

POKÉGNEK YAJDANAWA

"The Pokagons Tell It"



Vol. IV, No. III

March, 1999

COUNCIL PLANS FOR GAMING PARTNER SELECTION

COUNCIL PRESENTS THE REQUEST FOR PROPOSAL

On Saturday, February 13, 1999 the Tribal Council and membership met to discuss the Request for Proposals that are scheduled to be sent to gaming companies and potential investors who are interested in the Pokagon project.

There were more than 100 people in attendance at the Southwest Michigan College auditorium. Tribal Council and Tribal Attorney Robert Gips explained the details of the RFP and answered many questions about the selection process along with the overall gaming picture.

Council spent a great deal of time covering questions about the split with Harrahs. Many of the questions centered around the financial obligations the tribe now has to assume.

The Council and Rob Gips explained how the separation agreement was reached, and showed how the tribe incorporated the costs into the RFP. Also, the reasons for the separation were explained.

The first deal set up with Harrahs included many up front payments. Those payments defrayed operation costs and the cost of getting the compact in Michigan. Gips said that this type of deal was unprecedented in Indian country until the Pokagon and Harrahs agreement in 1995.

The problems started when it became apparent that the compacts were going to take years to accomplish. Seven tribes had gotten compacts with the state just two years earlier in 1993. So it came as a real shock

when the process continued to drag for the four tribes. Gips said that put immense pressure on the Harrahs' employees who actually negotiated this deal.

This selection process currently under consideration is a chance for the tribe to improve the process and alleviate some of the problems that occurred during the first selection. Although the process is not final, the Council laid out some tentative plans for selecting the tribe's next gaming partner.

Timing is crucial in this, because we need the expertise and more importantly, the financial backing of a company or investment group. The tribe has learned a lot from the experience gained over the past three years. One of the most important portions of the casino project is the land aspect. There is a focus on land in the RFP that potential investors must be able to meet for the tribe.

The proposal for up front payments and loans to the Band is significant. There are also application fees to weed out the people who are not serious about a project with the Band. If you would like to see a copy of the RFP, please contact Kelly Curran, Tribal Council Secretary at (616) 782-6323 or write to her at 53237 Townhall Rd., Dowagiac, MI 49047.



1999 RED ROAD TRADITIONAL POW WOW

**HEAD
VETERAN**

**MASTER of
CEREMONIES
Sam Bush**



GRAND ENTRIES:
Saturday-
12 Noon & 6:00
P.M.
Sunday-1:00 P.M.

HOST DRUM
RUSH LAKE SINGERS

Special Guest Hoop Dancer

Saturday & Sunday,
March 20 and 21, 1999
Dowagiac Union High School
Native American Arts & Crafts.
Native American Traders ONLY.
No Imports or Manufactured Items or No Outside Raffles
Contact: (616) 782-1142
No Drugs or Alcohol Allowed
Admission: Adults-\$3.00; Students-\$1.00 w/ID, Veterans,
Seniors and Handicapped-\$1.00; Children under five-free.
Not responsible for accidents or thefts.

POKAGON HEALTH NEWS

A SPECIAL THANKS

A Gerobics video was made in December, 1998 to present to each participating Elder of the program. Our regular participants include John Wesaw Jr., Sam Wesaw, Gordon B Wesaw (Butch), Rose Mangus, Mary Jo Morris, Marge Moody, Jackie Genereaux, and our senior elder Rob B Mix. More copies will be distributed as we have two new regulars Pat Klemm and Kathy Blevins. Every one is welcome to join!

Robert Willis took the time to help me, even though ill, making copies at home so that all participants would get these videos for Christmas gifts. A very special THANK YOU to Robert from the IHS office and myself. I have to give Rob credit for always being willing to help out despite his busy schedule. He goes office to office hooking up computers, doing repairs, etc., along with class instruction of computer usage. Your knowledge and helpfulness is greatly appreciated. Thanks again, Rob.

Petey Boehm

SIGNS YOU SHOULD SEE A DOCTOR

When should I consult my doctor?

See your doctor if any of these apply to you:

Your doctor said you have a heart condition and recommended only medically supervised physical activity. During or right after you exercise, you frequently have pains or pressure in the left or mid-chest area, left neck, shoulder or arm.

You have developed chest pain within the last month. You tend to lose consciousness or fall over due to dizziness.

You feel extremely breathless after mild exertion.

Your doctor recommended you take medicine for your blood pressure or a heart condition.

Your doctor said you have bone or joint problems that could be made worse by the proposed physical activity. You have a medical condition or other physical reason

not mentioned here which might need special attention in an exercise program. (For example, insulin dependent diabetes.)

You're middle-aged or older, have not been physically active, and plan a relatively vigorous exercise program.

If none of these is true for you, you can start a gradual, sensible program of increased activity tailored to your needs. If you feel any of the physical symptoms listed above when you start your exercise program, contact your doctor right away. If one or more of the above is true for you, an exercise-stress test may be used to help plan an exercise program. **If in doubt! Call your Doctor!**



EXERCISE EXERCISE



What Risk Factors are reduced?

High Blood Pressure - Regular exercise is associated with lower blood pressure.

Cigarette Smoking - Smokers who exercise vigorously and regularly are more likely to cut down or stop smoking.

Diabetes - People at their ideal weight are much less likely to develop diabetes. Exercise may also decrease a person's insulin regulation.

Obesity or slightly overweight - Exercise can help people lose excess fat or maintain a desired weight.

Increased levels of HDL - Recent studies have shown that regular physical activity significantly increases HDL (good cholesterol) levels and reduces your risk of heart disease.

What are other benefits of exercise?

Physical activity builds healthy bones, muscles and joints, and reduces the risk of colon cancer. In fact, millions of Americans suffer from illnesses that can be prevented or improved through regular activity.

Physical activity also brings psychological benefits. For example it reduces feelings of depression and anxiety, improves mood and promotes a feeling of well being.

COMMUNITY DEVELOPMENT

COMMUNITY DEVELOPMENT UPDATE

The Community Development Department has undergone some changes this month. We have moved out of the Enrollment Office and now have our own office at 109 Commercial St. in downtown Dowagiac. Stop by and see us. Our new telephone numbers are:

Telephone — (616) 782-0160
Fax — (616) 782-1028

Director David Alexis is leaving us on Friday, February 26th. The department staff will miss him and we wish him well in his future endeavors. Jo Ellen Leith will assume all duties and responsibilities of Community Development Manager until a new director is in place. The Community Development Department website @ <http://www.pokagon.com> on the Internet has been updated to reflect our move, check it out.

Strategic Action Plan Committee meetings will be held March 17th and March 31st at 6:30 p.m. at the Indian Health Services Office at 210 Front St., Dowagiac. These meetings are open to all Pokagon Band Members and their spouses.

Please send any suggestions or comments on the strategic action plan process to Jo Ellen Leith, or Thomas Morris at the Community Development Office at 109 Commercial St., Dowagiac or call us at (616) 782-0160 from 8 a.m. – 5 p.m. or e-mail us at pokagon@pokagon.com.

Submitted by,
Tom Morris



Strategic Action Plan Committee

Meeting Minutes for February 17, 1999

The meeting was held at Elders hall and called to order by Jeffrey Riley at 6:36 p.m. Ernest Daisy gave the invocation. Those in attendance were:

Stephanie Ballew	Ernest Daisy
Christine Daugherty	Loretta Edwards
David Alexis	Loraine Gideon
Patricia Klemm	John Miller
Mary Jo Morris	Rebecca Morris
Thomas Morris	Jeffrey Riley

Jeffrey asked for corrections to the minutes from January 21, 1999 and there was one correction on the spelling of one Band Member's name, minutes were then approved as corrected.

Thomas Morris asked if anyone had questions from the previous meeting and no questions were asked.

The compiled data from the Visioning Part I and Part II Worksheets that had previously been completed as homework were discussed. The completed Part I Worksheets listed ninety-two responses of items that needed to be changed within the Tribe, with thirty-two items rated as *most important*. It was observed that the Tribe's financial independence was not an item that made the *most important* category. Also discussed was providing services to all Pokagons no matter where they live. The need for Tribal businesses other than the future casino(s) that generate Tribal income was also discussed.

The completed Part II Worksheets listed twenty-four responses of items about the Tribe that should remain the same, with eleven items rated as *most important*. It was agreed that this exercise was more difficult than the Part I Worksheet.

The compiled data from the Tribal Values Worksheet homework was discussed. Twenty-five Tribal values were listed in the responses with health care and educational opportunities the most frequently chosen. Ten of those twenty-five values were rated as the *most im-*

portant core values, with health care and educational opportunities remaining at the top of the list.

The question of *who the Tribe should serve* was discussed with the discussion going around the table so that everyone present had the opportunity to comment. The importance of this element of the Tribal Mission Statement was reiterated. The responses to *who should be served* were:

Pokagons — 10
Pokagon Spouses — 9
Other Natives — 7
Others Extended Family — 5
Others All Races in Need — 1

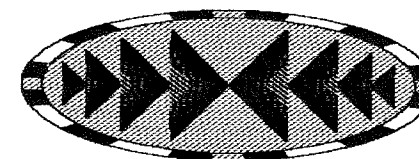
The remaining handout titled *Outline for Membership Assessment Questionnaire for Five Year Strategic Plan* was discussed. Those present were asked to take the handout home and circle the five items that they would personally be willing to fight for.

After much discussion, it was agreed that Dowagiac was the most central location for those attending the meetings; the next two meetings will be held Wednesday March 17th and March 31st @ 6:30 p.m. at the IHS office located at 210 Front St., Dowagiac, MI.

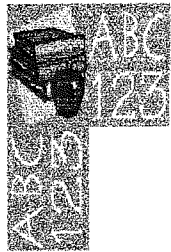
The addition of official members to the SAPC was discussed. Thomas Morris was directed to notify Kelly Curran that the Committee requests the Tribal Council add Mary Jo Morris and Tina Barger to the SAPC.

Jeffrey adjourned the meeting at 8:06 p.m.

Submitted by,
Tom Morris



ADMINISTRATION
FINANCE
REPAIR & RENOVATION
P.O. Box 180
901 Spruce St.
Dowagiac, MI 49047
(616) 782-8998
1-800-517-0777
FAX (616) 782-6882
INDIAN HEALTH SERVICES/
SOCIAL SERVICES
210 Front St.
Dowagiac, MI 49047
(616) 782-4141
1-888-440-1234
FAX (616) 782-8797
EDUCATION/JTPA
P.O. Box 180
Dowagiac, MI 49047
(616) 782-0887
1-888-330-1234
FAX (616) 782-0985
ENROLLMENT
104 N. Riverside
Dowagiac, MI 49047
(616) 782-1763
1-888-782-1001
FAX (616) 782-1964
SUBSTANCE ABUSE
P.O. Box 180
714 N. Front St.
Dowagiac, MI 49047
(616) 782-1142
FAX (616) 782-1653
FOOD COMMODITY
52366 M-51 North
Dowagiac, MI 49047
(616) 782-3372
1-888-281-1111
FAX (616) 782-7814
ELDERS HALL
TRIBAL CHAIRMAN
P.O. Box 180
Dowagiac, MI 49047
(616) 782-6323
FAX (616) 782-9625
COMMUNITY DEVELOPMENT
109 Commercial St.
Dowagiac, MI 49047
(616) 782-0160
FAX (616) 782-1028



EDUCATION DEPARTMENT NEWS



What's New At The Education Department?

There are quite a few things new to the Education Department:

MACVC Scholarship:

The Michigan Association of County Veterans Counselors is awarding three \$250 scholarships this school year (f99-w20). You must be family of a member or at least sponsored by a member. Application deadline is April 15, 1999.

Contact Laura Mitchell or Chuck Lerchen at (616) 922-4690 for more information.

American Indian Workshops:

Michigan Technological University, once again, is sponsoring their American Indian Workshops in Biology, Computers, and Forestry. The workshop is for students, grades 6 through 9. The cost is \$415.00 for the week (scholarships to cover the cost is available to those who qualify).

Applications are available at the Education Department and the deadline is April 5, 1999.

Education Library:

Our library will soon be up and running. Not only will we begin lending what books we have, but also we have already received funding to acquire a few more titles. Give us a call to make a suggestion.

Porky Hair Roach Workshop:

The porky hair roach classes have started in Indiana and will soon start in Michigan. Contact John Warren for time and location.

Potawatomi Language Classes:

Language classes have begun. Currently they're meeting in the Enrollment Office, 104 Riverside Drive-Dowagiac, at 6:00-8:00. This session will conclude the end of March and a new one will begin in South Bend. Contact Frank Barker for more information.

Financial Aid Counseling:

Students, while we may be wrapping up the winter semester, we really need to start thinking about fall. Many scholarships have deadlines in the spring, and federal financial aid is on a first come, first serve basis. A financial aid counseling seminar is in the planning stages

for this spring. Your attendance could benefit you greatly: the ones in the know, get the dough.

If there are any questions about these or any other topics, please call 1-888-330-1234.

Neshnabémwen: the Potawatomi Language

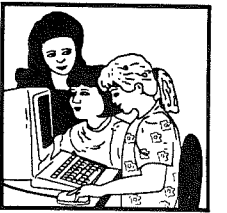
It's been a long wait, but the Language Program has gotten the OK to get some badly needed equipment. With the right skills and the right tools we can build a program that can rival anything out there. Currently, we have state of the art recording equipment; we are basically a portable recording studio, and it's been put to good use. We've been recording Potawatomi speakers from several communities. Analyzing their modes of speech and comparing speakers from different Bands. We want to get as much of the language on tape as we can, and we can't stand around bickering over what band someone belongs to. When we stop and think about what shape the language is in, we see that we do ourselves no favor arguing. We may be from different Bands; but we're still one people. So, we've been recording, and while we have access to these recordings, the membership doesn't.

One of the goals of the language Program is to make sure the language can get out those who take the time, to study it. We will accomplish this by designing lessons that one can study at home when a class just isn't possible. Not only will we be able to make first rate records, but soon we'll have the facilities to edit and duplicate as well.

The Language Program is planning an Open House for all those interested on March 22, 6:00-8:00 p.m. at Elder's Hall. Refreshments will be provided. Come and take a look at how we are making history.

March 1999

Pokagon Band Youth Programs



So What Are You Doing This Summer? (Look into some summer youth programs)

Although there's a chance that it may snow again this season, it is still a good time to start thinking about summer plans.

For students in middle school through high school, there are summer opportunities to learn more about a career that interests them or to sharpen academic skills.

The Education Department is starting to receive information about available summer programs. So if you are interested in spending at least part of your summer learning something new, exploring college campuses, and meeting new people, call Marie Willis at the Education Department to see about any new opportunities. Right now, the following are available:

*Cornell University Summer College
June 26-August 10
For this fall's high school seniors

*American Indian Workshop in
Biology, Computers, and Forestry
Michigan Tech
July 13-19
For students in 6th-9th grades

Keep these events in
mind too!

The Pokagon Band is sponsoring the Potawatomi Gathering this summer. This means there are a lot of opportunities for youth (and their families) to help the Pokagon Band serve other Potawatomi members. Interested? Contact us for more info. Also, keep your calendars open for the Pokagon Band Youth Camp. Two camps will run the first week of August. More specific details will come later.

JOM Stipend Update

The \$25.00 reimbursement for schools supplies is still available for students enrolled in the JOM program. Please note: Paperwork for this reimbursement will be processed the second Tuesday of each month. Therefore, if we receive your request by the second week of the month, you should receive a check by the end of the month. Any questions?

Contact Marie Willis at 1-888-330-1234.

Spring is a good time
to...

Join the Youth Council!

The Keepers of the Fire Youth Council is always on the lookout for enthusiastic new members.

Next meeting dates:

Sunday March 7 2pm

Wednesday March 10 7pm

Sunday March 14

Call for meeting locations.



Are you interested in helping with our tutoring programs? Please contact Marie Willis at 1-888-330-1234.

Pokagon Band Education Department
901 Spruce Street
Dowagiac, MI 49047

Saturday, March 27th



COMPUTER CRAFT WORKSHOP

FOR KIDS

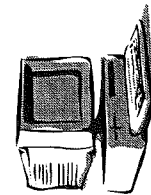
1:00pm - 2:30pm

Grades K-6

March 27th

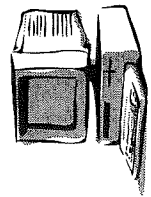
OPEN LAB

3:00pm - 5:00pm



CALL TO RESERVE A COMPUTER

1-888-330-1234



The computer lab will be open to all members during this time. Come access the Internet, play educational games, type letters, or use our G.E.D. / S.A.T / A.C.T. preparation software. Please call to reserve a computer before attending.

NOTICE

THE POKAGON BAND HAS THE FOLLOWING POSITIONS AVAILABLE:

Housing Director
Tenant Service Specialist I
Land Use Planner
Social Service Manager
Information Specialist I
Education Director
Youth Program Specialist I

TO APPLY: Send a cover letter denoting position of interest, resume, credentials (as appropriate) and the names/addresses of three (3) employment references to:

The Pokagon Band of Potawatomi Indians
ATTN: HRD
P.O. Box 180
Dowagiac, MI 49047

CLOSING DATE: 5:00 P.M., WEDNESDAY, MARCH 17, 1999

PLEASE NOTE: The Pokagon Band is a drug and alcohol free workplace. Testing is a condition of employment.

*HOUSING DIRECTOR:

GENERAL SUMMARY: The Housing Director is responsible to coordinate, supervise, manage, and direct all aspects of the Pokagon Band housing programs; to plan, develop and implement housing department policies and procedures, and maintain knowledge of housing laws, compliance and regulatory issues. Performs administrative duties, i.e. develop/implement department policies and procedures, statistical data compilation, file/grant maintenance, and reporting/follow-up. Works in conjunction with Housing Committee in the development of programs. Responsible to hire, fire, discipline, promote and demote departmental staff in accordance with the written policies of the Band. Performs supervisory duties, i.e. executes written personnel policies, assigns and directs the work of departmental staff, review staff performance. Acts as advocate for tribal membership. Participates in state/federal Native American housing associations. Maintains quality communication with staff, membership and tribal council. Reports to Housing Committee and Tribal Council monthly. Attends assigned Tribal Council meetings. Performs other related duties as assigned.

QUALIFICATIONS:

- Bachelor's degree in public or business administration or closely related field.
- Three or more years of demonstrated work experience with similar types and levels of responsibilities.
- In lieu of a degree, a minimum of five or more years of demonstrated successful experience as an executive director of a housing program with the same types and levels of responsibilities shall be considered.
- Prior work experience in Indian Housing or other federal housing projects.
- Prior successful grant writing experience.
- Working knowledge of general, financial and construction administration; inspection, comprehensive housing planning, and housing mortgage and financing.

MUST BE:

- willing to travel throughout our service delivery area, out of town, and overnight as necessary.
- able to communicate effectively with various groups, tribal membership, and agency personnel.
- highly organized, flexible, innovative and able to prioritize work.
- able to assess operational, programmatic and financial needs.
- able to read and interpret blueprints and specification books.
- skills at resolving conflict and problems.

SALARY: Commensurate to experience and education.

***TENANT SERVICE SPECIALIST I:**

GENERAL SUMMARY: The Tenant Services Specialist I shall inform and counsel residents in all areas of the terms and conditions of housing agreements with the Pokagon Band. Perform intake and preliminary eligibility evaluation of housing program applications, conduct third party verification of information pertaining to program requirements, maintain filing system, waiting lists, conduct home buyer and resident counseling, monthly reports; in addition to other related duties and responsibilities.

QUALIFICATIONS:

- High school diploma is required.
- Two years of college in the human service field is preferred.
- Prior work experience in a related position is required.
- Computer literate.
- Must have strong written and verbal skills and be able to work effectively in an independent environment.
- Must be willing to travel throughout the Pokagon Band's service delivery area, out of state and over night as necessary.
- Must be able to relate well with the Native American Community and carry out the goals and philosophies of the Pokagon Band.

HOURLY RATE: \$10.00 TO \$11.00

***LAND USE PLANNER:**

GENERAL SUMMARY: The Lane Use Planner is responsible to develop the comprehensive strategic plan for the acquisition and development of tribal lands. Coordinates the planning and designing of land for projects for reservation lands, confers with various entities i.e. E.P.A., engineering personnel, architectural personnel, etc. on projects. Compiles and analyzes data on economic, social and physical facts affecting land use; prepares, updates and maintains files, records and reports. Coordinates land acquisition, works in conjunction with land committee; in addition to other related duties and responsibilities.

QUALIFICATIONS:

- Bachelor's degree in Community Resource Development or related administrative field is required.
- Prior work experience in a related position is preferred.
- Must have strong written and verbal skills and be able to work effectively in an independent environment.
- Computer literate.
- Must be willing to travel throughout the Pokagon Band's service delivery area, out of state and over night as necessary.
- Must be able to relate well with the Native American Community and carry out the goals and philosophies of the Pokagon Band.

SALARY: \$30,000 TO \$35,000

***SOCIAL SERVICE MANAGER:**

GENERAL SUMMARY: The Social Service Manager serves as supervisor and coordinator of all staff and programs implemented within the social service department. Acts on behalf of the director as instructed. Provides input to the director into planning and implementation of programs, conducts departmental meetings, acts as an advocate for membership, networks with agencies and other tribes, apprises director on staff, program and membership issues; in addition to other related duties and responsibilities.

QUALIFICATIONS:

- MSW preferred; bachelor's degree in human services or an administrative related field is required.
- Prior supervisory experience including staff development is required.
- Prior work experience in the social service related field is required.
- Must be willing to travel throughout the Pokagon Band's service delivery area, out of state and over night as necessary.
- Must be able to relate well with the Native American Community and carry out the goals and philosophies of the Pokagon Band.
- Must be a positive role model for the Pokagon Band members, staff, other tribes, and the community.

SALARY: COMMENSURATE TO EDUCATION AND EXPERIENCE.

***INFORMATION SYSTEMS SPECIALIST I:**

GENERAL SUMMARY: Designs information systems to store and provide data for all Pokagon Band departments. Responsible for the installation, maintenance, troubleshooting and correction of information system problems. Designs information systems, develops methods and procedures for collecting, organizing, interpreting and classifying information for input into computer and retrieval of information; install software and peripheral equipment; provides technical assistance to system users; writes procedures; in addition to other related duties and responsibilities.

QUALIFICATIONS:

- Due to the nature of this position, we believe that computer and system knowledge and skills are developed not only through education but also via one's work experience on the job.
- An associate degree in computer information systems including class work in programming, systems analysis, PC maintenance and management, networking, and varied software applications is preferred.
- In absence of formal classroom training, three years of related responsibilities and duties on the job is required.
- Working knowledge of computerized accounting programs is a plus.
- Must be able to install, troubleshoot, maintain and repair computer systems and peripheral equipment.
- Must be a highly motivated self-starter able to prioritize and work without daily supervision.
- Must be willing to work flexible hours to meet varied departmental needs.
- Due to the nature of this position, he/she may work with sensitive confidential materials and information that requires the utmost integrity.

SALARY: Commensurate to experience and education.

***EDUCATION DIRECTOR:**

GENERAL SUMMARY: The Education Director is responsible to create, implement and promote educational programs that foster the preservation of our culture and instill a desire for lifelong learning in our tribal members of all ages. Directs day to day operation of education department. Performs administrative duties, i.e. develop/implement department policies and procedures, statistical data compilation, file/grant maintenance, and reporting/follow-up. Works in conjunction with Education Committee in the development of department budget, goals and programs. Works in conjunction with resource development staff to secure additional funding sources. Responsible to hire, fire, discipline, promote and demote departmental staff in accordance with the written policies of the Band. Performs supervisory duties, i.e. executes written personnel policies, assigns and directs the work of departmental staff, reviews staff performance. Acts as advocate for tribal membership. Participates in state/federal Native American education associations. Maintains quality communication with staff, membership and tribal council. Reports to Education Committee and Tribal Council monthly. Attends assigned Tribal Council meetings. Performs other related duties as assigned.

QUALIFICATIONS:

- A Bachelor's degree in an education curricula; (a masters degree in education is a plus.)
- Demonstrated experience in a related administrative or managerial position responsible for the supervision of educational programs and staff.

MUST BE:

- Knowledgeable in all levels of education, i.e. pre-school, elementary, secondary, adult education, higher education and curriculum development, in order to design and implement appropriate programs.
- Willing to travel throughout the Pokagon Band's service delivery area, out of state and overnight as necessary.
- Sensitive to the needs of the Native American Community and must have a sincere desire to promote the educational success of all tribal members who seek such advancement.
- Willing to commit to the goals of the Pokagon Band.

SALARY: Commensurate to experience and education.

YOUTH SPECIALIST I:

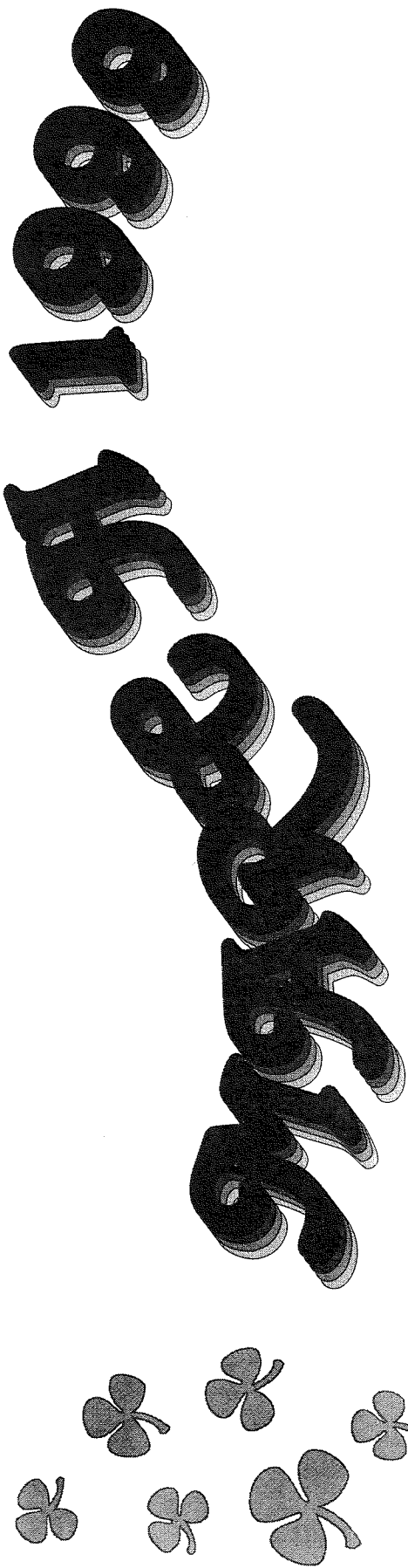
GENERAL SUMMARY: The Youth Specialist is responsible to carry out the goals and objectives of the Pokagon Band’s education department in the implementation of quality youth educational programs. Acts as liaison and advocate for Pokagon Band in-school youth, makes home or school visits as necessary. Assists in activities designed to promote culturally oriented academic programs including youth leadership camp, culture classes and student trips. Transports youth and parents to tribally sponsored events which may include overnight stays. Performs clerical duties and assists with department newsletter. Works in conjunction with Youth Coordinator to recruit, compile and maintain enrollment data in accordance to grant requirements. May attend assigned meetings, conferences, etc. Performs other related duties as assigned.

QUALIFICATIONS:

- High school diploma/GED is required. Additional college credit is preferred.
- Must be willing to attend classes and seminars to promote life long learning and to stay abreast of new techniques, etc.
- Basic computer literacy and typing skills are required.
- Must have excellent verbal and written communication skills.
- Must be a highly motivated self-starter.
- Must be willing to travel throughout the Pokagon Band’s service delivery area, out of state and overnight as necessary.
- Must possess a valid driver’s license and a safe driving record for the past five years and must maintain such driving record.

***PLEASE NOTE:** In accordance with applicable laws, the final candidates for the Education Director and Youth Specialist must participate in an Employment Background Security check.

*****IF YOU HAVE QUESTIONS OR NEED ADDITIONAL INFORMATION ABOUT THE OPEN POSITIONS, PLEASE CONTCT PAULA AT 1-800--517-0777.**



Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1 Elders Officers Mtg. 10a-4p E.H.	2 Gerobics 10-11a E.H. Chairrobics 6-7p E.H. Personnel Comm. 4:30p Admin.	3 Culture- Porky Hair Roach Making Class 6-8:30p E.H.	4 Elders Lunch/Business Mtg. 11a-4p E.H. Gerobics 10- 11a E.H. Chairrobics 6-7p E.H.	5	6
7	8	9 Gerobics 10-11a E.H. Chairrobics 6-7p E.H.	10 Culture-Porky Hair Roach Making Class 6-8:30p E.H.	11 Gerobics 10-11a E.H. Chairrobics 6-7p E.H.	12	13 Tribal Council Mtg. 10:00a E.H.
14	15	16 Gerobics 10-11a E.H. Chairrobics 6-7p E.H. Personnel Comm. mtg. 4:30p Admin.	17 Culture-Porky Hair Roach Making Class 6-8:30p E.H.	18 Gerobics 10-11a E.H. Chairrobics 6-7 p E.H.	19	20 Basket Co-op 12-5p E.H.
21	22 	23 Gerobics 10-11a E.H. Chairrobics 6-7p E.H. Tribal Council w/Personnel 7p E.H.	24 Culture-Porky Hair Roach Making Class 6-8:30p E.H.	25 Gerobics 10-11a E.H. Chairrobics 6-7p E.H. Tribal Council Mtg. 7p E.H.	26	27 Basket Co-op 12-5p E.H.
28	29 Elders Officers Mtg. 10a-4p E.H.	30 Gerobics 10-11a E.H. Chairrobics 6-7p E.H.	31 Culture-Porky Hair Roach Making Class 6-8:30p E.H.			

February

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

April

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					



HEAD START UPDATE



HEAD START UPDATE

The Inter-Tribal Council of Michigan, Head Start Programs has begun providing services to the Potawatomi community. We had a health screening on February 3rd. The children came in to make sure their shots were up to date. They also received a physical, hearing, and vision test as well a nutrition assessment from a certified dietician. Our first center day was on February 20.

We would like to invite anyone who is interested in our program to come and join us on Fridays at the Elders Hall. Lunch will be served at noon. Our schedule is listed below; also there is a description of the curriculum we will be using. This is a great opportunity for the Potawatomi children, and all of your support is needed. We hope to see you on Fridays!

Daily Schedule

9:00	Arrival: take coats, etc., quiet play/parent reading
9:15	Circle time: daily agenda/plan special announcements
9:30	Wash hands and serve breakfast
10:00	Brush teeth
10:10	Quiet free time
	Center areas short while others finish
	Free choice breakfast
	puzzles, house, etc...
10:15	Clean up
10:25	Whole group activity
	Cognitive and social (language and cultural musical; emphasized, speakers time)
10:55	Large muscle development parachute, etc. (We have to keep the children inside, unless we take the bus to a park.)
11:20	Free choice centers; small group activities
11:45	Clean up and wash hands
12:00	Lunch and brush teeth
12:20	Get ready to go home (12:30)

HEAD START CURRICULUM

Our program is working in conjunction with the cultural, language, and Elders departments to learn and design activities that will teach participants about the Potawatomi/Neshnabé culture. Specific times will be designated for the use of any and all available resources necessary for this task.

Our goal is to create an integrated program, which ties Potawatomi/Neshnabé culture and language with the skills, objectives and developments activities appropriate for our children and families. Other components for development in each child include:

Cognitive:

This program will foster the development of a positive attitude toward learning. Each child will acquire concepts and information to gain a better understanding of their (schematic) environment. Children will also develop and expand their verbal communication skills.

As the home visitor visit the homes of children they will lend to an environment which demonstrates a positive attitude. This experience will also give the child a greater variety of social interactions and models of interactions between educator, parent, and child. Activities will also be provided that promotes self-confidence and self-esteem. These experiences lend to a sense of self-worth and awareness. Opportunities to demonstrate healthy social interaction between children and their peers and between children and adults are critical to the social development aspect of our program. Children will learn how to demonstrate cooperative social behavior.

Physical:

As part of a holistic educational program, it is important to recognize the importance of the development of healthy bodies. Young children are becoming aware of their bodies and their physical composites. It is important that children be given the opportunity to increase physical capabilities and learn to use their senses as a means of exploration and awareness. This component will offer activities designed to enhance large muscle skills, concentrating on the development of healthy bodies. It will also consist of experiences, which enhance and refine small muscle skills necessary for writ-



HEAD START UPDATE



sary for writing, and the further development of other cognitive skills.

Our Thematic Curriculum is based on the moons and seasons of the year. We will study and learn about each season and the corresponding moons as they occur.

The Lunar months are as follows in the Potawatomi, language:

Che-mko-gizes	Big bear moon/mth.(Jan.)
Mko-gizsos	Little bear m/m (Feb.)
Nmébé-gizes	Sucker fish m/m (Mar)
Zisbakdoké-gizes	Sugaring m/m (Apr)
Démen-gizes	Strawberry m/m (May)
Gtegé-gizes	Gardening m/m (June)
Abtenibne-gizes	Mid-summer m/m (July)
Minké-gizes	Blueberry m/m (Aug)
Watebgya-gizes	Turning leaves m/m (Sept)
Bnakwi-gizes	Falling leaves m/m (Oct)
Bbon-gizes	Snow or winter m/m (Nov)
Che-mnedo-gizes	Great Spirit m/m (Dec)

The seasonal calendar is roughly as follows:

Winter is Bbon-gizes to Nmébé-gizes
Spring is Nmébé-gizes to Gtegé-gizes
Summer is Gtegé-gizes to Watebgya-gizes
Fall is Watebgya-gizes to Bbon-gizes

Full moons phases for 1999:

Full moon phases for 2000:

1/2	1/21
1/31	2/19
3/2	3/20
3/31	4/18
4/30	5/18
5/30	6/16
6/28	7/16
7/28	8/15
8/26	9/13
9/25	10/13
10/24	11/11
11/23	12/11
12/22	

These increments of time are important to the Neshnabé culture in determining our events and activities such as ceremonies and daily work activities. For example, Zisbakdoké-gizes is the time when sap is made into sugar. Specific ceremonies accompany this time and set chores need to be done. By following the seasonal/lunar cycle we are creating an opportunity to learn about Neshnabé culture at the appropriate time as they occur during the year.

Lastly, it is very important not to view these areas as subjects taught in isolation. Many of our activities will consist of components from a number of these objectives. Our program seeks to develop children Holistically. These children are social beings, physical beings, conscious (minded) beings, and Neshnabék. It is important to respect all these areas, and seek growth for the child as a whole.

POKAGONS WELCOME STAFF ADDITIONS

We are pleased to announce the hiring of a new accounting manager and a new administrative assistant for the Administration building.

Bonnie Katlun is joining the staff on Monday, March 1, 1999. She comes to us from Whirlpool, and she has had several years experience in accounting.

Ruth Morsaw is joining the tribe as the new Administrative Assistant for the Administration office. Ruth has worked in the medical field as an office manager. She is a tribal member from Hartford, MI. She also begins work on Monday, March 1, 1999.

Ruth replaces Kelly Curran who currently works as the secretary to the Tribal Council.

Both new employees will be located in the Administration office.

STAFF NEWS

The Pokagon Band staff meeting is currently scheduled for the third Tuesday of every month. The offices will be closed down for the time period. This month we will be out from 3-5 p.m. on March 16, 1999.

POKAGON ELDERS REPORT

ELDERS COUNCIL BUSINESS MEETING FEBRUARY 4, 1999 - 11:00 A.M.

Meeting called to order by Gerald Wesaw at 11:18 A.M.
Invocation given by Clarence White

Roll Call

Present: Gerald Wesaw, Marge Moody, Clarence White, Mary Jo Morris, Mary Church, Rachel (Rae) Daugherty

Additions to agenda: Red Road Pow Wow, Communications

Communications: Potawatomi Gathering, Rush Lake Singers

Marge Moody moved to approve the agenda of February 4, 1999

Mary Church seconded the motion. All in favor "aye", opposed 0. MOTION CARRIED

The minutes of December 3, 1998 were approved at the Officers meeting January 21, 1999. Marge Moody approved the minutes as read. Clarence White seconded the motion. All in favor "aye", opposed 0. MOTION CARRIED

Gerald stated that the Rush Lake Singers would like to come to drum for us. Membership agreed to invite them to come to our social luncheon April 15th.

The MIEA election results December 3, 1998 were: First Delegate, Bonnie Parrish; Second Delegate, Marge Moody. There was a tie vote between Joe Winchester and Ann Zimmerman for Alternate. Their names were sealed in separate envelopes and one envelope was drawn. Joe Winchester was declared the winner. Joe is going to continue with the Executive Board. Alternate position goes to Ann Zimmerman.

Becky Price, R.N.C. reminded us of Gerobics class Tuesday and Thursday morning at 10:00 A.M. at Elders Hall. Chairrobics is Tuesday and Thursday evening at 6:00 P.M. Elders Hall. The diabetic support group is the first and third Tuesday after Gerobics class 11:00-12:00 P.M. The diabetic support group is also being held the second and fourth Wednesday 6:00-7:00 P.M. at the IHS Office. Becky also told us that the Social Services Department has moved to the IHS Office. Mark Topash,

R.N. is teaching CPR courses at Elders Hall. If you are interested, contact Mark at the IHS Office.

Loretta Brewer, a student at MSU, was with the Van Buren County Health Department nine years. She was associated with the Senior Health Festival in Hartford. She is interested in studying older adults. She is here to visit and get acquainted; see what she can learn.

Clarence White gave his budget report. Copies can be made for members who want them.

Marge Moody stated the MIEA trip would be April 5, 6, 7, and 8th; the meeting being held the 6th & 7th in Watersmeet, MI. Bonnie Parrish won't be able to attend; but our Alternate, Ann Zimmerman will sit in for her. A sign up sheet was passed around for Elders who wanted to attend.

In lieu of flowers for funerals there was a majority vote of membership to let the family choose.

Gerald introduced John Miller; who told us he is now in a full time paid capacity as Tribal Chairman; recommended by Tribal Council. He would like to participate with us at our luncheons. John can give back to Tribal Council things we need. We can call him anytime. His office is here at Elders Hall. He said it is an honor to represent the Tribe. Gerald stated that John met with the Officers a couple of weeks ago and wants the Elders Council to get more involved with Tribal Council.

Gerald asked membership if they wanted a craft table for the Red Road Pow Wow, March 20th & 21st. Five Members did. We will ask for two tables. Judy Winchester was present and said she would take this information back to the Pow Wow meeting on February 23rd Announcements: No social luncheon this month.

Next Elders Council Business Meeting & Luncheon March 4, 1999 at 11:00 A.M. Elders Hall
Mary Jo Morris motioned to adjourn at 12:24 P.M. Mary Church seconded the motion. All in favor "aye"; Opposed 0 MOTION CARRIED

Mary Jo Morris
Elders Council Secretary

