry.Wesaw@PokagonBand-nsn.gov

Maintenance Supervisor

Tom Wilson
 (269) 783-9317
 Tom.Wilson@PokagonBand-nsn.gov

Grounds Supervisor

Robert Dill
 (269) 462-4201
 Robert.Dill@PokagonBand-nsn.gov

Cleaning Services Supervisor

Norm Burfield
 (269) 462-4231
 Norm.Burfield@PokagonBand-nsn.gov

Department of Finance

The Department of Finance provides reliable and accurate information to Band citizens, Tribal Council, departments and other customers in compliance with all policies and regulations, while ensuring proper stewardship of all tribal resources.

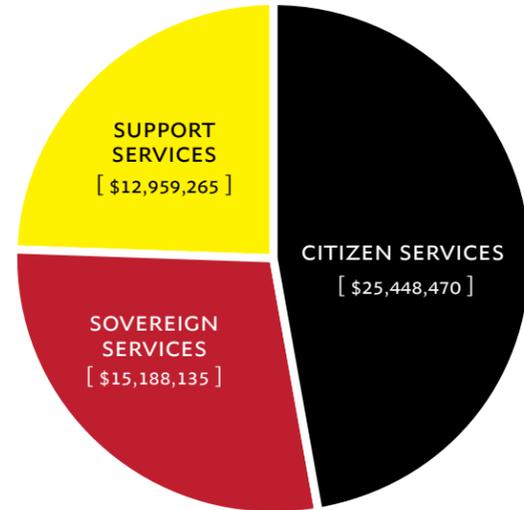
Tax Agreement Benefits

The Pokagon Band's Michigan tax agreement grants the tribe and citizens immunities and exemptions from certain Michigan state tax obligations.

Per Capita

The Finance Department oversees the monthly per capita payments to citizens and the Minors Trust.

FIGURE 17: EXPENDITURES BY SERVICE GROUP



(800) 517-0777 or (269) 782-8998
Fax: (269) 782-6882

Office location: 58620 Sink Road
Dowagiac, MI 49047

Mailing address: PO Box 180
Dowagiac, MI 49047

www.pokagonband-nsn.gov/government/departments/finance

Director

Anita Grivins
(269) 462-4206
Anita.Grivins@PokagonBand-nsn.gov

Controller

General ledger assistance
Credit card management
Treasury management
Special project oversight

Linda Cook
(269) 462-4207
Linda.Cook@PokagonBand-nsn.gov

Accounting Analysts

General ledger assistance
Budget review
Program statistics
Compilation of reports
Audit assistance

Jennifer Rentfrow
Senior Accounting Analyst
(269) 462-4212
Jennifer.Rentfrow@PokagonBand-nsn.gov

Rachel Sheeley
Accounting Analyst
(269) 462-4217
Rachel.Sheeley@PokagonBand-nsn.gov

Staff Accountant

State tax agreement
Housing rental receivables
Gasoline stations

Julie Rodriguez
(269) 462-4210
Julie.Rodriguez@PokagonBand-nsn.gov

Purchasing Specialists

Procurement of goods and services
Pokagon citizen vendor list

Scott Gephart
Scott.Gephart@PokagonBand-nsn.gov

Mark Peacock
Mark.Peacock@PokagonBand-nsn.gov
(269) 782-8998 X 116
(269) 462-4205

Purchasing@PokagonBand-nsn.gov
Catering@PokagonBand-nsn.gov

Compliance Coordinator

Grant program compliance
Internal audit
Risk management, workers' compensation,
property and equipment coverage

Vacant

Department of Finance

Accounting Clerks

Monthly citizen payments as per Revenue Allocation Plan, including Minors Trust
Vendor payments
Staff and Council, Board, Committee, Commission payments
Sales Tax

Per Capita

Kim Boswell
(269) 462-4209 per capita info line
(269) 782-8998 ext 116 office
Kim.Boswell@PokagonBand-nsn.gov
PerCapita@PokagonBand-nsn.gov

Accounts Payable

Barbara Vincent
(269) 462-4244
Barbara.Vincent@PokagonBand-nsn.gov
AccountsPayable@PokagonBand-nsn.gov

Payroll

Paul Lauridsen
(269) 462-4211
Paul.Lauridsen@PokagonBand-nsn.gov
Payroll@PokagonBand-nsn.gov

Head Start

The Pokagon Band Head Start Program is dedicated to providing and advocating for quality services through a holistic approach of developmentally appropriate, family centered, and culturally relevant services to promote strong, healthy families.

This was achieved by:

- Ensuring each enrolled child had ongoing health care treatment and follow-up, up-to-date and on-going immunizations, age appropriate medical, age appropriate dental services and age appropriate mental health services.
- Ensuring each child received age appropriate developmental and on-going screenings that are sensitive to the child's cultural background and measure sensory, cognitive, perceptual, and emotional skills.
- Ensuring that all children in the program received the foundation to succeed in school and life in accordance with National Head Start Performance Standards and State Standards for school readiness.
- Ensuring that program staff worked with all families to form positive partnerships to promote further family successes.
- Ensuring that program staff worked with the community to form positive partnerships to provide needed services.
- Ensuring that program staff incorporated the Potawatomi language and culture on a consistent daily basis to provide beginning understanding and foundation for the children and families.

- Ensure that children with suspected and/or identified developmental delays received screenings, assessments, and services to assist with the transitions to public school.

The Pokagon Band Head Start Program was one of 22 programs from Region XI—which includes all American Indian and Alaska Native tribes—selected to participate in the FACES study. The Head Start Family and Child Experiences Survey (FACES) is the largest national study of Head Start. Head Start FACES has not historically included Region XI programs, children and families in its national Head Start samples.

Now, American Indian and Alaska Native Head Start programs will be included so that the unique needs and learning experiences of children and families in Region XI programs can be well-documented. The data will be used to inform decisions regarding education and health practices and resources that will improve the quality of services offered in these programs. This will provide invaluable information to enhance resources for programs in Region XI and will allow Head Start to better serve the needs of these children, and families.

Head Start

(866) 250-6573 or (269) 783-0026
FAX (269) 782-9795

Office location
58620 Sink Road
Dowagiac, MI 49047

Mailing address
PO Box 180
Dowagiac, MI 49047

www.pokagonband-nsn.gov/government/education/head-start

Director
Sarah Hyatt
(269) 462-4287
Sarah.Hyatt@PokagonBand-nsn.gov

Education Coordinator
Hope Buck
Hope.Buck@PokagonBand-nsn.gov

Head Start Coordinator
Sarah Simmons
Sarah.Simmons@PokagonBand-nsn.gov

Administrative Assistant
Samantha Townsend
Samantha.Townsend@PokagonBand-nsn.gov

TABLE 2: CHILD OUTCOMES

School Readiness Alignment	Fall	Winter	Spring
Physical Development	2.18	2.44	2.73
Social & Emotional Development	2.04	2.34	2.60
Approaches to Learning	2.02	2.24	2.61
Cognition & General Knowledge	1.97	2.13	2.59
Language & Literacy	2.01	2.28	2.54

3 Year Olds	Fall	Winter	Spring
Physical Development & Health	2.08	2.35	2.57
Social & Emotional Development	1.96	2.29	2.47
Approaches to Learning	1.89	2.08	2.40
Logic & Reasoning	1.82	2.14	2.38
Language Development	1.92	2.23	2.34
Literacy Knowledge & Skills	1.95	2.18	2.35
Mathematics Knowledge & Skills	1.79	2.05	2.25
Science Knowledge & Skills	2.00	2.04	2.26
Creative Arts Expression	1.96	2.19	2.53
Social Studies Knowledge & Skills	1.84	1.98	2.24

4 Year Olds	Fall	Winter	Spring
Physical Development & Health	2.29	2.52	2.90
Social & Emotional Development	2.13	2.40	2.73
Approaches to Learning	2.07	2.34	2.81
Logic & Reasoning	2.17	2.25	2.81
Language Development	2.17	2.43	2.79
Literacy Knowledge & Skills	2.03	2.28	2.69
Mathematics Knowledge & Skills	2.03	2.16	2.67
Science Knowledge & Skills	2.01	2.10	2.70
Creative Arts Expression	2.17	2.37	2.65
Social Studies Knowledge & Skills	2.10	2.30	2.77

These numbers are classroom averages showing growth in each category during the course of the school year. A score of 1 represents "not yet," 2 means "in process," and 3 represents "proficient."

Pokagon Health Services

Pokagon Health Services (PHS) provides high-quality health care to help citizens live longer, healthier lives now and for generations to come. PHS is a primary care provider for the Native American population in Allegan, Van Buren, Berrien and Cass counties in Michigan, and La Porte, St. Joseph, Elkhart, Starke, Marshall and Kosciusko counties in Indiana. Members of any Native American tribe who live in the United States can be seen in the Medical Clinic.

Community Outreach Program

The Pokagon Community Outreach team works closely with citizens to provide specific services at home, outside facilities, and local events. Our team includes transporters, community health nurses, a medical social worker, and a registered dietitian.

Behavioral Health

Pokagon Band Behavioral Health Services is state licensed and CARF accredited to perform outpatient counseling for mental health and substance abuse with integrative, person-centered care in a confidential, culturally sensitive environment.

Clinic

The Pokagon Health Services Clinic is a state-of-the-art facility that delivers high quality medical care to all federally-recognized natives in a confidential and culturally sensitive atmosphere. Staff meets family health needs from birth to geriatrics.

Dental

The Pokagon Health Services Dental Clinic has a team of dental professionals providing the latest dental techniques and industry standards in a friendly atmosphere. We are able to do fillings, extractions, cleanings, x-rays, exams, dentures/partials as well as crowns and bridges.

Pharmacy

The Pokagon Health Services Pharmacy offers prescriptions at no cost to all members of federally-recognized tribes, and prescription services to Pokagon employees and their families.

Purchased/Referred Care

Purchased/Referred Care (PRC) is a federally funded program that acts as a last resort for payment of medical care when it is referred out from Pokagon Health Services.

Optical

The Pokagon Health Services Optical program provides one pair of prescription glasses to patients every two years.

Traditional Healing

The Health Center offers a large Traditional Healing room with its own private entrance. Citizens can come for healing with our traditional medicines like sage, cedar, and sweet grass and to meet with the traditional healer on staff.

Wellness Center

The Pokagon Band Wellness Center offers a variety of individual, group, and organizational wellness activities to Pokagon Band citizens, employees, and their immediate families in a well-equipped exercise room.

Pokagon Health Services

FIGURE 18: DENTAL VISITS

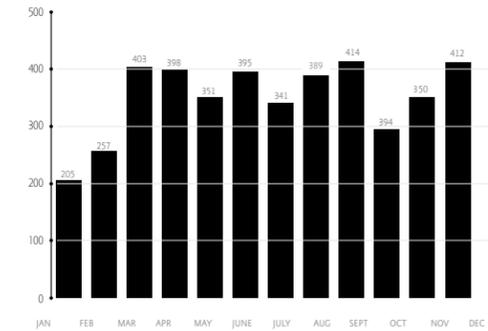


FIGURE 19: WELLNESS CENTER VISITS

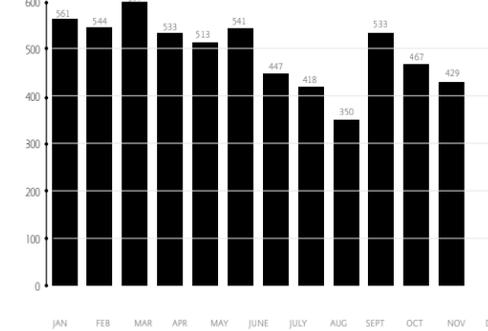


FIGURE 20: COMMUNITY OUTREACH VISITS

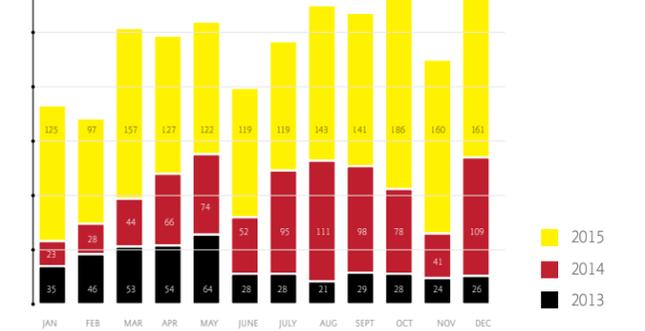


FIGURE 21: CLINIC VISITS BY YEAR

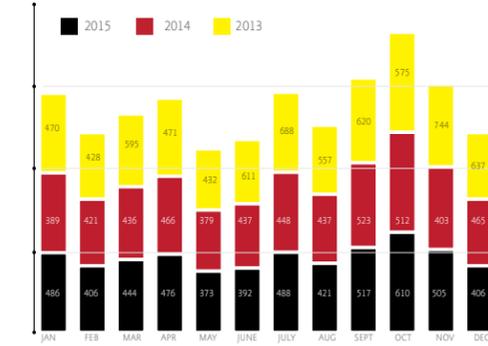


FIGURE 22: PLAN COST SAVINGS

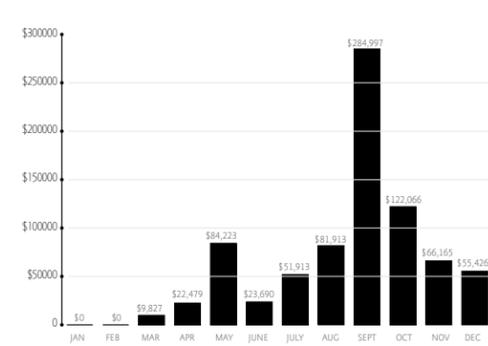


FIGURE 23: BEHAVIORAL HEALTH VISITS

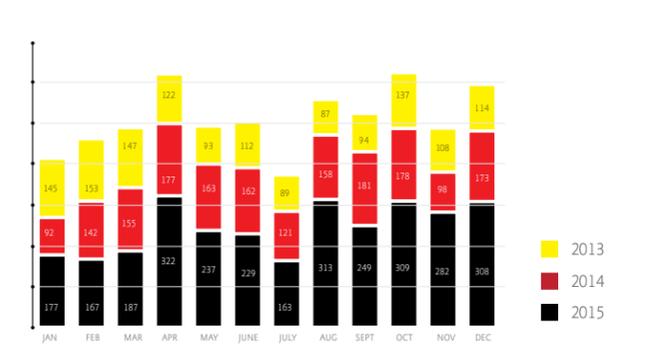


FIGURE 24: PRESCRIPTIONS FILLED

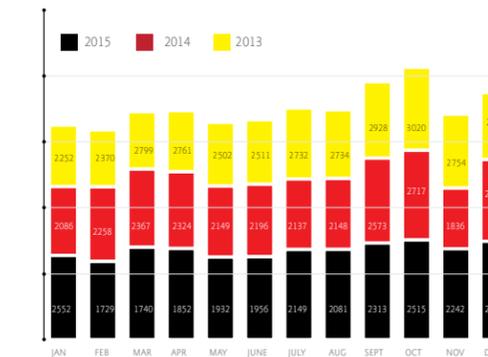
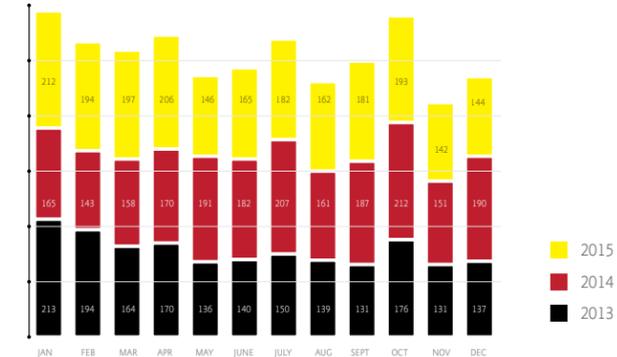


FIGURE 25: TRANSPORTATION SCHEDULED TRIPS



Pokagon Health Services

(888) 440-1234 or (269) 782-4141

Office location: 52652 Kno Drive
Dowagiac, MI 49047

Mailing address: PO Box 180
Dowagiac, MI 49047

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

Director

Matt Clay
(269) 462-4250
Matt.Clay@PokagonBand-nsn.gov

Office Manager

Christina Carpenter
(269) 462-4409
Christina.Carpenter@PokagonBand-nsn.gov

Accountant

Kathleen Gleaves
(269) 462-4415
Kathleen.Gleaves@PokagonBand-nsn.gov

Quality Specialist

Valerie Turner
(269) 462-4417
Valerie.Turner@PokagonBand-nsn.gov

Clinic Manager

Chronic disease management
Routine exams
Well child visits
Minor procedures
Acute care
Health care check ups
Immunizations
Lab services

Latrice Brooks

(269) 782-4141
Latrice.Brooks@PokagonBand-nsn.gov

Business Manager

Claims payment
Patient accounts
Third party billing
Medical Care Review Committee
Specialty medical referrals
Emergency services
Catastrophic Health Emergency Fund
Purchased/Referred Care

Priscilla Gatties

(269) 462-4403
Priscilla.Gatties@PokagonBand-nsn.gov

Behavioral Health Services

Alcoholism/substance abuse
and drug dependency counseling
Mental health counseling
Individual, family and group therapy
Auricular acupuncture
Intake, case management and referrals
Psychological testing
Client advocacy, aftercare, education
& prevention services

Daun M. Bieda

(269) 782-2476
Daun.Bieda@PokagonBand-nsn.gov

Pharmacy

Prescription medications
Medication education
Medication disposal
Pharmacy management system (IVR)
Pharmacy billing

Amanda Baldwin

(269) 782-4570
Amanda.Baldwin@PokagonBand-nsn.gov

Community Outreach Program

Health promotion, nutrition
and disease prevention
Prenatal support
Family strengthening education and support
Immunizations
Health screening
Chronic disease management
Elder assistance and support
Home health visits
In-home assessment and referrals
Medical transportation

Elizabeth Leffler

(269) 462-4406
Elizabeth.Leffler@PokagonBand-nsn.gov

Dental Clinic

Routine exams
Root canals
Extractions
Dentures/partials
Fillings
Cleanings
X-rays

Mary-Margaret Pierce-Lambert

(269) 783-2495
MaryMargaret.PierceLambert@
PokagonBand-nsn.gov

Pokagon Health Services

Wellness Center

Free weights
Cardio machines
Fitness classes
Therapy pool

Dean Orvis

(269) 783-2460
Dean.Orvis@PokagonBand-nsn.gov

Health Care Navigation

Affordable Care Act
Medicaid
Healthcare sponsorship program

Carlos Aguayo

(269) 462-4418
Carlos.Aguayo@PokagonBand-nsn.gov

Optical Services

Prescription glasses
Frames
Adjustment and repair

Misty Holden

(269) 783-2477
Misty.Holden@PokagonBand-nsn.gov

Transportation

Vacant

Department of Housing + Community Development

The Housing and Community Development Department aims to be a seamless housing resource center that provides housing opportunities to tribal citizens through advocacy and acquired resources.

Rental program helps subsidize rental payments for tribal citizens, from elders to college bound students.

Homeowner programs assist tribal citizens with:

- Home purchasing
- Loan assistance
- Installation or improvements of well and/or sewer services
- Repair and Rehabilitation of citizen owned homes
- Moving into lease to own homes

Emergency assistance gives Pokagon citizens emergency money for housing needs and homeless prevention. This money can be used for foreclosure/eviction redemption, security deposits, first months' rent, or other emergency housing needs. The program is designed to prevent tribal citizens from being evicted, prevent foreclosure, with move in costs and emergency housing needs.

Community development oversees tribal property, caring for the present and planning for future development. The Tribal Road Program keeps inventory of all the roads, maintains a long-range transportation plan, and creates an annual transportation improvement plan. Land Use oversees the long-term land acquisition and development plan, implements a land use classification system for all tribal properties, and assists the Land Use Board in acquiring and developing Band properties. Staff updates the Band's Hazard Mitigation and Emergency Operations Plans. Building Permit and Inspections Services ensures that all structures and improvements on tribal properties are located and constructed according tribal codes.

Department of Housing + Community Development

TABLE 3: NUMBER OF CITIZENS IN HOUSING PROGRAMS

Program	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Rental Assistance	95	98	96	93	96	93	92	92	93	96	93	92
Student Rental Assistance	43	72	74	74	74	4	26	52	62	74	50	65
Inside service area	18	30	31	31	33	3	13	27	28	31	30	26
Outside service area	25	42	43	43	41	1	13	25	34	28	32	30
Homeless Prevention	4	1	5	5	7	11	8	6	1	4	12	9
Home Ownership	2	4	5	9	9	8	13	10	7	8	12	10
Repair & Rehabilitation	3	3	5	4	1	1	2	2	2	1	1	3
Water & Sewer Improvement	8	22	22	22	15	15	16	15	12	13	16	9
Counseling Services	135	130	136	133	138	140	139	139	140	138	140	130
Lease to Own	12	13	13	12	11	10	12	13	13	12	10	10
Elders Housing	36	36	36	35	35	35	36	36	35	36	36	36
Transitional Housing	0	0	0	0	0	0	0	0	0	0	0	0
Townhomes	15	14	14	14	15	16	16	16	15	14	14	15
Foster Care Home	1	1	1	1	1	1	1	1	1	1	1	1
Other Housing	1	1	1	1	1	1	1	1	1	1	1	1
TOTAL	398	467	482	477	477	339	388	435	444	457	448	437

Department of Housing + Community Development

FIGURE 26: CITIZENS SERVED

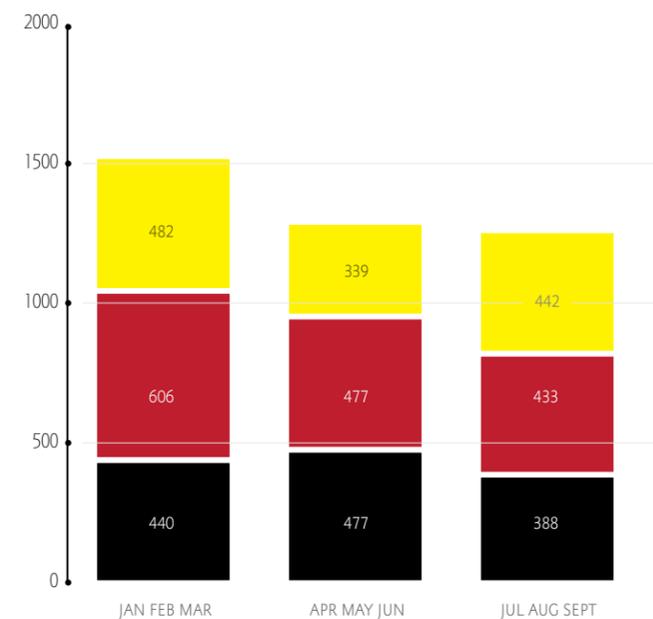


FIGURE 27: RENT RECEIVABLES

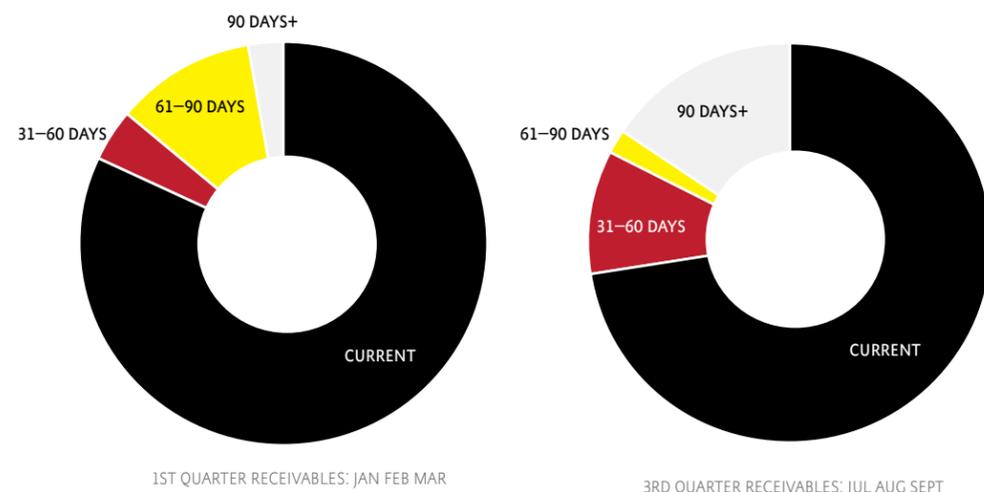


TABLE 4: WAITING LIST FOR TRIBAL VILLAGE HOUSING

		Housing Types							
		Lease to Own	Elders Single Family Home	Elders 2 BR Duplex	Elders 3 BR Duplex	ADA Duplex 3 BR	Townhome 2 BR	Townhome 3 BR	4 Bedroom SF Home
Dowagiac	Low Income	1	16	24	10	0	39	20	0
	Over Income	0	0	7	7	1	2	7	0
Hartford	Low Income	0	0	7	4	0	10	15	0
	Over Income	0	0	5	2	0	3	4	0
South Bend	Low Income	0	0	3	0	0	1	1	0
	Over Income	0	0	1	1	0	0	1	0

Department of Housing + Community Development

(877) 983-0385 or (269) 783-0443
Fax: (269) 783-0452

Office location:
57824 East Potawatomi Trail
Dowagiac, MI 49047

Mailing address:
PO Box 180
Dowagiac, MI 49047

www.pokagonband-nsn.gov/government/departments/finance

Director

Jim Coleman
(269) 462-4264
Jim.Coleman@PokagonBand-nsn.gov

Office Manager

Wendy Hatcher
(269) 462-4256
Wendy.Hatcher@PokagonBand-nsn.gov

Administrative Assistant

Lisa Johnson
(269) 462-4281
Lisa.Johnson@PokagonBand-nsn.gov

Housing Occupancy Specialists

Kim Cushway
(269) 462-4253
Kim.Cushway@PokagonBand-nsn.gov

Megan Rick
(269) 462-4251
Megan.Rick@PokagonBand-nsn.gov

ROSS Citizen Services Coordinator

Brooke Maddox
(269) 462-4270
Brooke.Maddox@PokagonBand-nsn.gov

Staff Accountant

Jessica Brown
(269) 462-4280
Jessica.Brown@PokagonBand-nsn.gov

Building Official

Anthony Foerster
(269) 462-4252
Anthony.Foerster@PokagonBand-nsn.gov

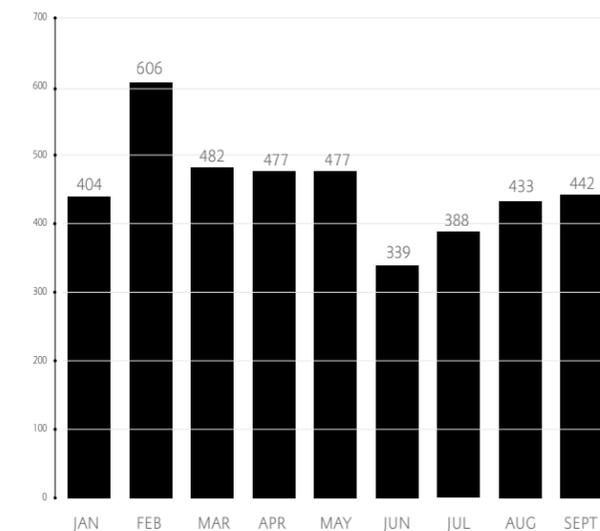
Tribal Planner

David Sewell
(269) 783-0443
David.Sewell@PokagonBand-nsn.gov

Geographic Information Systems Specialist

Matthew Bussler
(269) 462-4258
Matthew.Bussler@PokagonBand-nsn.gov

FIGURE 28: NUMBER OF CITIZENS SERVED



Department of Human Resources

The Human Resources Department works to attract, develop, motivate, engage, and retain a diverse workforce for the Pokagon government.

Training and Development

The Pokagon Band can provide financial and other resources to eligible Native American adults seeking assistance with employment skills and training.

Apprenticeship Program

Our apprenticeship is a combination of on-the-job learning and related classroom instruction in a highly skilled and valued trade of carpentry. It is a four-year program and requires 8000 hours of on-the-job training and 39 credit hours.

Preference Hiring

On December 31, 2015 the Pokagon Band government employed 226 full- and part-time employees. Of the 226:

- 40% are Pokagon citizens (92)
- 4% are spouses of tribal citizens (8)
- 4% are Native Americans (8)
- 52% are non-Native Americans (118)

Human Resources hired 63 new full-time permanent or part-time employees during 2015. Of the 63 hired, 34 were Pokagon citizens or spouses for a 54% preference hiring rate.

Apprenticeship Program

Over the course of 2015, the Apprenticeship Program graduated three apprentices: Dustin Dixon, Robert Kronewitter, and Dylan Johnson.

Currently, the Apprenticeship Program, which is registered with the U.S. Department of Labor, is serving the needs of 23 apprentices at various career stages to include six students in the fourth year, six students in the third year, and 11 students in the first year.

Workforce Innovation and Opportunity Act Program

The HR Department's WIOA Program served 25 Pokagon citizens through a variety of adult work programming, individual coaching and career readiness guidance, and supporting services.

Training & Development

The Training & Development function provided a variety of leadership and skills training course offerings to governmental employees, the Tribal Council, Boards, Committees, and Commissions, as well as to the Junior and Senior Youth Council.

Department of Human Resources

(800) 517-0777 or (269) 782-8998
Fax: (269) 782-4253

Office location:
58620 Sink Road
Dowagiac, MI 49047

Mailing address:
PO Box 180
Dowagiac, MI 49047

www.pokagonband-nsn.gov/government/departments/human-resources

HR Strategy, Engagement & HR Operations

Director

Jim Dybevik
(269) 462-4265
Jim.Dybevik@PokagonBand-nsn.gov

Total Rewards

Benefits
Pension
Recognition

Benefits Coordinator

Lori Harris
(269) 462-4266
Lori.Harris@PokagonBand-nsn.gov

Talent Acquisition, Talent Management & Preference Hiring

Talent database
Temporary labor pool
Contractor labor pool
Assessment & selection

Human Resources Manager

Heather Farver
(269) 462-4267
Heather.Farver@PokagonBand-nsn.gov

Learning and Development & Performance Management

Orientation & Onboarding
Training & Development
Management Development
Leadership Development

Training & Organizational Development Manager

Jessica Christner
(269) 462-4273
Jessica.Christner@PokagonBand-nsn.gov

Workforce Training & Resources WIOA program

Carpenters apprenticeship program
Career testing & Assessment
2nd Chance at Work program
Vocational rehabilitation services
Resume critiquing and assistance

Workforce Training & Resource Specialist

Traci Henslee
(269) 462-4227
Traci.Henslee@PokagonBand-nsn.gov

Department of Information Technology

The Information Technology Department focuses on providing strategic direction on technology issues, leading technology innovation in infrastructure and applications, and maintaining the highest level of reliable service to the tribal government community.

Troubleshooting and Maintenance

IT offers free troubleshooting, maintenance, and preventive maintenance services to citizens.

Computer Repair Services

IT will make basic repairs to qualifying equipment. Citizens are responsible for purchasing the necessary supplies.

Recycling

IT can assist with recycling of non-hazardous electronics, with the exception of TVs.

(269) 462-4269

Office location: 58620 Sink Road
Dowagiac, MI 49047

Mailing address: PO Box 180
Dowagiac, MI 49047

www.pokagonband-nsn.gov/government/departments/information-technology

ITservicedesk@PokagonBand-nsn.gov

Director
Jody Osbon

CRM Architect
Pawel Majkowski

Systems Administrator
Jan Carlson

IT Technicians
Alan Magnuson
Mike Strebeck
Chick Topash

Network Engineer
John Oliphant

Database Administrator
Dave Drlich

Administrative Assistant
Lisa Downing

Department of Language + Culture

Language and Culture programs holistically promote and sustain community wellness through Potawatomi ways of being.

Cultural Program

The Cultural Program provides workshops, harvesting opportunities, educational presentations and ceremonies to meet the needs spiritually, culturally, and traditionally for Pokagon citizens, local communities, and the Pokagon government.

- Community and seasonal cultural events
- Cultural awareness programs

Language Program

The Language Program creates learning opportunities and resources for citizens, of all ages, who are interested in and committed to learning and speaking our Potawatomi language.

- Master Apprentice Program
- Adult and youth language classes

Tribal Historic Preservation Office

The THPO office maintains and preserves resources that are of historical and cultural significance to the Potawatomi nation.

- Section 106 consultations
- Inventory historical sites
- Native American Graves Protection Repatriation Act (NAGPRA)

Youth Connections Program

This program implements culturally competent ways to ensure success, safety, health, inspiration, and fun for tribal youth.

- Mentorship program
- After School program
- Preventative programming

Youth Cultural Program

The program ensures the success of our youth and their quality of life, education and self-sufficiency through holistic wellness and Potawatomi ways of being

- Cultural events for Pokagons under the age of 24
- Youth Council
- Culture Camp

TABLE 5: INQUIRIES + PRESENTATIONS

Inquiries	
Pokagon Government Programs	19
Pokagon Community Programs	38
Local Community Programs	28
Presentations and Programs	
Pokagon Government Programs	42
Pokagon Community Programs	430
Local Community Programs	43

Department of Language + Culture

(800) 517-0777 or (269) 462-4325
Fax: (269) 783-2499

Office location:
58653 Sink Road
Dowagiac, MI 49047

Mailing address:
PO Box 180
Dowagiac, MI 49047

www.pokagonband-nsn.gov/government/departments/language-and-culture

Director
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(269) 462-4224
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Youth Cultural Coordinator
Becky Williams
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Language Coordinator
Rhonda Purcell
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Cultural Activities Coordinator
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Youth Services Coordinator
Daniel Stohrer
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Daniel.Stohrer@PokagonBand-nsn.gov

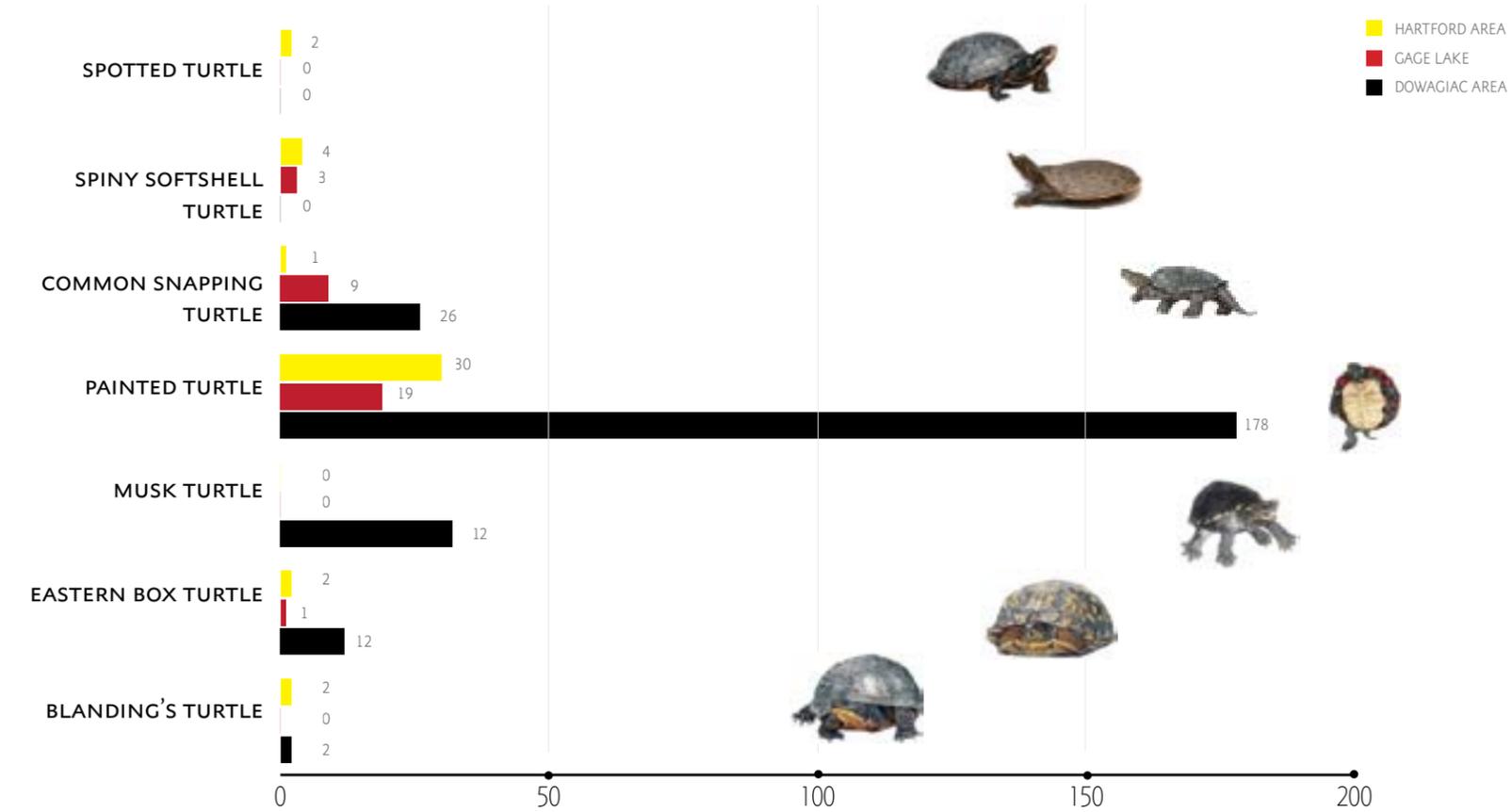
Tribal Historic Preservation Officer
Jason S. Wesaw
Jason.Wesaw@PokagonBand-nsn.gov

Administrative Assistant
Nicole Holloway
(269) 783-3513 or (269) 462-4325
Nicole.Holloway@PokagonBand-nsn.gov

Department of Natural Resources

DNR manages the natural resources and monitors environmental quality on tribal lands for all tribal citizens. The DNR is responsible for issuing all licenses and permits for hunting, fishing, and gathering activities which occur on tribal lands. The DNR provides licenses and permits (including permits for firewood and wood for artisans) at no cost to tribal citizens. The DNR hosts several events for citizens, including hunters safety courses, hazardous waste collection, and Earth Day and Arbor Day activities. The DNR educates Pokagon citizens and youth through hands-on educational opportunities, including volunteering with wildlife surveys, and educational outreach presentations.

FIGURE 29: TURTLE MONITORING



Department of Natural Resources

FIGURE 30: FYKE NET TOTAL CATCH RESULTS (INLAND LAKES)

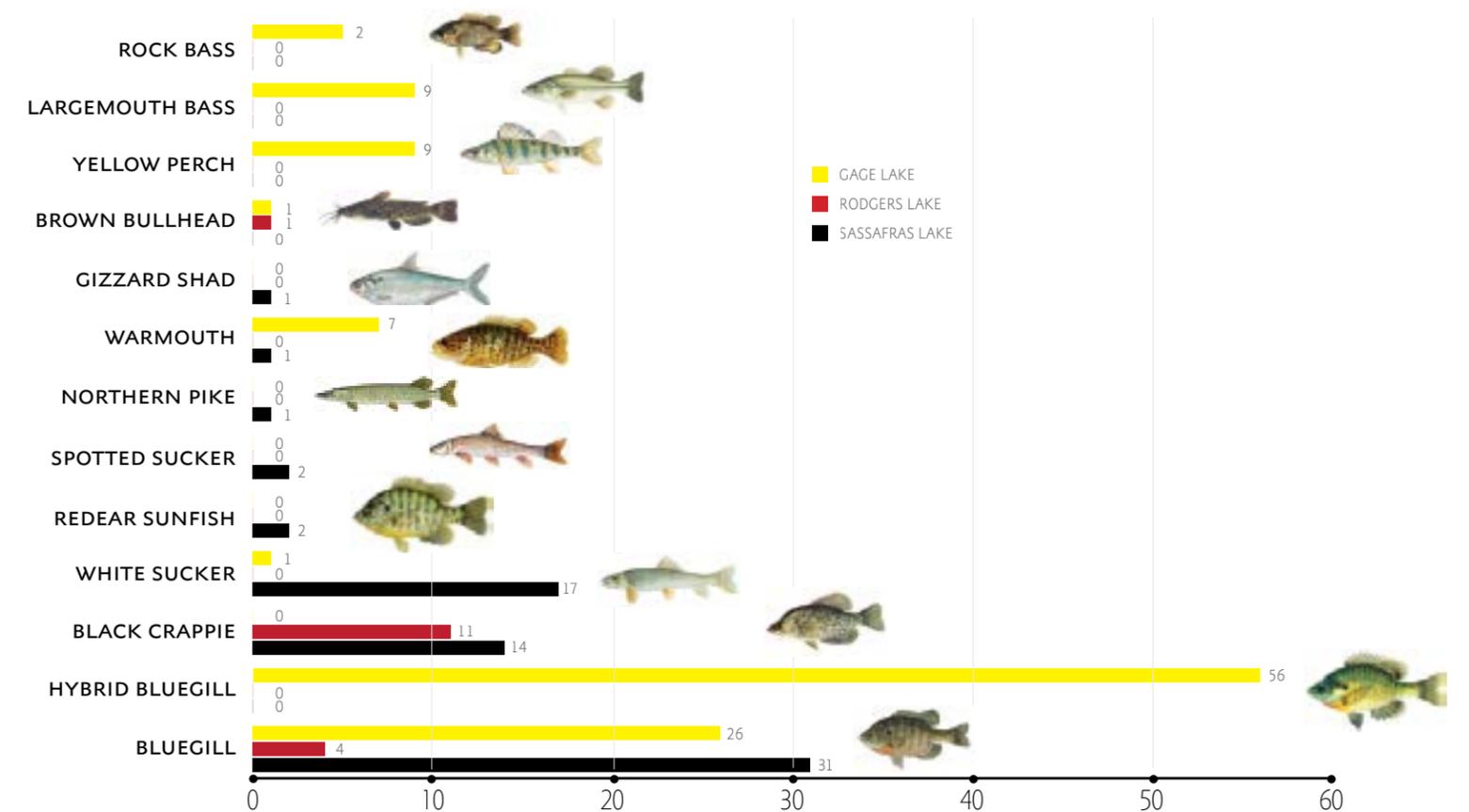
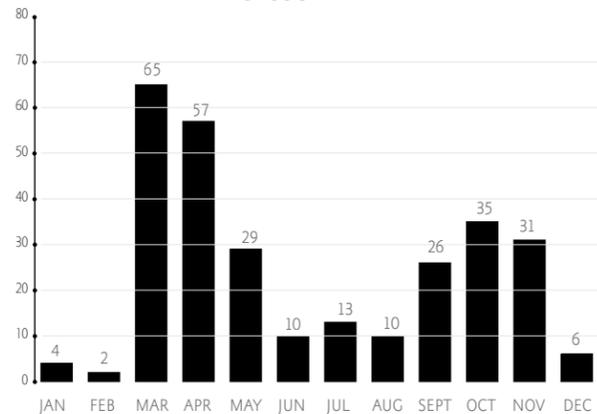


TABLE 6: RECOMMENDED CONSUMPTION LEVELS

	PCBs		Mercury		Arsenic	
	Small Fish	Large Fish	Small fish	Large Fish	Small fish	Large Fish
Gage Lake	16 MEALS PER MONTH	16 MEALS PER MONTH	4 MEALS PER MONTH	4 MEALS PER MONTH	16 MEALS PER MONTH	16 MEALS PER MONTH
Rodgers Lake	16 MEALS PER MONTH	16 MEALS PER MONTH	4 MEALS PER MONTH	4 MEALS PER MONTH	16 MEALS PER MONTH	16 MEALS PER MONTH
Dowagiac River	16 MEALS PER MONTH	16 MEALS PER MONTH	4 MEALS PER MONTH	4 MEALS PER MONTH	12 MEALS PER MONTH	12 MEALS PER MONTH
Sassafras Lake	16 MEALS PER MONTH	12 MEALS PER MONTH	4 MEALS PER MONTH	1 MEALS PER MONTH	16 MEALS PER MONTH	16 MEALS PER MONTH
Hartford Orchard Ponds	16 MEALS PER MONTH	12 MEALS PER MONTH	4 MEALS PER MONTH	1 MEALS PER MONTH	16 MEALS PER MONTH	16 MEALS PER MONTH

Department of Natural Resources

FIGURE 31: NUMBER OF HUNTING, FISHING + GATHERING LICENSES + PERMITS ISSUED



(800) 517-0777 or (269) 782-9602
Fax: (269) 782-1817

Office location:
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Dowagiac, MI 49047

Mailing address:
PO Box 180
Dowagiac, MI 49047

www.pokagonband-nsn.gov/government/departments/natural-resources

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Water Quality Specialist

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Natural Resources Technician

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Administrative Assistant

Mindy Morseau
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Mindy.Morseau@PokagonBand-nsn.gov

Department of Social Services

The Department of Social Services offers multiple programs and services, but all are designed to meet one main goal: strengthening Pokagon families and striving for a healthier tribal community. Staff support children, parents and elders with programs that aim to preserve the family unit. They assist in times of crisis. They promote economic independence and self-sufficiency. They strive to create a violence-free community.

Burial Fund

The Band's Burial Fund Code provides financial assistance with funeral and related expenses at the time of death for those who are covered by the Burial Fund.

Child Care Development Fund

The goal of the Child Care Development Fund (CCDF) program is to preserve the family unit and to promote its economic independence and self-sufficiency with safe, affordable, accessible, quality childcare for qualified Pokagon Band families.

Domestic Violence Program

The Department of Social Services offers services to women in the community who are feeling unsafe at home and need help. Our goal is to help create a violence-free community where survivors are supported and perpetrators are held accountable for their actions.

Elders Services

The Title VI daily meals program for Elders provides hot and nutritious lunches Monday through Friday at Elders Hall.

Emergency Food Program

The Emergency Food Program is designed for individuals and families who are experiencing brief financial difficulties and need assistance

Those receiving support from the Department of Social Services include Pokagon citizens who request them, or those citizens on whose behalf services are requested. All individuals who are members of federally-recognized tribes residing within the service delivery area will receive information and referral. Specific grant programs may be restricted to prescribed eligibility criteria, citizen status in the Pokagon Band and residence in the tribe's ten county service area.

purchasing food. All you need is your tribal ID to receive your box(es) of food.

Emergency Services Initiative

This program is designed to assist low-income households that are normally able to meet their needs, but may need a hand up when unexpected emergencies arise. This is a one-time award program with a maximum grant amount of up to \$400.

Food Commodities Program

The Food Commodities Program provides nutritious food to qualified citizens. Delivery is available to home-bound elders and to those in need.

Foster Care Program

The Foster Care program seeks to place Pokagon children enrolled in the foster care system into tribal homes, keeping them connected to their culture and community.

Healthy Families Program

This is a family services program designed to make a real and positive impact on the cycle of family crisis and disintegration.

Indian Child Welfare

The Social Services Department monitors the well being of Pokagon children and families within state protective services and foster care programs. We provide a variety of outreach

services, as well as working closely with state and private agencies to ensure continued family progress and stabilization.

Low Income Home Energy Assistance Program (LIHEAP)

This program is designed to provide a one-time heating assistance payment for citizens living in the service area to help with high-energy costs during the winter months.

Project LAUNCH

This project helps children from birth through age 8 to reach social, emotional, behavioral, physical, and cognitive milestones. Healthy growth in each of these areas builds the foundation for children to thrive in school and beyond.

Supplemental Assistance Program

This program provides financial assistance to qualified Pokagon citizens to supplement, but not replace, federal, state, and county assistance programs.

Supplemental Heating Program

This program provides a credit of \$250 per eligible household to help with high energy costs to those within and outside of the ten county service area.

Department of Social Services

Low Income Heat and Energy Assistance (LIHEAP)

Provides a seasonal heating assistance payment to citizens within the services delivery area. For FY2015 **\$127,180** was expended and **412** Pokagon households received assistance.

Pokagon Band Commodities Program (USDA)

Distributes monthly food supplies to Native American individuals and families within the services delivery area. A total of **747** households benefited from the program in 2015. For FY2015 the total federal share of the budget was **\$123,210**.

Child Care Development Funds (CCDF)

Provides childcare assistance for parents participating in an approved educational plan, employed or training for employment within the services delivery area. The cumulative total of Pokagon households receiving assistance from this program was **381**. The cumulative total of children under this program was **669**. The average subsidy payment was **\$303**.

Administration for Child and Family (Title IVB)

Title IVB funds are to be used to prevent the breakup of the family, and assist in reunification of families disrupted by the court. For 2015 **\$17,620** was received through Part I of this program. For Part II **\$27,399** was received. **125** assistance payments were made through these programs for services to enhance family outcomes.

Pokagon Band Burial Fund

The Band's Burial Fund Code provides financial assistance with funeral and related expenses at the time of death for those who are covered by the Burial Fund. For 2015 the department has processed **34** burial requests.

Supplemental Assistance Program

The purpose of this program is to supplement, but not replace, federal, state and county assistance programs. In order to qualify an applicant's household income, among other requirements must be less than **\$13,500**. In 2009 this program was amended through Resolution No. 09-11-10-02. As of 12/31/2015 there were **83** participants in the program.

Pokagon Band Healthy Families Program

The intent of this program is to stabilize the family unit by creating a healthy environment. The cumulative number of families in the program for 2015 was **212**, impacting a cumulative total of **472** children.

Outreach Services

Include transportation for case related purposes, referrals to service providers, and distributing benefits of income maintenance programs of which the Band is the direct grantee were provided at the Rodgers Lake site, Elders Hall and the office in South Bend, Indiana. For 2015 a total of **335** documented referrals were provided to citizens.

Supplemental Heating Program

Social Services received funding from CITGO facilitated through Citizens Programs Corporation. The purpose of these funds is to provide seasonal heating assistance for citizens. Assistance was provided for the entire citizenship. Tribal Building's heating expenses also received assistance as allocated by Citizens Programs Corporation. For 2015, **\$125,000** was received for this program, which was a combination of Tribal Council approved funding and CITGO funding. A total of **506** assistance payments were made through this program.

Emergency Services Initiative

Through this program citizens can access assistance to help with an emergency situation that is impacting everyday life. Car repairs, utility disconnects, eviction notices are examples of issues brought forward. For 2015 a total of **500** households were assisted.

\$167,342 was expended.

Title VI

This program serves meals five days a week. **3,927** meals were served for 2015 and there were a total of **1,795** take-home meals provided.

Department of Social Services

Office of Violence Against Women

The program offers a variety of services, from case management and training to awareness events in the community. For 2015 we had **478** forms of service provided through this program.

Foster Care/Adoption Recruiter

Two of the department's guiding themes are to facilitate access and referral to tribal and community resources and programs that empower Band citizens and their families and to provide services that promote the strengthening and support of the traditional family unit. For 2015 we had **218** units of service through this program. Over the last three years for recruiting and licensing homes the numbers are shown in the chart below.

Bodewadmi LAUNCH

The premise of this project is to enhance five core strategies to promote young child wellness-those areas are: 1) Screening and assessment in a range of child-serving settings. 2) Integretion of behavioral health into primary care settings. 3) Mental health consultation in early care and education. 4) Enhanced home visiting through increased focus on social and emotional well-being. 5) Family strengthening and parent skills training. For 2015 there were **429** individuals that benefited from this project. **Five** departments and **11** programs benefited from this project.

FIGURE 32: FOSTER CARE + ADOPTIONS

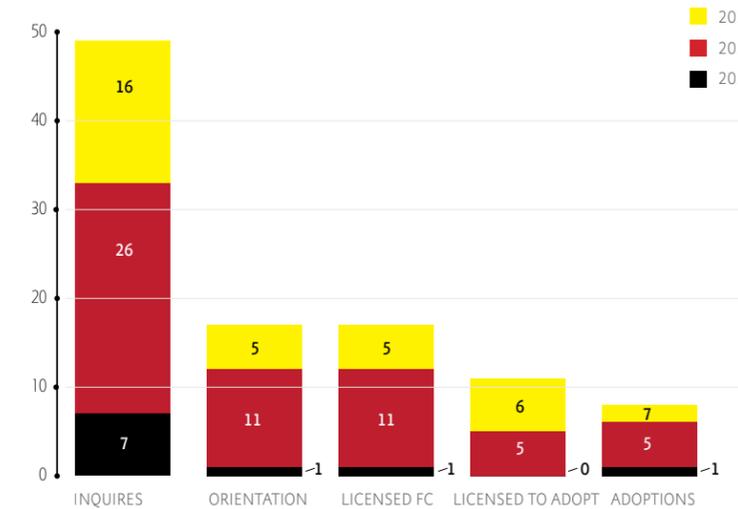
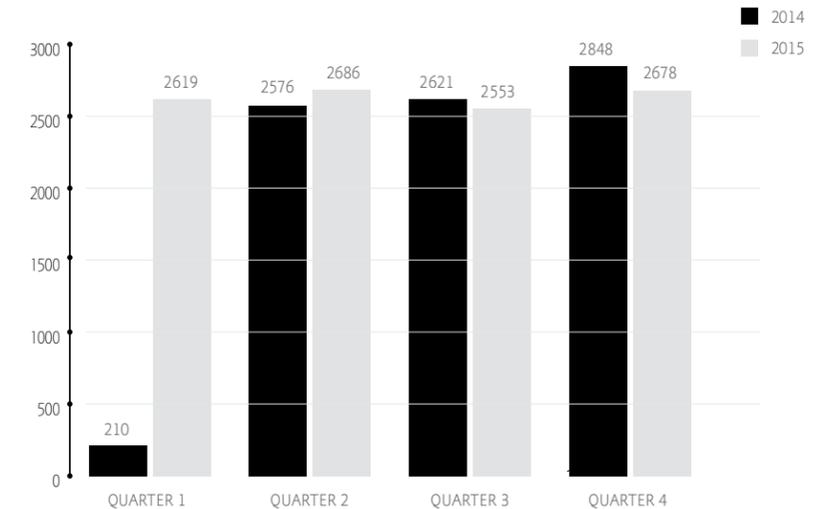


FIGURE 33: UNITS OF SERVICE



Department of Social Services

(800) 517-0777 or (269) 782-8998
 Fax: (269) 782-4295

Office location: 58653 Sink Road
 Dowagiac, MI 49047

Mailing address: PO Box 180
 Dowagiac, MI 49047

www.pokagonband-nsn.gov/government/departments/social-services

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 (269) 462-4277
 Mark.Pompey@PokagonBand-nsn.gov

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 (269) 782-4300
 Michaelann.Gartner@PokagonBand-nsn.gov

Social Services Outreach Workers
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 Karen.Rockett@PokagonBand-nsn.gov

Michelle Piper-Fisher
 (269) 462-4278
 Michelle.Piper-Fisher@PokagonBand-nsn.gov

Victim Services Manager
 Casey Kasper
 (269) 462-4324
 Casey.Kasper@PokagonBand-nsn.gov

Young Child Wellness Coordinator
 John E. Laraway III (JT)
 (269) 462-4450
 John.Laraway@PokagonBand-nsn.gov

Family Welfare Program
Family Welfare Supervisor/Foster Care/Adoptions Worker
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 (269) 462-4216
 Ann.Morsaw-Banghart@PokagonBand-nsn.gov

Families Services Workers
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 (269) 462-4297
 Desiree.Dunomes@PokagonBand-nsn.gov

Sandra Oram
 (269) 462-4279
 Sandra.Oram@PokagonBand-nsn.gov

Indian Child Welfare Worker
 Tori Moore
 (269) 462-4276
 Tori.Moore@PokagonBand-nsn.gov

Nicole Sailor
 (269) 462-4307
 Nicole.Sailor@PokagonBand-nsn.gov

Child Welfare Case Aide
 Ray Bush (269) 462-4257
 Ray.Bush@PokagonBand-nsn.gov

Commodities Program
 (888) 281-1111 or (269) 782-3372
 Fax: (269) 782-7814

Commodities Site Supervisor
 Robert Linn Jr.
 (269) 782-3372
 Robert.Linn@PokagonBand-nsn.gov

Commodities Site Assistant
 Mike Finney
 (269) 782-3372
 Mike.Finney@PokagonBand-nsn.gov

Elders Program
 (800) 859-2717 or (269) 782-0765
 Fax: (269) 782-1696

Program Location: 53237 Townhall Road
 Dowagiac, MI 49047

Mailing address: PO Box 180
 Dowagiac, MI 49047

Elders Specialist
 Beth Warner
 Beth.Warner@PokagonBand-nsn.gov

Elders Assistant
 Michelle Thompson
 Michelle.Thompson@PokagonBand-nsn.gov

Cook
 Cheri Hartline
 Cheri.Hartline@PokagonBand-nsn.gov

All Tribal Officers are MCOLES (Michigan Commission on Law Enforcement Standards) certified. All officers are cross deputized as sheriff deputies in Berrien, Cass and Van Buren Counties in Michigan and St. Joseph County in Indiana. All officers also must receive their Special Law Enforcement Commission from the Department of Interior in order to enforce federal law. The Tribal Police Department trains regularly on defensive tactics, emergency vehicle operations, CPR, first aid, legal issues and firearms training.

The Police Department is here to provide the best services possible for citizens. The Tribal Police Department incorporated several programs

Bicycle Helmets

The Police Department offers bicycle helmets for Pokagon children and adults. Please schedule an appointment with the office and bring your tribal ID.

Car Seats

To obtain a car seat for your child at no cost to you, the child or one of the parents must be a Pokagon citizen and have a tribal ID card. Please schedule appointment with the Department to see a certified car seat technician.

Home Inspections

The Community Resource Officer offers home safety inspections to tribal citizens by evaluating homes for fire safety and security. Officers inspect doors, windows, general security, egress requirements, electrical, extension cords, emergency lighting, fire extinguishers, and fire suppression systems.

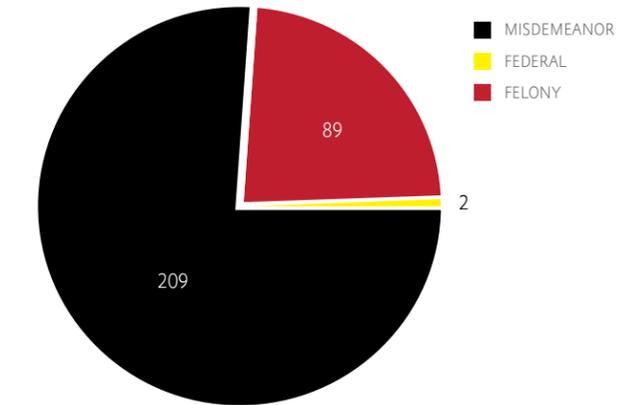
TABLE 7: TRIBAL POLICE ACTIVITIES

Michigan Traffic Citations	393	Property Inspections	19,725	Complaints Taken	4,762
Tribal Citations	185	Community Resource Activities	742	Patrol Miles Driven	238,265
Traffic Stops	1,432	Alarms	191		
Verbal Warning	1,342	Assists Other (EMS, Police, Fire)	2,252		

Pokagon Band Tribal Police

this year targeted toward community resources. Neighborhood Watch, Rape Aggression Defense and safety tips for Elders were a few that were conducted. The Police Department assists other tribal agencies with emergency drills and safety training. The Department walks foot patrol in the Édawat village to assist citizens and deter crime. The Police Department provides security for large special events at Four Winds and pow wows. The Department employs two conservation officers that work closely with the Department of Natural Resources and provides enforcement and safety for all properties owned by the Pokagon Band.

FIGURE 34: ARRESTS BY TYPE



Pokagon Band Tribal Police

Dowagiac Main Station
(866) 399-0161 or (269) 782-2232

Fax: (269) 782-0036
Dowagiac Officer Duty Phone
(269) 462-1028

Van Buren Officer Duty Phone
(269) 591-1359

Office location and mailing address:
58155 M-51 South
Dowagiac, MI 49047

www.pokagonband-nsn.gov/government/tribal-police

Chief of Police

William Lux
(269) 782-2232 ext 501 office
William.Lux@PokagonBand-nsn.gov

Administrative Coordinator/Police Officer

Karen Klug
(269) 782-2232 ext 144
Karen.Klug@PokagonBand-nsn.gov

Lieutenant Dowagiac

Lt. Rich Killips
(269) 782-2232 ext 514 office
Rich.Killips@PokagonBand-nsn.gov

Lt. Doug Callahan
(269) 782-2232 ext 506 office
Doug.Callahan@PokagonBand-nsn.gov

New Buffalo Officer Duty Phone
(269) 591-9689

Anonymous Tip Hotline
(269) 462-4333

Sergeants

Sgt. Ben Graves
(269) 782-2232 ext 503 office
Benjamin.Graves@PokagonBand-nsn.gov

Sgt. Trent Degroff
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Trent.Degroff@PokagonBand-nsn.gov

Sgt. James Wilkins
(269) 782-2232 ext 505 office
James.Wilkins@PokagonBand-nsn.gov

Sgt. Rich Hiscock
(269) 782-2232 ext 105 office
Richard.Hiscock@PokagonBand-nsn.gov

Detective / Lieutenant

Det. Lt. Michael Slancik
(269) 782-2232 ext 322 office
Michael.Slancik@PokagonBand-nsn.gov

Conservation Officers

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Jaime Sumners
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Jaime.Sumners@PokagonBand-nsn.gov

Community Resource Officers

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Eric.Shaer@PokgonBand-nsn.gov

Jason Flick
(269) 782-2232 ext 507 office
Jason.Flick@PokgonBand-nsn.gov

Police Officers

Adam Schaaf
(269) 782-2232 ext 118
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