

# 2015 Annual Report

*Tatakatkaruku' Cahíks*  
*“I am notifying the people”*



**A Report to the People**  
*Chatícks sí Chatícks*  
**Pawnee Nation of Oklahoma**

# *In Remembrance...*

**Sarah J. Howell**  
07/15/1940-01/16/2015

**Rowena K. Salmon**  
04/12/1926-01/26/2015

**Rebecca Rice Sinkar**  
08/14/1935-01/27/2015

**Floyd Arthur Williams**  
06/28/1951-01/29/2015

**Anthony Duane Pratt-Miller**  
08/10/1983-02/06/2015

**Phillip Clifton Minthorn**  
12/06/1958-02/14/2015

**Richard Duvall Fields**  
06/11/1932-02/16/2015

**Norma H. Roberts**  
09/22/1937-02/27/2015

**Nathaniel Horsechief**  
06/26/1939-03/04/2015

**Hazel Annette (Pratt) Moore**  
11/29/1955-03/13/2015

**Juanita Lee DeLodge**  
06/27/1952-03/14/2015

**Delos Elton Prairie Chief Jr.**  
02/13/1955-03/20/2015

**Floyd Lee Moses**  
07/27/1924-03/22/2015

**Pam K. Chanate**  
07/11/1953-03/25/2015

**Victoria Lamarr Collins Conklin**  
01/26/1933-04/08/2015

**Batiste Lee Norman**  
06/15/1969-04/12/2015

**Regina M. Wilson**  
01/07/1927-04/28/2015

**Benjamin Butler**  
10/12/1941-05/05/2015

**Harold Davis**  
09/11/1922-06/02/2015

**Sophina Nell Williams**  
09/22/1955-06/16/2015

**Mounir Boucid**  
10/12/1988-06/18/2015

**Sallianne Lorentz-Delaware**  
06/22/1937-06/28/2015

**Cornelia Delphine Haga**  
05/05/1925-07/21/2015

**Jesica Phipps**  
08/01/1974-08/29/2015

**Robert Theodore Lefthand**  
12/08/1937-09/06/2015

**Angela Dawn Brown**  
12/16/1982-09/12/2015

**Aden J. Williams**  
03/16/2004-09/12/2015

**Dewey Alton Butler**  
09/22/1964-09/18/2015

**Robert Michael Howell**  
11/12/1961-12/11/2015

**Elizabeth R. Blackowl**  
10/11/1935-12/22/2015

**Donald Emory White**  
12/26/1931-12/30/2015





# 2015

## ANNUAL REPORT OF THE PAWNEE NATION GOVERNMENT TO THE PAWNEE NATION

The Offices and Programs of the Pawnee Nation have had many accomplishments this year and continue to set and meet new goals as the administrative capacity continues to increase, which will allow the Pawnee Nation to grow economically towards sustainability.

Given all of the accomplishments of this year, the employees of the Pawnee Nation, Pawnee Tribal Development Corporation, and the Pawnee Nation Housing Authority are to be commended for their continued efforts to advance the lives and culture of the Pawnee Nation.

Though we are proud of all the employees associated with the Pawnee Nation, all our efforts would not have happened without the continued support from the tribal members.

*Hiri we turrahe (Thank you!)*

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## Message from President Pratt



*Nowah!* I would like to take this opportunity to thank you, the Pawnee people for all of the success we are experiencing as a Nation. I also would like to thank the past administration, who started off the year in office, for their dedication to the Pawnee Nation. May the blessings from *Atius* continue for our people.

The Pawnee Nation, the President's Office and Business Council have made great strides moving our Nation forward. We have had a very busy year on all fronts. This past summer, our economic development branch of TDC has purchased a screen printing shop and in the fall purchased the 'Snak-N-Pak' and 'BJ's' convenience stores. The Tribal Development Corporation is in the process of changing the names and look of both stores within the next year. Now, if anyone is buying gasoline in the Pawnee area they are filling up our bank accounts! The expansion of the StoneWolf Casino is also underway. We look to report more of the accomplishments and goals of our Tribal Development Corporation in providing more economic ventures for the Pawnee Nation.

In November of this past year, the Pawnee Nation Elder Center was completed on our campus. We have also begun construction on the new Pawnee Nation Resource Complex and soon will begin to expand our Wellness Center to include a swimming pool. We commend our ICDBG program for management of these projects.

Our administrative accomplishments have been very good for the Pawnee Nation as well. For the first time ever, we now offer health insurance to our employees. We are moving right along to become an employer of choice. In addition to expanding employee benefits we have also established an Attorney General's Office and a new Cultural Resources Division. Last year we successfully negotiated three years of Indirect Cost Rate Proposals and have been working vigilantly on trust and water rights issues.

We honor and remember those who have passed on this past year, especially Elizabeth Blackowl, our former Pawnee Nation President. She always thought of her people and would not hesitate to ask questions to get answers. Her people were never far from her mind as she tried the best she could to advocate for their rights and voice their concerns. The legacy she has left will not be forgotten, she is in the Lords presence and she will be missed by all.

We consider it an honor to work for the benefit of our people and will continue with the forward momentum to bring even more good things to our people in the future. I hope that you take the time to read all the reports from the programs and entities provided in this annual report. Thank you to all the employees who provide programs and services to our people. Your hard work is appreciated.

*W. Bruce Pratt*

## PAWNEE BUSINESS COUNCIL

The Supreme governing body of the Pawnee Nation is the Pawnee Business Council which consists of eight (8) members. The Pawnee Business Council exercises all the inherent, statutory, and treaty powers of the Pawnee Nation by the enactment of legislation, the transaction of business, and by otherwise speaking or acting on all matters which the Pawnee Nation is empowered to act. All members of the Pawnee Business Council are elected to a four-year term of office and serve until their successors are installed in office.

# PAWNEE BUSINESS COUNCIL



**W. Bruce Pratt**  
President



**Vacant**  
Vice-President



**Phammie N. Littlesun**  
Secretary



**M. Angela Thompson**  
Treasurer



**Sammye Adson**  
Council Seat 1



**Dawna Hare**  
Council Seat 2



**Adrian Spottedhorsechief**  
Council Seat 3



**Liana Chapman Teter**  
Council Seat 4

# NASHARO COUNCIL (CHIEF'S COUNCIL)



**Warren Pratt Jr.**

Head Nasharo Chief/Skidi Chief



**Ralph Haymond**

2nd Nasharo Chief/ Kitkehahki Chief



**Lester SunEagle**

Nasharo Secretary/Pitahawirata Chief



**Patrick Leadingfox**

Skidi Chief



**Morgan Little Sun**

Kitkehahki Chief



**Francis Morris**

Pitahawirata Chief



**Jimmy Horn**

Chai Chief



**Matthew Reed**

Chai Chief

The Nasharo Council consists of eight (8) tribal members. Each Band selects (2) representatives to serve on the Nasharo Council. The Nasharo Council has the right to review all acts of the Pawnee Business Council regarding the Pawnee Nation membership and Pawnee Nation claims or rights growing out of Treaties between the Pawnee Nation and the United States.

The bands elect their respective representatives under the rules and regulations prescribed by the Chief's of each Band. Representatives selected serve until the next regular selection of members of the Nasharo Council are chosen.

## Pawnee Indian Veterans Organization

The Pawnee Indian Veterans Organization has honored service men and women, since 1946 with the Pawnee Indian Veterans Homecoming and will continue the tradition though many dances designed to honor Native American culture and veterans from all military branches.

### Officers:

- William Howell, President
- Jean K. Grant, Vice President
- Pius SpottedHorsechief, Secretary
- Dr. Gene Evans, Treasurer
- Walter Lorentz, Flag Man
- Lance LeadingFox, Drum Keeper



2015-2016

Pawnee Indian Veterans Princess

*Nadia Kent*

## Pawnee Indian War Mothers Organization

The Pawnee War Mothers have always been an active organization within the Pawnee Nation of Oklahoma with many sons and daughters serving in every military conflict and branch of the United States Government. The War Mothers have their own song and when active duty service members come home, we can request this song at dances to honor our sons and daughters.

The Pawnee War Mothers currently support our Veteran's organization as much as possible with their fundraisers, events and concessions at their Dances. The Pawnee War Mothers participated in the Pawnee Indian Veterans Homecoming Parade, taking first place in the entered category.

A tradition of the Pawnee War Mothers is to take gifts to the Veterans Administration Hospital in Oklahoma City for Mother's Day so that wounded service members are afforded the opportunity to pick out a gift for their Mother and have it sent to her.

In October 2015, we held an election of officers wherein Kathaleen Daniels was elected President, Barbara Attocknie as Vice-President, Rebecca Littlesun-Hawkins as Treasurer, and Denise Miller as

Secretary/Chaplain. Current War Mothers include Dolores Riley, Sharon Swartz, Walthena Chapman Lawrence, Angie EchoHawk, Katherine Keeling. Angels include Donna Mulder and Phammie Littlesun. We are very grateful to have supportive Angels who help us achieve all our goals.

The Pawnee Public Schools, grades K-5, again made Christmas Cards for all service members. The children responded with the most wonderful Christmas cards. We also obtained donations of candy and other miscellaneous items. We boxed up these items and mailed them to service members stationed around the world.

We are very grateful for all our sons' and daughters' sacrifices and efforts made for the freedom and peace we enjoy.




**Contact Information**  
 American War Mothers  
 Pawnee Indian Chapter 12  
 PO Box 14  
 Pawnee, Oklahoma 74058



DEDICATED TO THE  
PAWNEE NATION CODE TALKERS  
OF WORLD WAR II  
MONDAY, MAY 25, 2015

PAWNEE NATION CODE TALKERS  
FRANK DAVIS · BRUMMETT ECHO HAWK · GRANT GOVER (KIA)  
PHILLIP GOVER · ENOCH JIM · CHAUNCEY MATLOCK  
HAROLD MORGAN · FLOYD RICE · HENRY STONEROD, SR.  
COLLIN TSOSIE · NAVAJO CODE TALKER

DEDICATED BY THE CITIZENS OF PAWNEE COUNTY  
& THE PAWNEE COUNTY VETERANS MEMORIAL COMMITTEE



THE AMERICAN INDIAN & PAWNEE NATION CODE TALKERS  
WERE PATRIOTS & HEROES. THEIR CODES WERE NEVER BROKEN  
& MANY CARRIED THEIR SECRETS TO THE GRAVE.

CODE TALKERS REPRESENTING 26 AMERICAN INDIAN TRIBES  
WERE RECOGNIZED & HONORED AT A  
CONGRESSIONAL GOLD MEDAL CEREMONY  
IN WASHINGTON, D.C. ON NOVEMBER 20, 2013



# Oklahoma Military Hall of Fame



## Executive Director Introduction

### Message from the Executive Director



Hello Pawnee Nation! I just wanted to take this opportunity to introduce myself and also give you a little insight into what the executive office has been up to. My name is Andrew Knife Chief, my father is Charles D. Knife Chief, my mother is the former Kimberly K. Long of Anaheim, and my grandparents were John A. Knife Chief and Lois Knife Chief of Pawnee. I was born in Anaheim California and as a family, we moved back to Oklahoma in 1991. At the time, my Uppit John's health was declining and my father wanted to move closer to Pawnee so that he could spend more time with his father. After graduating from High School in 1995 I followed my Uppit into the Marine Corps where I served until being Honorably Discharged in 2003. I then went back to school where I completed a Bachelors in History which led to my being admitted into Law School. After my Graduation I made the decision to return

to my tribe to continue to build upon the great things our tribal employees and elected officials had started here.

As the executive director, my responsibility is, first and foremost, to the laws, codes, history and culture of the Pawnee people. I have been in the process of drafting policies and rules that take into account our unique heritage, while at the same time, protecting our Nation from forces that too often do not recognize our cultural Identity. My job is also to administer the government in an efficient manner, ensuring fair hiring practices, fair disciplinary actions, and fostering a positive work environment where our employees feel as though they are a valued member of our extended Pawnee family. We have been working on many events, we have started construction on the Pawnee Nation Resources Center, the IHS parking lot, and we are also beginning the next ICDBG project: The Pawnee Nation Aquatic Center. I have challenged each division, department, and program to reach out to each other and support each other in all facets of governmental activities so that we can all be vested in the accomplishments we achieve.

I know that we have excellent employees who diligently work hard every day to provide services with very limited resources. It is a testament to their creativity, ingenuity, work ethic, and skill that the Pawnee Nation is moving forward in such a positive way. I commend them. I look forward to working with each and every one of you in the future and I encourage all citizens to become involved in their tribe, their government, and their community so that we can continue to grow and continue to serve. Thank you so much and may our Heavenly Father continue to provide our Nation with the many blessings he has bestowed upon us.

Respectfully,

Andrew Knife Chief

## Executive Office

The Executive Office provides support to the Pawnee Business Council and also to the various committees and boards of the Pawnee Nation. They also provide support to those tribal members that call or visit the tribal administrative offices on who they need to see or what services they are seeking.

This office consists of Cynthia Butler who is the Executive Administrative Assistant, Amber Burger, Executive Office Assistant and Robin Long who is the receptionist and office assistant.

This office also keeps the official calendar of events for the Pawnee Business Council and tribal employees.

The Executive Office is located on the first floor of the "Girl's Dormitory" of the former Pawnee Indian School.



(L to R) Amber Burger, Cynthia Butler, and Robin Long

## Pawnee Nation Committees, Commissions, and Boards

### Committees:

Budget/Finance Committee  
 Cultural Committee  
 Education Committee  
 Enrollment Committee  
 Ethics Committee  
 Governing Documents Committee  
 Grievance Committee  
 Human Resources Committee  
 Land Management Committee  
 Language Committee  
 Property Committee  
 Proposal Review Committee  
 Repatriation Committee  
 Tribal Emergency Response Committee (TERC)

### Commissions:

Election Commission  
 Environmental Regulatory Commission  
 Gaming Commission  
 Liquor Control Commission  
 Sports Commission  
 Tax Commission  
 TERO Commission  
 Utility Commission

### Boards:

Housing Authority Board  
 Museum Board of Directors  
 Pawnee Nation College Board of Trustees (PNC)  
 Pawnee Tribal Development Corporation Board of Directors (TDC)



### **Education**

Please watch for class announcements for the each semester at the Pawnee Nation College, this will be posted at the Pawnee Nation website: [www.pawneenation.org](http://www.pawneenation.org)

### **Substance Abuse Program (SAP)**

Every Wednesday of the month, the SAP support group meets from 7-8 pm in the SAP building. For details, call (918) 762-2153

### **Pawnee Business Council Meetings 2016**

Meetings are held the second Wednesday of each month beginning at 9 am and the fourth Thursday of each month with the Thursday meeting beginning at 5:30 pm. PBC Meetings are held at the Multi-Purpose Center. Dates may be subject to change. For more information, call (918) 762-3621.

### **Tribal Development Corporation (PTDC)**

PTDC meetings are held on Tuesdays at 5:30 pm in the Corporate Office Conference Room located on the second

floor of the Health and Community Services Building. Community members welcome. For more information, call (918) 762-4832.

### **Pawnee Tribal Court**

Court will be held the first Wednesday of each month. For more information, call (918) 762-3649.

Visit [www.pawneenation.org](http://www.pawneenation.org) and/or the Pawnee Nation Facebook page for additional information about the Pawnee Nation and upcoming events.

For information about the Pawnee Nation College, visit [www.pawneenationcollege.org](http://www.pawneenationcollege.org).

Pawnee Nation - (918) 762-3621

PTDC – (918) 762-4832

Pawnee Indian Health Service – (918) 762-2517

Pawnee Nation College – (918) 762-3343

# PAWNEE NATION BURIAL POLICY

## PURPOSE

This policy is to provide guidelines to the Pawnee Nation in providing financial assistance, services and facilities for our tribal families that have incurred a death.

## ELIGIBILITY

Enrolled members of Pawnee Nation.

A) Infants under the age of one (1) year that qualify for Pawnee tribal enrollment (at least 1/8 Pawnee blood quantum), or are eligible for enrollment, but have not been enrolled or received burial assistance from another Tribe.

B) Infants over the age of one year of age that have not been enrolled are not eligible for assistance unless an enrollment form for the infant's enrollment has been filed with Pawnee Tribal Enrollment Office.

## AMOUNT OF BURIAL ASSISTANCE

The Pawnee Business shall set the amount for burial assistance in the annual budgeting process. The amount of burial will be established in the annual tribal operating budget.

The maximum amount of assistance available for 2015-2016 is:

A) \$4,500 payable to the funeral home for burial.

B) \$500 is payable to the person that financially responsible for the burial to be used for immediate needs.

C) Any costs exceeding these amounts will be the responsibility of the person financially responsible for burial costs.

D) Any funds not expended will be retained in the burial fund.

## CHECK DISBURSEMENT

Checks will be issued to the funeral home (not to exceed \$4,500) and person that is financially responsible for the burial costs, normally the next of kin, i.e. spouse, parent, adult, child, etc. (\$500). Checks are high priority and issued in an expedient manner, usually within 24 hours.

Records shall be maintained in

Finance that includes payee, address, check number, date issued, and signature line if check is picked up.

## NOTIFICATION/VERIFICATION OF DEATH

The Pawnee Nation is normally notified by the family of the death.

Verification is to be provided with the funeral home, law enforcement, written statement from relative.

Upon notification and verification of death, Executive Office verifies tribal enrollment with Enrollment Office. Enrollment Offices provides date of birth and enrollment number.

Address of payee is required.

Deaths not reported within a year will not be eligible for payment.

## TRIBAL FLAGS

Tribal flags will be lowered after notification and verification is made.

Flags will be lowered in compliance with the existing policy for four days.

In the event of a burial being delayed over four days due to services being held out of the Pawnee area, cremation and a memorial service held later, or similar situation, flags will be raised on the fifth day.

Pawnee Business Council President can have the tribal flags lowered for extenuating circumstances.

The U.S. Flag will be lowered for a congressional honor or by Presidential Proclamation.

## BUILDING USE

Tribal buildings (Roam Chief, Roundhouse, and Community Building) shall be made available for tribal members for viewing, wakes, services, feasts, and dinners at no cost.

No deposit is required. Tribal Operations staff is responsible for upkeep and cleaning of buildings. In event of the large crowds, Multi-Purpose and or Wellness Center may be used. In accordance with Policy Rental, funerals have priority and other events may be cancelled or moved.

Non-enrolled members may be granted building use at a reduced

rate (actual cost of the building usage). Currently \$585 is the total cost associated with burial including the use of the building and labor costs. Payable when building is reserved.

## CEMETARIES

Pawnee Tribal cemeteries are available for tribal members' burial. Tribal Operations staff will prepare the grave site, cover it and maintain it.

Non-tribal members may be buried in the cemeteries next to an enrolled spouse, parent, child, or other enrolled family member for a minimal fee. Tribal operations shall assess a charge for the grave preparation services and the cost of the plot.

## DISPUTES

Tribe will handle disputes on an individual basis.

Cancelled checks will be kept on file, and upon request copies will be furnished to any tribal members disputing they received a check or that the check was issued to the wrong person.

If the payee misrepresents being next of kin or the person of record responsible for the burial cost and is not, the case will be forwarded to Law Enforcement.

Pawnee Nation District Court shall be the court of jurisdiction. If the court rules payee should not have received the payment, the payee is responsible for costs involved in the prosecution.

*Disclaimer: The Burial Policy is printed, with minor revisions, as stated in the Pawnee Nation Policies.*



## Finance Division

The Finance Division of the Pawnee Nation manages, directs and oversees all financial activities for the Nation in support of the goals and objectives of the Pawnee Nation government.

The Pawnee Nation government ensures fiscal integrity for the organization to provide reasonable assurance that transactions made with tribal or federal dollars are authorized, reasonable, allowable and are in compliance under the guidance of OMB 2 CFR Part 200; the Pawnee Nation of Oklahoma's Fiscal Policies and Procedures; the Governmental Accounting Standards Board (GASB); and the Generally Accepted Accounting Principles (GAAP).

There are many roles and functions that define the finance department which includes being responsible for the safekeeping of the Nation's funds, ensuring all the Nation's assets are safe, accurately recorded and reported on, as well as ensuring that proper internal controls are in place.

The finance division utilizes a solid, top selling, non-profit accounting software system to accurately manage, classify, and report on the Nation's financial activities. The accounting system allows all offices within this division to integrate their separate functions to produce a variety of daily, monthly or yearly financial reports for users of financial information.

The core functions of the finance division are:

*Accounts Payable* – Records and processes payments for tribal and federal expenditures.

*Accounts Receivable* – Records funds received for payments.

*Payroll* – Make sure employees, committees and commissions are paid accurately and on time.

*General Accounting* – Reports, reconciliations, journal entries, analysis.

*Budgeting* – Assists in creation and maintenance of annual budgets, monitors budgets.

*Reporting* – Produce reports to show how tribal and federal funds are being spent.

*Internal Controls* – Adhere to separation of duties/risk assessments; ensure roles clearly defined.

*Cash Flow* – Responsible for ensuring funds are available for all payments due.

*Capital Assets* – Proper recording of inventories and equipment.

*Audit* – Prepares for organization wide annual audit, responsible for follow-up activities.

Aside from the list of functions mentioned, there are many other responsibilities of the finance division; collectively the employees of the finance division are here to serve the Pawnee Nation government, tribal

members, other employees, program directors and managers, vendors, in addition to other tribal organizations and federal agencies.

The finance division works toward having solid and sound financial records and has an annual independent audit conducted to ensure the financial systems of the Nation are in order and financial information is accurate. The financial records of the Pawnee Nation are reviewed by federal funding agencies and other users of financial information, including the Pawnee Nation government. When the annual independent audit is submitted to the Federal Audit Clearinghouse it is made available to the various funding agencies that have funded the federal programs administered by the Pawnee Nation. The finance division is responsible to follow-up on any recommendations made by the auditor.

The finance division also includes the Grants and Contracts office, which provides assistance to the various federal grants that the Nation administers.

The finance division is located on the 2<sup>nd</sup> floor of Building 64 also known as the "Girl's Dormitory of the former Pawnee Indian School and the finance employees can be reached at 918-762-3621 using the following extensions:

William Perry, Finance Director, Ext. 205

Laura Melton, Grants and Contracts Mgr., Ext. 123

Janet Mulder, AP Clerk, Ext. 121

James Rice, Accountant, Ext. 197

Freida Pratt, Payroll Clerk, Ext. 125

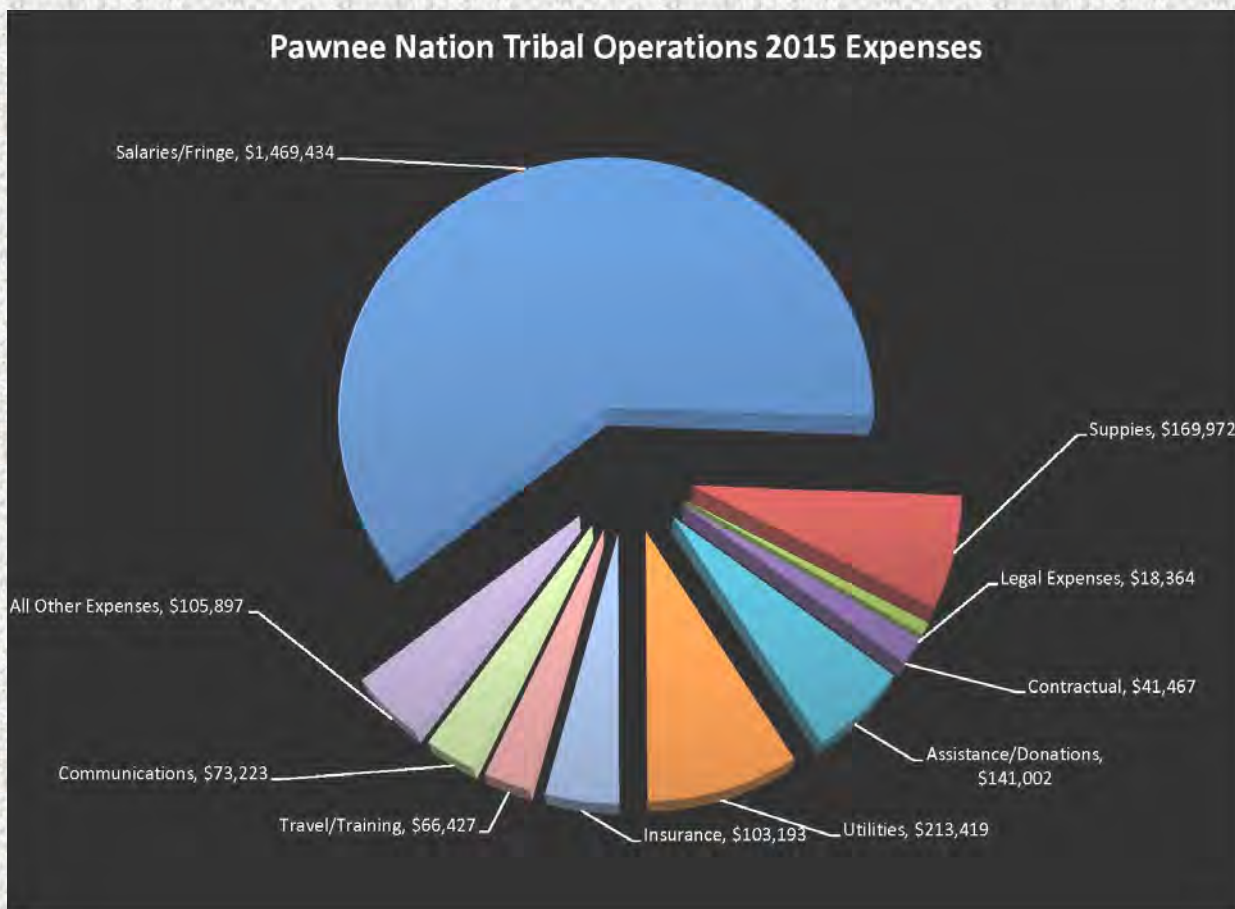
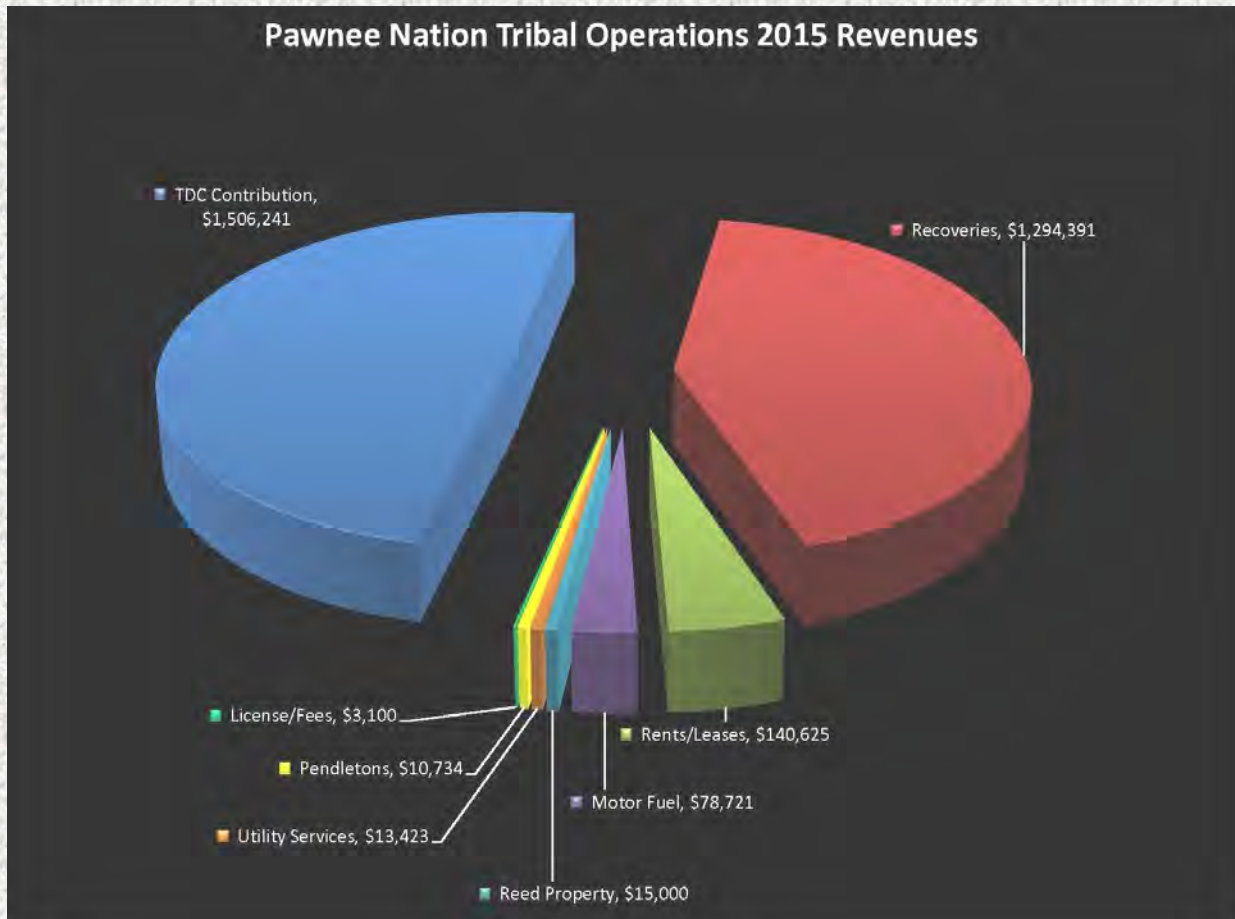
Nancy Moore, Accountant, Ext. 119



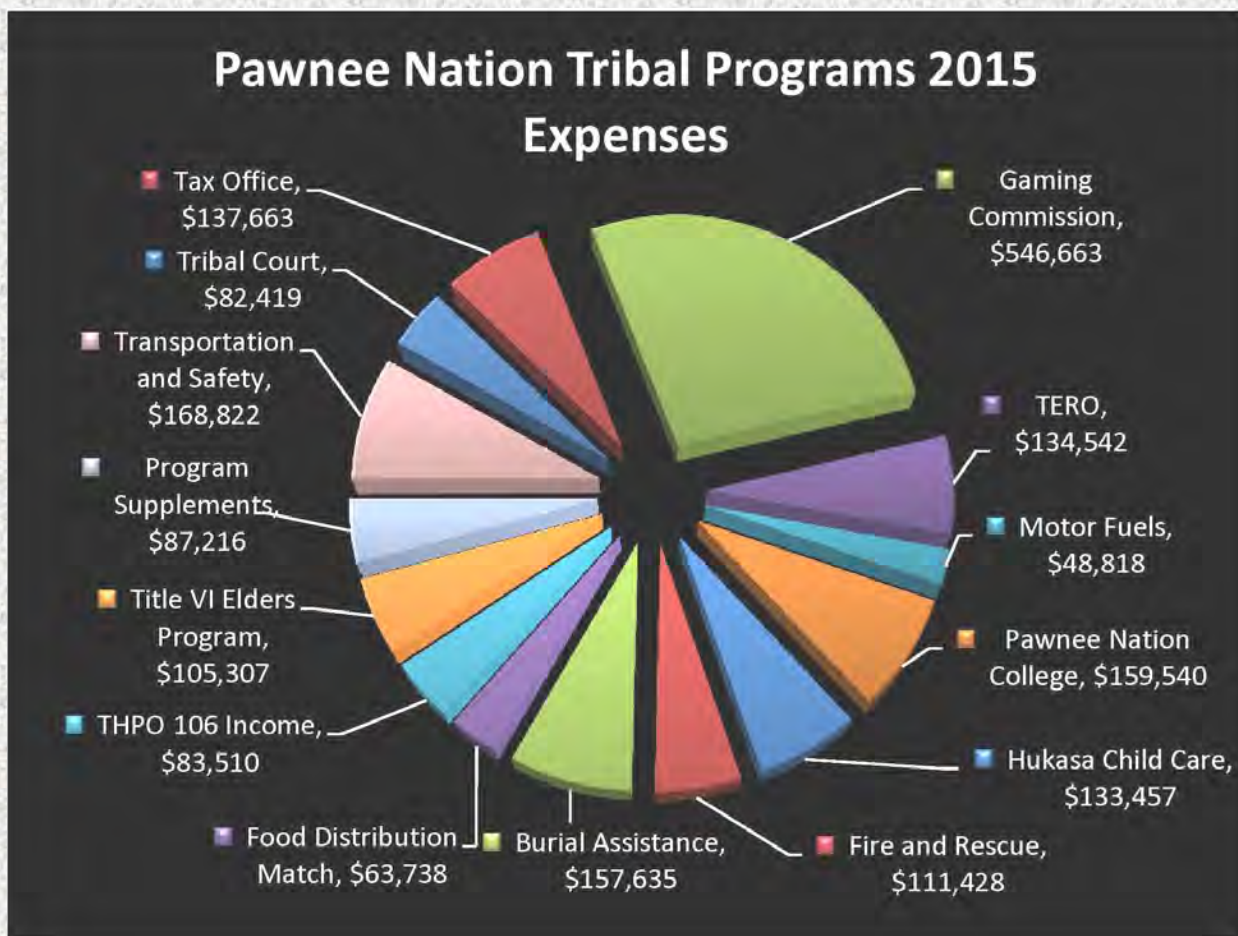
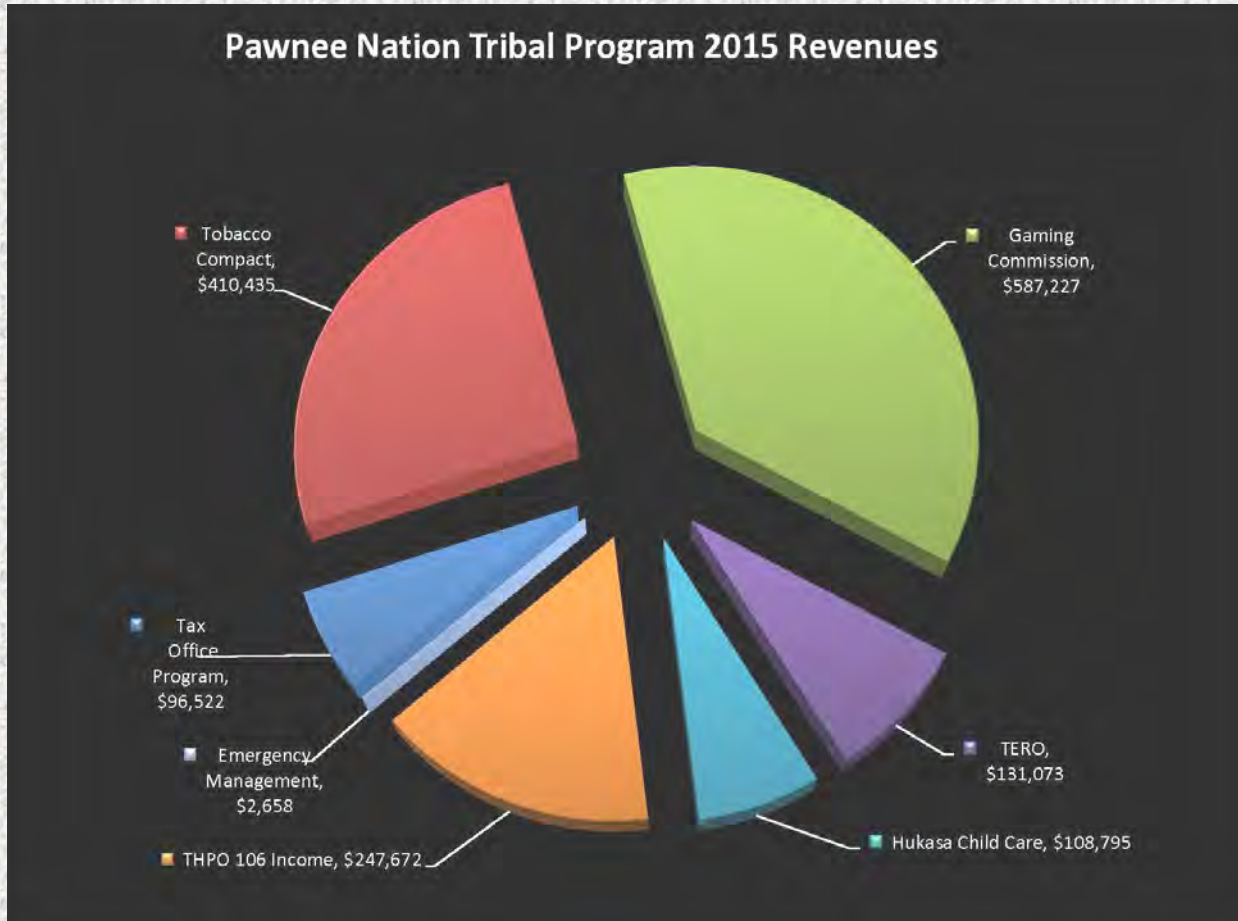
Standing (L to R): William Perry, Carol Little, Janet Mulder, and Frieda Pratt.

Seated (L to R): Laura Melton, Nancy Moore, and James Rice.

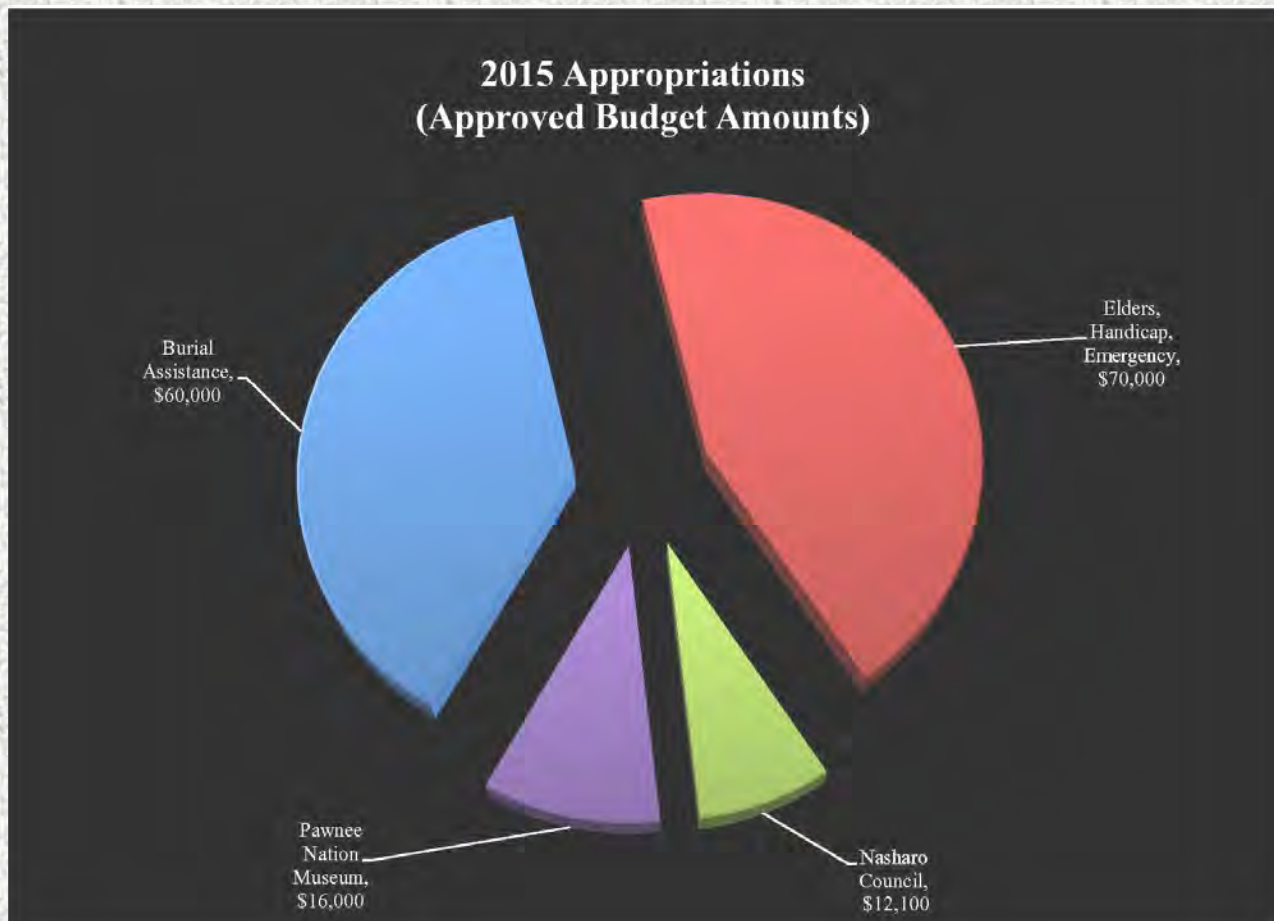
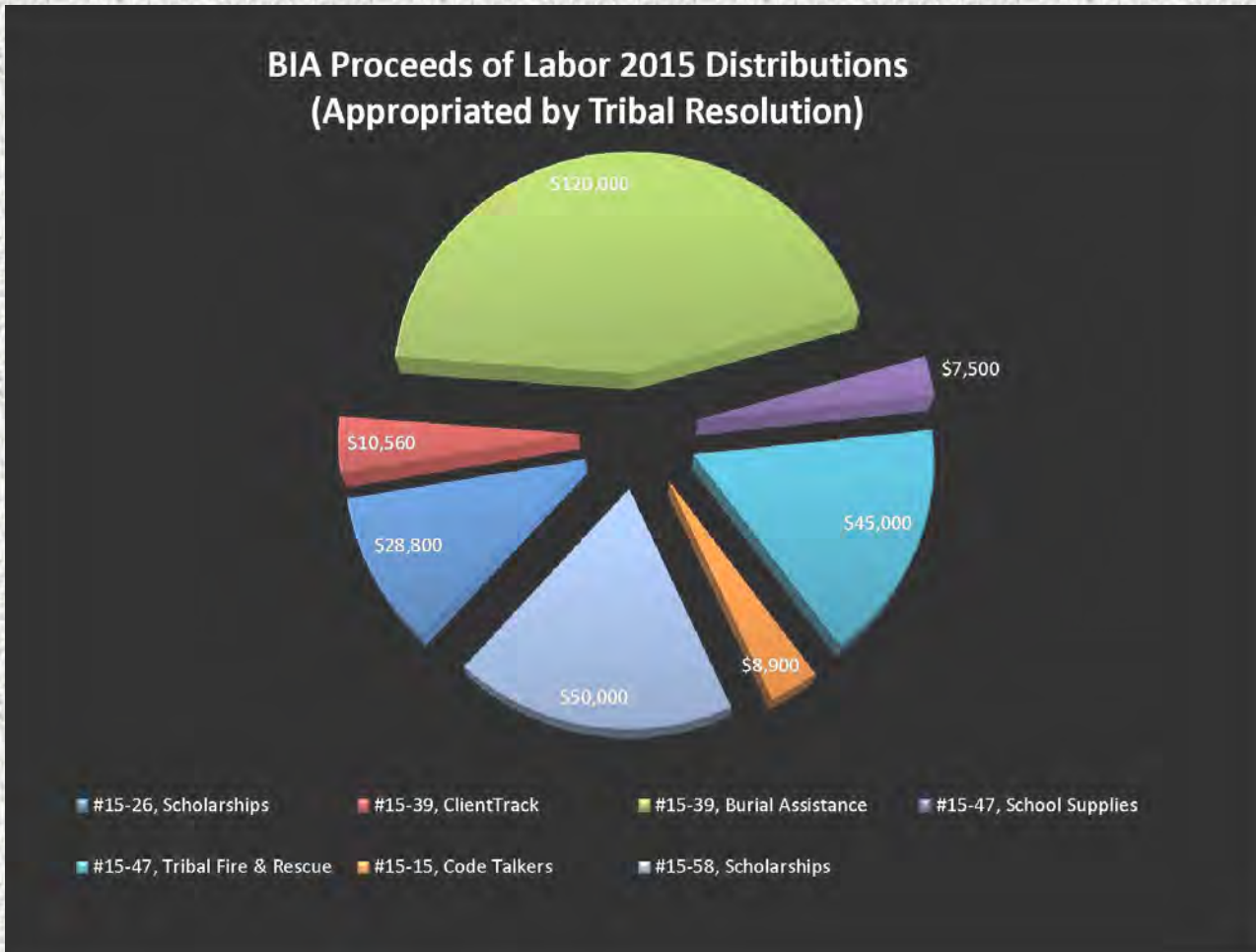
2015 Financial Overview



2015 Financial Overview, cont'd

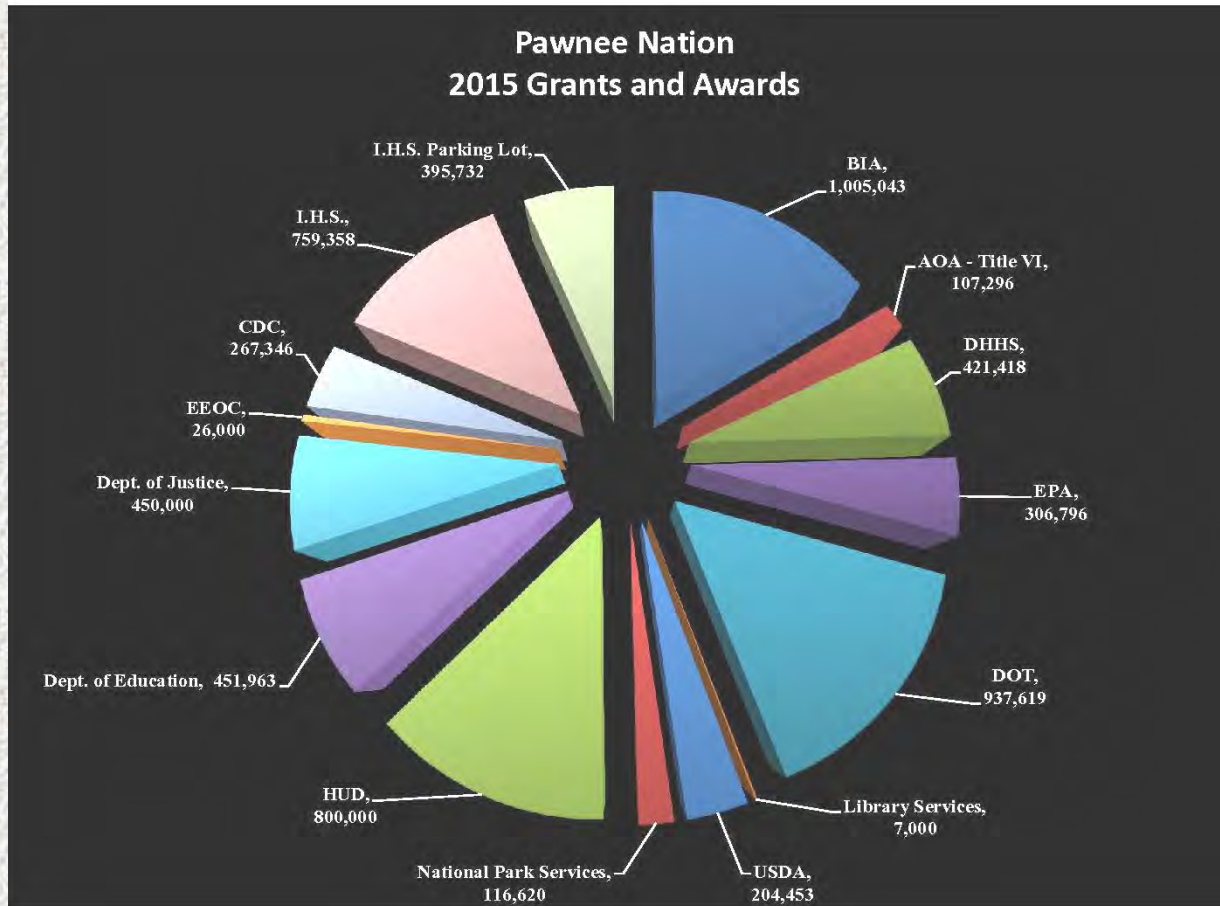


2015 Financial Overview, cont'd





2015 Financial Overview, cont'd



<b>Funding Agency</b>	<b>2015 Award Amount</b>
BIA-Bureau of Indian Affairs	1,005,043
AOA – Administration on Aging - Title VI	107,296
DHHS – Dept. of Health and Human Services	421,418
EPA – Environmental Protection Agency	306,796
DOT – Dept. of Transportation	937,619
Library Services	7,000
USDA – U.S. Dept. of Agriculture	204,453
National Park Service	116,620
HUD – Housing and Urban Development	800,000
Dept. of Education	451,963
Dept. of Justice	450,000
EEOC – Equal Employment Opportunity	26,000
Center For Disease Control	267,346
IHS – Indian Health Service	759,358
IHS – Parking Lot	395,732
<b>Total</b>	<b>6,256,644</b>

# Human Resources Department

The Human Resources (HR) department serves all eight division of the Pawnee Nation by performing tasks and duties such as; advertising vacant positions, recruiting highly skilled and qualified applicants, coordinating employee orientation, managing employee relations, administrating benefits, developing and deploying policies and procedures, maintaining personnel records, monitoring compliance with tribal, state, and federal labor laws, and researching and establishing wage and compensation rates.

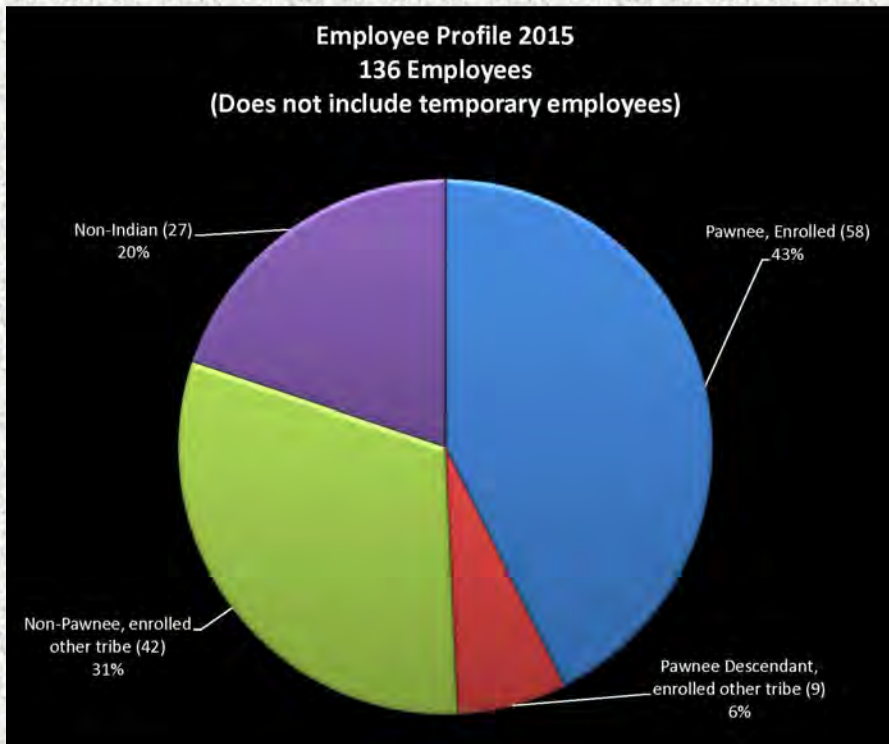


**Contact Information**  
 Jamie Nelson, HR Coordinator  
 jnelson@pawneenation.org  
 Ext. 142

Matthew Bellendir, HR Manager  
 mbellendir@pawneenation.org  
 Ext 124

**Office Location**  
 881 Little Dee Drive  
 Pawnee, OK 74058

**Mailing address**  
 PO Box 470, Pawnee, OK 74058



**2015 New Full-Time Hires**

- ◆ Richard Shade- Housekeeping
- ◆ Andrew Knife Chief- Executive Director
- ◆ Cory DeRoin-LittleWounded- Procurement Manager
- ◆ William Perry- Finance Director
- ◆ Carla Carney- Network Security Specialist
- ◆ Deidre Yerbic- Tribal Planning and Development Director
- ◆ Ashley Hadix- Gaming Licensing Assistant
- ◆ Arthur Attocknie- Gaming Commission Director
- ◆ Brenda Frazier- Surveillance Manager
- ◆ Danna Sharp- Surveillance Supervisor
- ◆ Kenneth Miller- Surveillance Monitor
- ◆ Nonie Selfridge- Surveillance Technician
- ◆ Shane Crockett- Surveillance Monitor
- ◆ Rafael George- Surveillance Monitor
- ◆ Walterene Hare- TERO Administrative Assistant
- ◆ Joseph Hawkins- TERO Compliance Officer/Foreman
- ◆ Herb Adson- Cultural Resources Director
- ◆ Jamie McFarland- Child Care Teacher

- ◆ Amanda Dunbar- Infant- Pre K Teacher
- ◆ Samantha Turner- Master Teacher
- ◆ Jimson Shaw- Transportation Tech/Heavy Equipment Operator
- ◆ Christina Goodson- Youth Services Coordinator
- ◆ Melisalyn Harris- Indian Child Welfare Coordinator
- ◆ Priscilla Begay- Inventory/Receiving Clerk
- ◆ Jonathan Snell- Surveillance Monitor
- ◆ Jamie Nelson- HR Coordinator
- ◆ Margaret Twins- Gaming Office Assistant
- ◆ Brandon Novotny- Surveillance Supervisor
- ◆ Martha Only A Chief- Cultural Resources Administrative Assistant
- ◆ Jerry Riley- Title VI Assistant Cook

**2015 New Part Time Hires**

- ◆ Becky Holt- Childcare Cook
- ◆ Brooklin Dailey- Pawnee Nation College Clerk/Van Driver

## Planning and Development Division



**Contact Information**  
Deidre Yerbic  
dyerbic@pawneenation.org  
Ext. 127

**Office Location**  
881 Little Dee Drive  
Pawnee, OK 74058

The Division of Planning and Tribal Development hired a new Division Director in July of 2015. Deidre Bigheart Yerbic is an Osage tribal member and lives in Morrison, Oklahoma. Deidre completed degree programs at the University of Central Oklahoma as well as the University of Oklahoma. During her tenure as an educator and researcher, Deidre developed expertise in evaluation, organizational structure and instruction. She brings to her new position over ten years of Executive Tribal Administrative experience as well as government affairs experience. Her passion is to promote tribal sovereignty through self-governance and plans to focus on ensuring the Federal recognition of the Pawnee Nation for future generations. As the Planning Director, Deidre has been tasked with facilitating the development of a Strategic Plan with the Pawnee Business Council, conducting systemic program evaluations in order to inform the processes and structure of the Pawnee Nation government departments and divisions.

### 2015 Highlights:

Secured the Construction Manager contract for the Pawnee Resource Building; ICDBG-14 project.

Developed a vision and mission statement with the PBC

### *PBC Vision Statement*

***THE PAWNEE NATION WITH ABOUNDING PRIDE IN OUR CULTURAL AND TRADITIONAL HERITAGE WILL PROMOTE OUR SOCIAL, ECONOMIC AND POLITICAL ADVANCEMENT TO SECURE THE COMMON WELFARE AND WELL BEING OF OUR NATION AND ITS MEMBERS THROUGH TRANSPARENCY, TRUST, LEADERSHIP AND SOVEREIGNTY.***

### *PBC Mission Statement*

***THROUGH FAITH, TRUST, AND GUIDANCE OF TIRAWAHAT PROVIDE EFFECTIVE AND EXEMPLARY LEADERSHIP TO PROMOTE, PROTECT, AND ENRICH THE LIVES OF THE***

***MEMBERS OF THE PAWNEE NATION BY EXERCISING OUR INHERENT SOVEREIGN RIGHTS, WHILE MAINTAINING TRADITIONAL AND CULTURAL CUSTOMS AND RESPECT OF THE PAWNEE PEOPLE.***

Assisted PBC in developing the following priorities

### **LEADERSHIP & TRAINING**

***INVESTING IN TRIBAL MEMBERS THROUGH CIVIC RESPONSIBILITY, EMPLOYMENT, MENTORSHIP, AND VOLUNTEER OPPORTUNITIES TO ENRICH THE LIVES AND BUILD THE CAPACITY OF THE PAWNEE PEOPLE.***

### **YOUTH**

***INVESTING IN TRIBAL YOUTH BY PROVIDING OPPORTUNITIES AND RESOURCES THROUGH CULTURAL, EDUCATIONAL, AND RECREATIONAL ACTIVITIES.***

### **ECONOMIC DEVELOPMENT**

***DEVELOP, IN COLLABORATION WITH THE PN TDC, A DIVERSIFIED STRATEGIC ECONOMIC PLATFORM IN ORDER TO ENSURE THE ECONOMIC GROWTH AND STABILITY OF THE PAWNEE NATION.***

### **CULTURE**

***PROMOTING, ENCOURAGING AND LIVING THE PAWNEE WAY OF LIFE.***

### **HEALTH**

***PROMOTE HEALTHY LIFESTYLES THROUGH SPIRITUAL, SOCIAL AND PHYSICAL ACTIVITIES AND EVENTS.***

### **EDUCATION**

***PROVIDING OPPURTUNITIES TO OBTAIN SELF-SUFFICIENCY, ENLIGHTEN MEMBERS ON NEW OR EXPANDED POSSIBILITIES, ENCOURAGING EMPOWERMENT AND PROMOTING LIFE-LONG LEARNING.***

### **FAMILY DEVELOPMENT**

***PROVIDING A TRADITIONAL, SPIRITUAL AND CULTURAL UNDERSTANDING OF WHO WE ARE AS PAWNEE PEOPLE WHILE SUPPORTING, STRENGTHENING & EDUCATING THE FAMILY UNIT AND PROMOTING POSITIVE FAMILY DEVELOPMENT.***

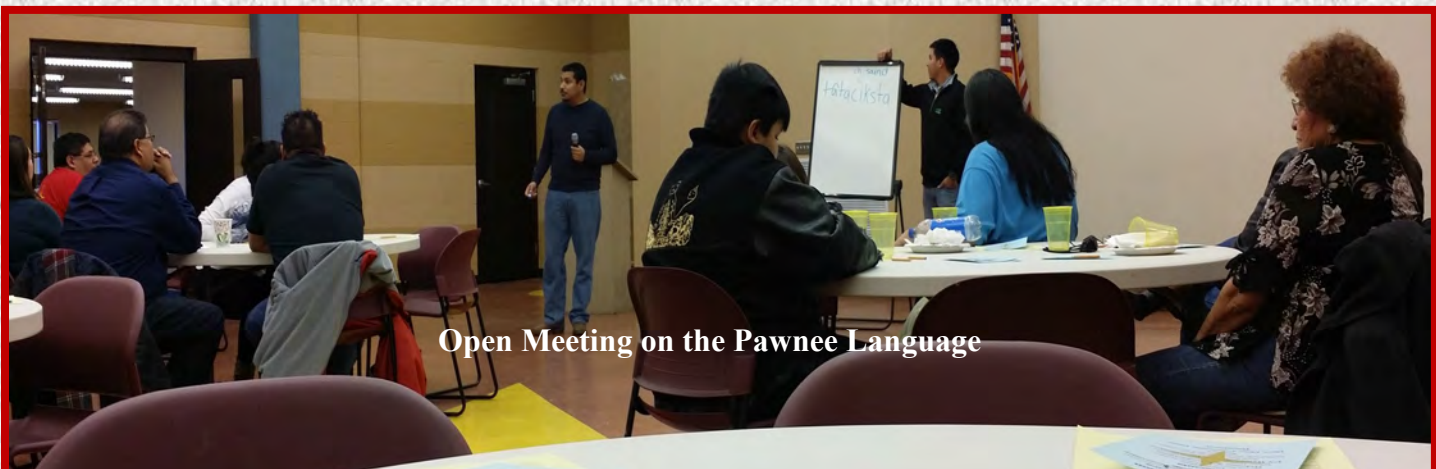
*Planning and Development Division*

**GOVERNMENTAL & RESOURCE DEVELOPMENT**

*PRIORITY NEEDS AND SUSTAIN ESTABLISHED PROGRAMS AND SERVICES.*

*PROVIDE A STABLE ORGANIZATIONAL INFRA-STRUCTURE, INSTITUTE LAW AND ORDER CODES THAT PROMOTE AND EXERCISE SELF-DETERMINATION, OBTAIN NECESSARY RESOURCES TO ADEQUATELY ADDRESS TRIBAL*

Submitted proposals and provide technical assistance to the following Divisions: Health & Community Services, Natural Resources and Safety, Cultural Resources and Education.



Open Meeting on the Pawnee Language



PBC Strategic Planning Session

**Indian Community Development Block Grant (ICDBG)**

This division also includes the Indian Community Development Block Grant (ICDBG) Office, which has Reva Howell as the Project Coordinator.

Highlights of this office includes the following

- ◆ Close-out of the 2012 ICDBG “Elder’s Facility Project”
- ◆ Near completion of the design of the Pawnee Resource Center that is funded under the 2014 ICDBG funding cycle; and
- ◆ The development and submission of a new HUD proposal for the 2015 funding cycle for an Aquatic Center.



**Contact Information**  
 Reva Howell, Coordinator  
 rhowell@pawneenation.org  
 Ext. 194

**Office Location:**  
 881 Little Dee Drive  
 Pawnee, OK 74058

# Administrative Affairs Division

The Administrative Affairs Division has administrative oversight of four Departments of the Pawnee Nation and they include:

- ◆ Information Technology Department, located in Building 64
- ◆ Communications Department, located in the Multipurpose Center
- ◆ Procurement Department, located in Building 64
- ◆ Enrollment Department, located in Building 1

Muriel Robedeaux is the Administrative Affairs Director and other duties other than oversight of the four departments listed above includes, review and revision of the Fiscal Policies and Procedures, Organizational Chart changes, sitting on the Budget Committee, Proposal Review Committee and is a member of the Executive Staff.

This past year’s accomplishments have included assisting the Finance Division in the development of the Indirect Cost Proposals for 2012, 2013, 2014, 2015 and 2016. The 2012-2014 Indirect Cost Rates were also approved during this calendar year and the 2015 and 2016 will be reviewed by our cognizant agency in 2016.

### Information Technology Department

It is the purpose of the Office of Information Technology (OIT) to provide the Pawnee Nation and its programs support and services in the area of Information Technology. The services provided include network administration, systems administration, desktop support and consulting & procurement services directly related to tribal computer systems. The office carries out its roles and responsibilities to applicable departments and programs that secure such services through indirect cost contributions.

In 2015, the IT department continued on the path laid forth by the IT Strategic Plan. We continued with the Desktop Redirection initiative by building out more new servers and placing users and data on those servers, completed a portion of Objective 3 of the IT Strategic Plan (Segregate SAN to Server Traffic), started the process of moving our phone lines over to the SIP trunks, and attended various trainings locally and online to help further our skillsets.

We finished the process of moving our phone lines over to the SIP trunks, continued with the Desktop Redirection initiative by building out more new servers and placing users and data on those servers, and

Also, assisted the Finance Division with the 2016 Budget Call and was the acting Finance Director during the time period when the Human Resources Office was recruiting for a new Finance Director.



**Contact Information**  
 Muriel Robedeaux  
 mrobedeaux@pawneenation.org  
 918-762-3621 Ext. 128

**Office Location**  
 881 Little Dee Drive  
 Pawnee, OK 74058

attended various trainings locally, online, and abroad to help further our skillsets.



(L to R)  
 Pius SpottedHorsechief (IT Systems Administrator),  
 Carla Carney (Network Security Specialist)  
 Ciara Perryman (Computer Support Specialist)  
 Christal Windholz (IT Manager)

*Administrative Affairs Division*

**Procurement Department**

The Procurement Department was established in the end of the second quarter, of 2015, and at first, the Procurement Department only housed the Procurement Manager, Cory DeRoin Little Wounded, and was originally housed within the Finance Division.

This department was eventually transferred to the Division of Administrative Affairs at the end of the last quarter of 2015. Here, the Procurement Department has been able to pick up momentum, and has made strides in the areas of inventory control and purchasing.

Major accomplishments has included assisting in writing of Request for Proposals (RFP), and becoming more involved in bid-openings. A new member of this division was recruited through the Human Resources Department and Priscilla Begay was hired as the Inventory/Receiving Clerk.

This new department is located on the south side of Building 64, next to the Information Technology Department.



**Contact Information**

Cory DeRoin-LittleWounded, Procurement Manager Ext. 118  
 cderoin@pawneenation.org

Priscilla Begay, Inventory/Receiving Clerk Ext. 117  
 pbegay@pawneenation.org

**Address**

881 Little Dee Drive  
 Pawnee, OK 74058

**Communications Department**

The Communications Manager is the editor and designer of the *Chaticks Si Chaticks*, the Official publication of the Pawnee Nation. This year six newspapers were printed. The March, April, July, September, December and a Special Election issue in mid-December. The April paper was also an Election Issue with letters from candidates for President, Treasurer, First and Second Council Seats. A live radio program that addresses what is going on at the Pawnee Nation airs on the first and third Wednesday of every month at 9:00 a.m. The pro-gram airs live on 1600 Kush and is available online at www.1600KUSH.com. The Communications Office is responsible for photographing all Tribal Events and updating the website and Facebook pages on a daily basis. The Communications Manager also serves as the Public Information Officer for Emergency Management. Additional duties include; approving all flyers that announce Pawnee Nation Events and any press releases that are distributed to the media and the public.



**Contact Information**

Jeffery Harjo, Communications Manager  
 jharjo@pawneenation.org  
 Ext. 126

**Office Location**

806 S. Morris Rd  
 Pawnee, OK 74058  
 (Pawnee Nation Wellness Center)

**Visit us on Facebook:** Pawnee Nation of Oklahoma

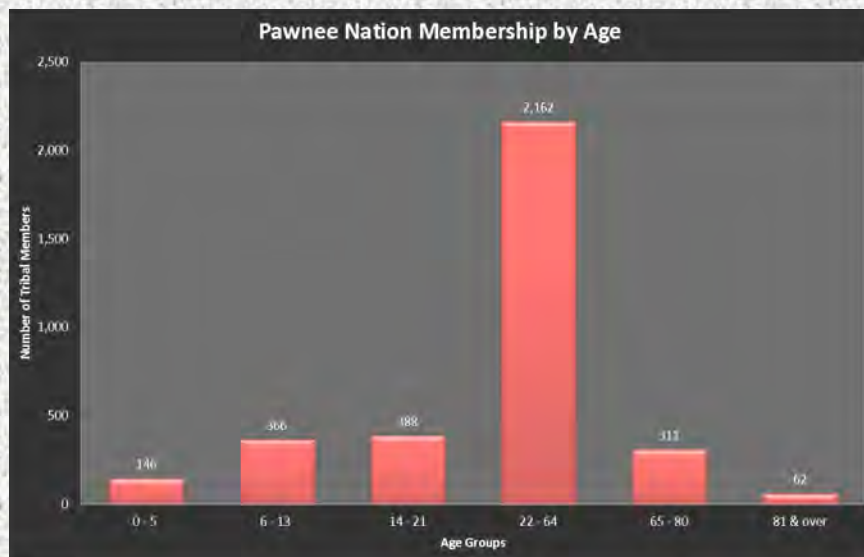
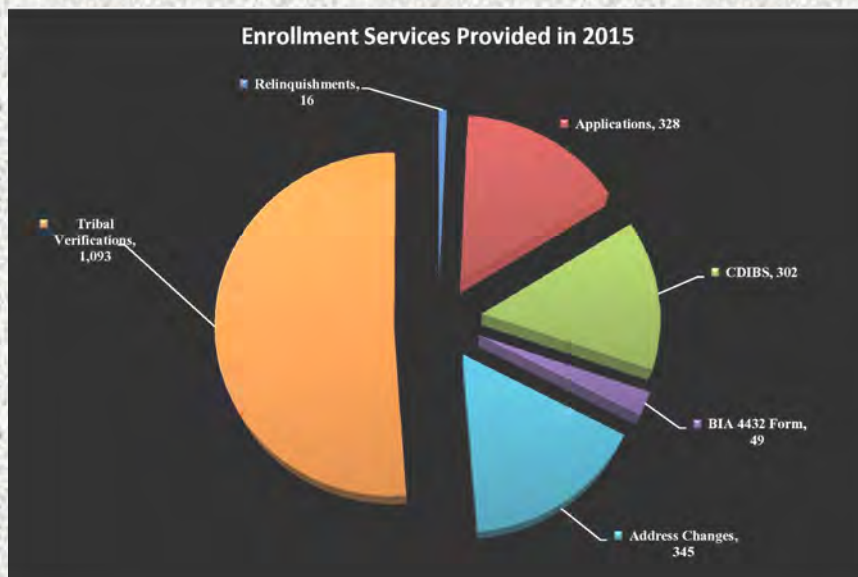
*Administrative Affairs Division*

**Enrollment Department**

The Pawnee Nation’s Enrollment Department is responsible for all aspects of tribal membership. This scope of work includes, but is not limited to, maintaining up-to-date tribal enrollment records, providing and processing applications for tribal enrollment, processing relinquishments per request of tribal enrollment, process relinquishment of Pawnee membership when dual enrollment is discovered, issuing Pawnee Tribal Member Certificate of Degree of Indian Blood (CDIB) cards, issuing Verification of Indian Preference (BIA Form 4432) forms and updating tribal members addresses.

There were 105 Pawnee Nation Tribal Members added to the membership roll for the year 2015.

The following is a pie graph for the main services which the Enrollment Department provided for the 2015 year.



**Enrollment Statistical Data**  
*(as of the close of 2015)*

**3,435**  
Pawnee Enrolled Tribal Members

**610**  
Pawnee Tribal Members living in the City of Pawnee.

**2,112** Tribal Members live in Oklahoma and **1,323** Tribal Members living outside of Oklahoma

**Pawnee Nation Membership composed of 1,720 males & 1,715 females**



(L to R) Carrie Peters and Karen Haymond

**Contact Information**  
Carrie Peters, Enrollment Manager  
cpeters@pawneenation.org  
Ext. 136

Karen Haymond, Enrollment Assistant  
khaymond@pawneenation.org  
Ext. 137

**Office Location**  
490 Agency Road  
Pawnee, OK 74058

## Pawnee Tribal Court



(L to R) Brandi Johnson and Suzie Kanuho

### Contact Information

Suzie Kanuho, Court Clerk  
skanuho@pawneenation.org  
Ext. 140

Brandi Johnson, Deputy Court Clerk  
bjohnson@pawneenation.org  
Ext. 141

### Office Location

700 Agency Rd  
Bld. 33  
Pawnee, OK 74058

The Pawnee Nation was awarded a Multi-Year, three (3) year P.L. 93-638 Self-Determination contract for Fiscal Year 2013 through Fiscal Year 2015, from the Bureau of Indian Affairs for the administration of the Tribal Court Program. The awarded amount for 2015 was \$45,160. A final allocation of Direct Cost funds were added to make our final allocation budget \$45,619. Indirect Cost funds were added to the Contract in the amount of \$5,075 for the total amount of \$50,694 annual Tribal Court budget.

The B.I.A. Tribal Court Contract budget provides for the salary of one full-time staff, the Court Clerk/Court Administrator, who serves in the capacity of Program Director and is responsible for administering and overseeing the budgets and contract reporting requirements. This position also oversees the operation of the court and the administration of the tribal court as stated within the statutes of the Pawnee Nation Law and Order Code. The breakdown of the budget; the Court Clerk/Administrator's annual salary is \$38,584 for the year plus fringe benefits in the amount of \$5,779. The awarded grant/contract allows for

Telephone/Communications in the amount of \$5,788.00 and expendable office supplies in the amount of \$1,256. This budget cannot support Space Costs (rent) or any costs related to training, such as Per Diem, Lodging, Mileage, Tolls, Parking and Registration Fees.

The Court Budget is supplemented annually by tribal funds. This year, the total awarded amount was \$117,032. This budget provides for the salary of one full-time Deputy Court Clerk. It also provides for the five Supreme Court Justices contractual salary at \$450.00 for each of the five Justices, which totals of \$2,250 per year. The budget allows for the Justices to meet twice each year as well as two Administrative days for each of the Justices to review and render decisions on pending appeals. The Supreme Court Justices are the following; the Honorable Bob Buchanan of Pawnee, OK, has been appointed as Chief Justice. Justice Buchanan's term will expire on June 23, 2016; the Honorable Terry Mason Moore, of Fairfax, OK, contract ending December 20, 2015; the Honorable Mark Echo-Hawk, of Pocatello, ID, contract ending September 27 2021 and the Honorable Gregory D. Smith, of Clarksville, TN. Justice Smith was appointed to the Supreme Court Justice position on March 6, 2015. Marsha Harlan submitted her resignation as Supreme Court Justice on May 15, 2015. Recruitment to fill the vacancy left by Ms. Harlan's resignation occurred in September, 2015. However, this recruitment only garnered 2 applicants. A larger applicant pool is desired to pull from for interviews. A second recruitment for this position will occur in early January, 2016. The Justices serve eight year terms according to the statutes of the Pawnee Nation Law and Order Code.

The Pawnee Nation Supreme Court convened on Monday, October 5, 2015, at 9:00 am. District Court Chief Judge, Dianne Barker Harrold, Public Defender, Don Mason and Prosecutor Geri Wisner addressed the Supreme Court regarding issues with juvenile matters in the District Court and possible solutions to the issues. The Supreme Court then convened to address one pending appeal.

The Tribal Funds budget provides for the Pawnee Nation District Court to hear Court dockets twice per month. Court was held twenty two (22) times in 2015. In 2015, Chief Judge Dianne Barker Harrold presided over nine (9) dockets on April 24, May 29, June 26, July 31, August 14, September 11, October 23, November 18, and December 18. Chief Judge, Dianne Barker Harrold's contractual salary per year is



### *Pawnee Tribal Court*

\$5,400 annually and is paid from the Supplemental Budget funds. During a special session on March 6, 2015; the Pawnee Nation Business Council selected Judge Dianne Barker Harrold to fill the position of Chief Judge for the District Court after Chief Judge Jon Douthitt submitted his resignation on December 18, 2014. District Court Chief Judge Dianne Barker Harrold's contract is for six years and will end on March 13, 2021. Chief Judge Barker Harrold holds her dockets on the last Friday of each month hearing a morning docket of Civil, Guardianship and VAW cases and an afternoon docket of Criminal and Juvenile cases. With the splitting of her dockets in this manner; this eases and remedies and over crowded courtroom and allows for confidentiality in certain cases.

The Honorable Phil Lujan presided as Associate Judge to hear cases that the District Court Chief Judge may have recused herself from hearing as well as all other civil matters assigned to his docket. In 2015 Court was held twelve (12) times, with Judge Lujan presiding on January 9, February 13, March 13, April 10, May 8, June 12, July 10, August 28, September 28, October 30, November 13, and December 11. Associate Judge Lujan's contract term is for 6 years beginning September 27, 2013 and ending September 27, 2019. Associate Judge Lujan added the Chief Judge's cases to his docket in February and March, 2015 during the recruitment period for the Chief Judge position. Contractual salary for the Associate Judge is \$5,400 annually and is paid from the Supplemental funds.

Ms. Geri Wisner serves the Pawnee Nation District Court as Prosecutor. Ms. Wisner's contract term is for three years and will expire on June 1, 2016. The Prosecutor's salary is \$400 per court session for 24 sessions per year, with an annual salary of \$9,600 per year with funding allocated from the Tribal Court Supplemental budget.

Mr. Don Mason, Jr. serves the Pawnee Nation District Court as Public Defender. The term of his contract is for 3 years which will expire on August 8, 2016. His salary is \$400 per Court session for 24 sessions per year and an annual salary of the Public Defender position is \$9,600, which also is paid from the Tribal Court Supplemental budget.

The total combined BIA Tribal Court Budget and Contractual Judicial Salaries Budget (Supplement Funds and Indirect Costs) totals \$167,726 for the year 2015, which is a decrease from the 2014 budgets. This past year, court was held on 22 court dates for the year 2015. There was a total of 10 criminal

cases; 78 civil cases; 19 divorces, 9 small claims, 5 marriage, 60 guardianships, 4 juveniles, 0 adoption, and 1 Supreme Court case that were heard before the Court for the year 2015.

#### **Continued Accomplishments**

Our case load has increased, from 171 in 2014 to a total of 192 cases that were on the docket for 2015; consisting of 10 criminal cases; 78 civil cases; 20 divorces, 9 small claims, 5 marriages, 63 guardianships, 13 juvenile, 0 adoption and 1 Supreme Court case that were heard for the year 2015. The Court Clerk's case load consists of processing petitions such as guardianships, name change petitions, divorce petitions, adoptions, child custody petitions, termination of parental rights, and voluntary grant of custodial care petitions, civil complaint petitions, small claims, and marriages; as well as drafting Orders for the Judges.

The Court Clerk, Suzie Kanuho has been busy administering the daily operations of the Court. Daily activities include: preparing legal petitions, processing legal cases, drafting orders for the Judge's signature, preparing the court docket, preparing notice of hearings, maintaining the contract files and preparing contract reports, maintaining court files, procurement files, financial files, invoices, budgets, recording of court proceedings in the courtroom, swearing in oaths in the courtroom, shorthand, transcription, file stamping all incoming legal documents and recording entries of legal documents in the Court Docket book and entering data in the Court Management System the Court Clerk also serves as the receptionist answering the telephone, issues receipts, collects fines and fees, makes bank deposits, post office runs. The Court Clerk's associates are the Prosecutor, Public Defender, Indian Child Welfare Caseworker, Violence Against Women Advocates, Substance Abuse Program, B.I.A Social Worker, Court Appointed Special Advocates, Department of Environmental Conservation, and Tribal Police. The Court clerk works under the direction and supervision of the Executive Director and the Supreme Court Chief Justice.

Ms. Brandi Johnson fulfills the duties as full-time Deputy Court Clerk and assists the Court Clerk with the following duties: serves as receptionist, collects fines and fees, issues receipts, makes bank deposits, enters data into the Court Management System, filing, assisting individuals with filling out forms and refers individuals to the Public Defender for legal advice or to answer legal questions. Ms. Johnson attended and successfully completed Court Clerk training on April

***Pawnee Tribal Court***

18, 2014. The training was presented by Indian Collaborative Consultants, LLC and hosted by The Southern Plains Region Bureau of Indian Affairs. Ms. Johnson also attended the 2014 Administrative Assistant Conference in Lawton, OK on March 4, 2014.

Chief Judge Dianne Barker Harrold administered the Oath of Office to the newly elected Pawnee Nation Business Council members at the Inauguration on May 16, 2015 with assistance from the Court Clerk.

The Court Clerk and the Deputy Court Clerk attended and successfully completed Court Clerk Ethics Training on November 19 and 20, 2015 in Norman, OK. This training was sponsored by the Bureau of Indian Affairs Southern Plains Regional Office, Office of Tribal Government Services and was presented by Indian Collaborative Consultants. This training consisted of a Basic Sovereignty overview; Developing, Writing and Implementing Effective Policies; Identifying Proper Procedure; Confidentiality; Ethics and Networking. Some of the training was a refresher, but the most helpful part was networking with different tribal courts across the United States. As a result of this training, all of the attendees have developed a networking circle via e-mail.

In December, 2015, the District Court staff partnered with the Pawnee Nation Indian Child Welfare staff and Pawnee Nation Law Enforcement staff to host a Christmas party for our tribal foster children. Staff members of the Health and Community Services Division and Planning Division were also on hand to assist in helping with the various activities that were planned for the children during the party. An anonymous donor donated toys for all of the children and T-shirts were donated by the Pawnee Nation Tax Commission for each child. We extend our sincere thanks to the many individuals, organizations and tribal programs for the donations to make the party a

huge success for the children.

In August, 2013 the Pawnee Nation District Court applied for One-Time funding from the Office of Justice Services, Division of Tribal Justice Support to establish a Law Library. In November, 2013, the Pawnee Nation District Court received the award letter granting \$20,000. The Pawnee Nation District Court continues efforts to expend these funds and establishing a Law Library.

The Pawnee Nation District Court staff collaborated with Oklahoma Indian Legal Services to provide free Wills and Estates Clinics for tribal citizens, held on March 20, 2015. The clinic was held in the courtroom of the Pawnee Nation District Court. This free service will be a continuing event held periodically as scheduling allows.

The Pawnee Nation District Court accommodates the U.S. Department of the Interior Office of Hearings and Appeals by posting Notices of Hearings for Probate hearings for Pawnee tribal members and tribal members of neighboring tribes. Notices for these hearings are posted quarterly. The Interior Office of Hearings and Appeals utilize the Pawnee Nation District Courtroom for Probate Hearings. The Court Clerk and Deputy Court Clerk do not assist the Administrative Law Judge during these hearings.

Our goal is to provide a tribal court system for the administration of justice for the Pawnee Nation in criminal, civil, and juvenile matters. This goal has been accomplished for the year 2015 with the continued funding received from the contract funds from the Bureau of Indian Affairs, Department of the Interior.

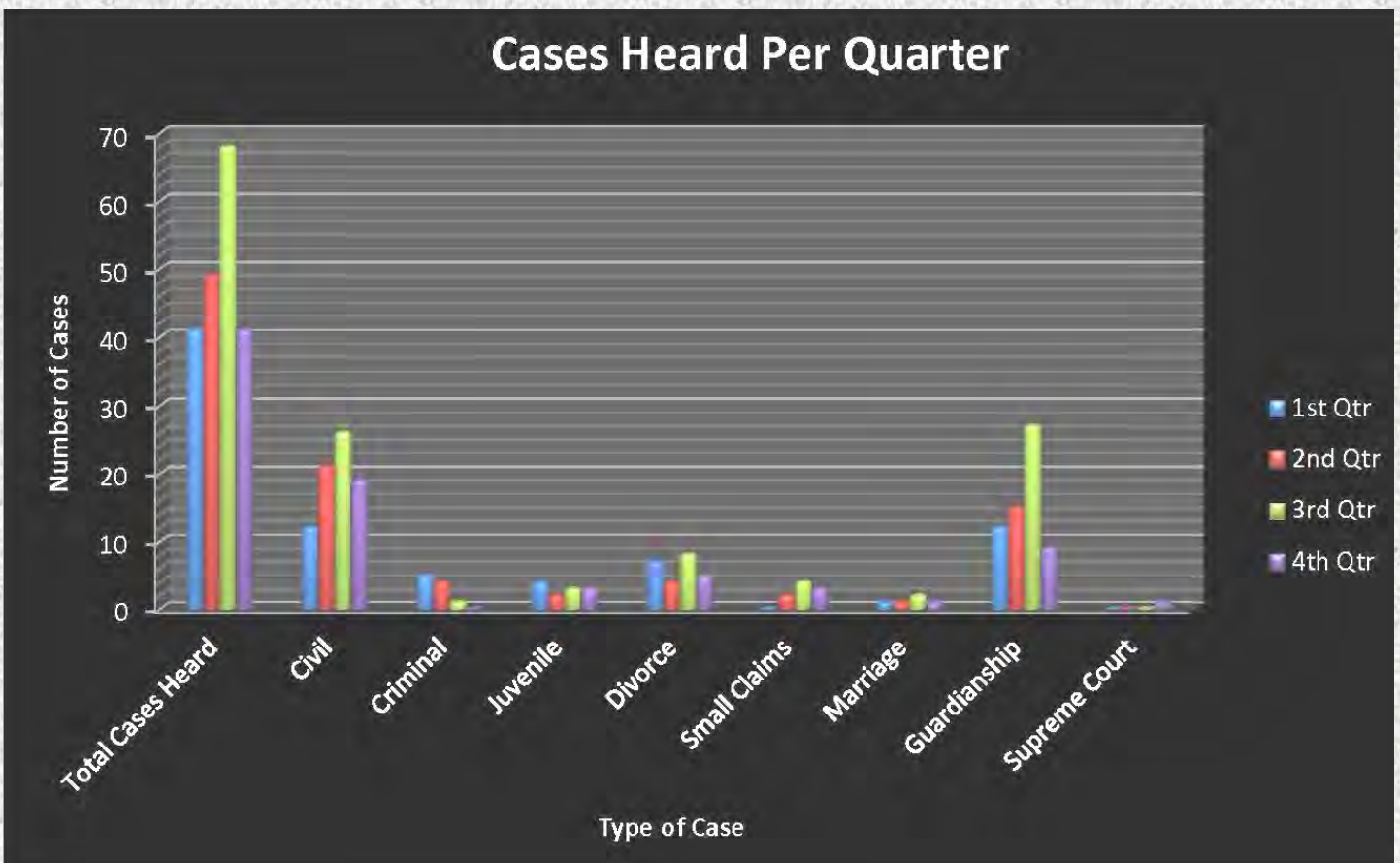
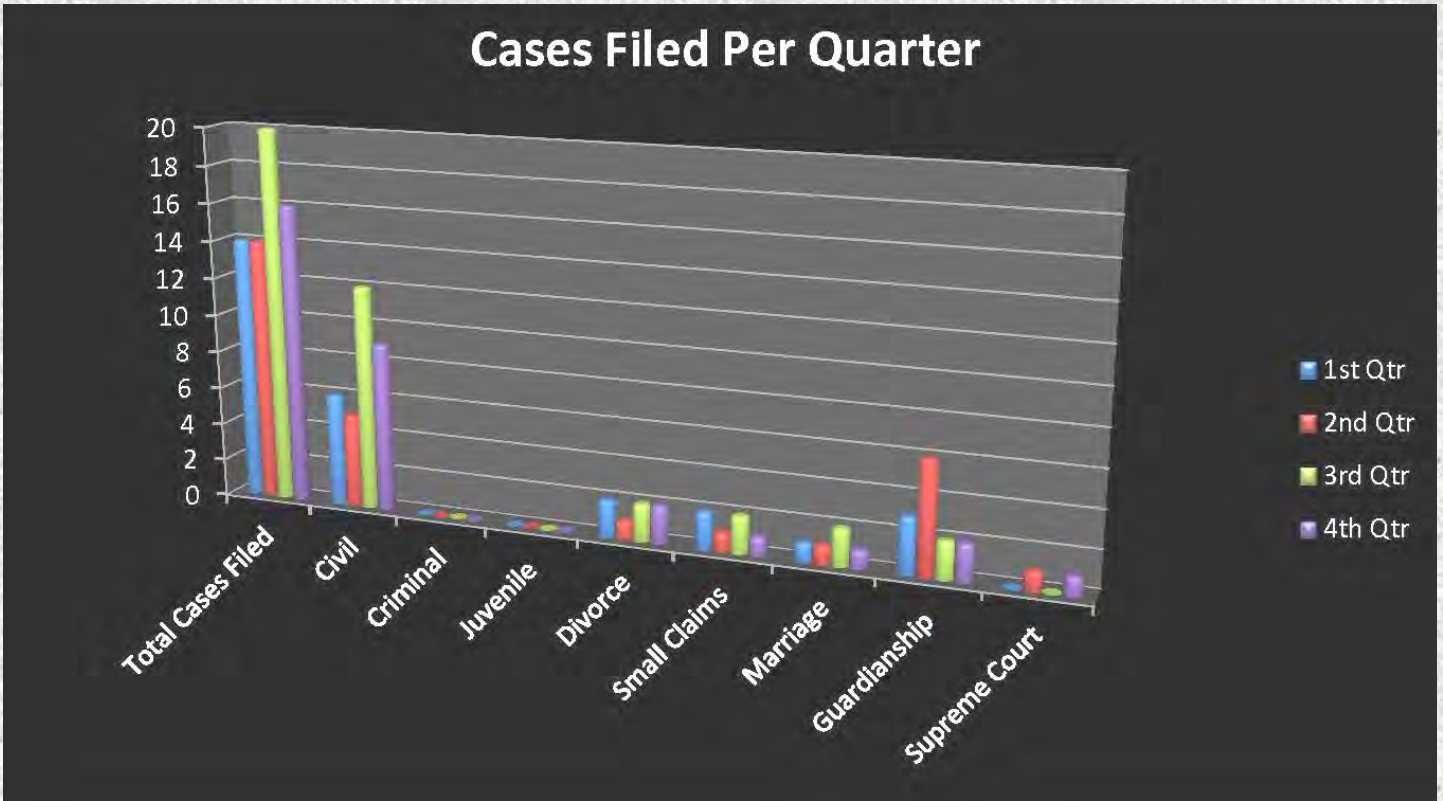
Respectfully Submitted By:

Suzanne Kanuho, Court Clerk  
Pawnee Nation District Court

**Total Amount of Fines/Fees Collected**

PNSC	Criminal	Civil	Small Claims	Guardianship	Divorce	Marriage	Grand Total:
\$200.00	\$200.00	\$1,346.25	\$285.00	\$598.00	\$333.00	\$175.00	\$3,137.25

*Pawnee Tribal Court*



## Annual Report Dedication

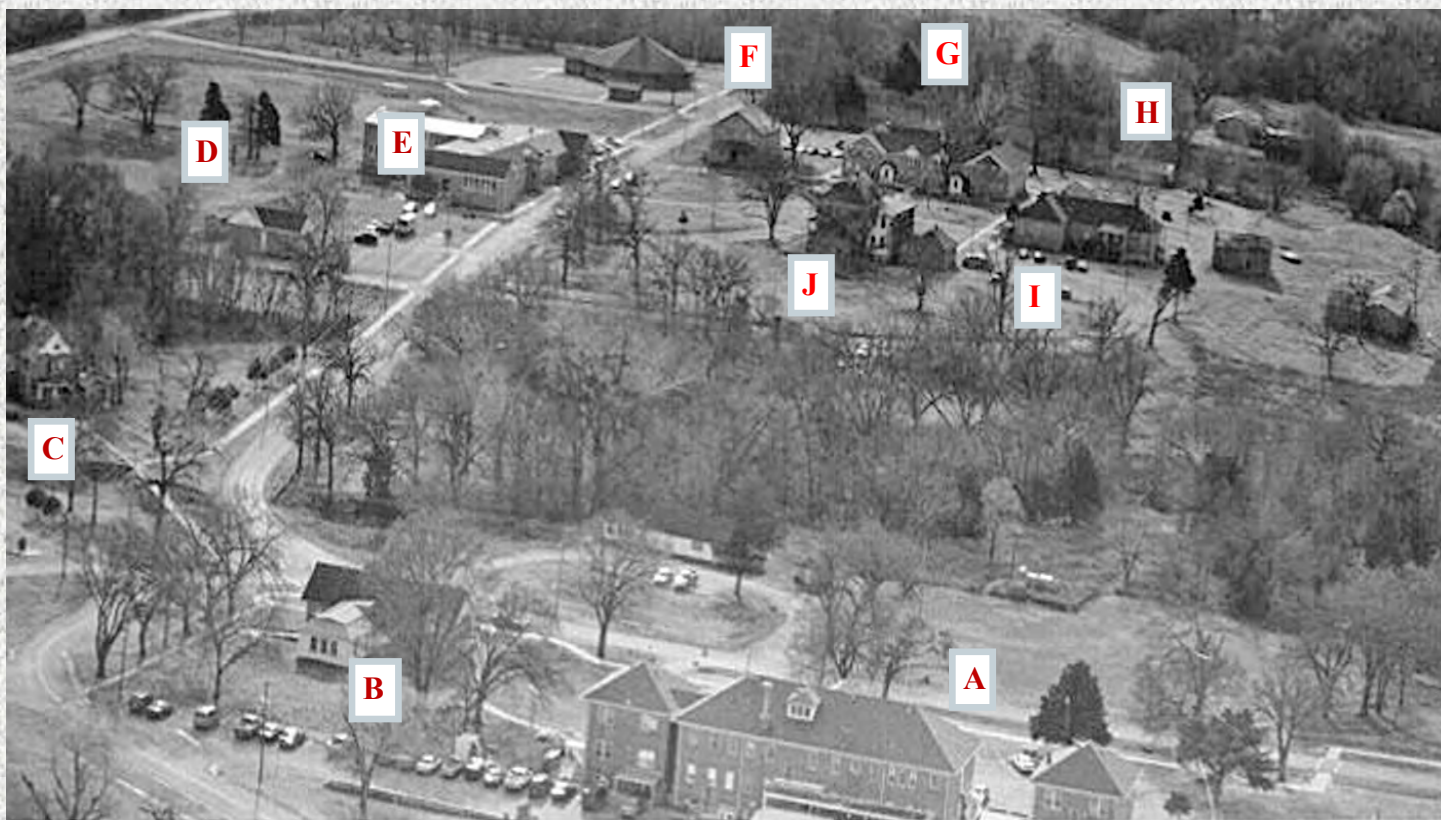
**The Pawnee Nation dedicates the 2015 Annual Report to the  
“Pawnee Agency and Boarding School Historic District”.**

“*Pawnee Agency and Boarding School Historic District*” was added to the National Register of Historic Places in December of 2000.

This aerial photo shows several of the buildings that are a part of the “*Pawnee Agency and Boarding School Historic District*”. The original names of each of the buildings is shown in the table below and it also shows the year that each building opened or when construction began.

Several of these buildings that were once closed up after the Pawnee Indian School was closed in 1958 have since been renovated and are in use today for several of the programs and offices that provide services to the Pawnee Nation.

The aerial photo was taken by William H. Howell, Pawnee tribal member in December of 2001.



- |                                       |                         |
|---------------------------------------|-------------------------|
| A: Pawnee-Ponca Indian Hospital, 1928 | F: Staff Quarters, 1927 |
| B: Pawnee Agency, 1903                | G: Girl’s Dorm, 1878    |
| C: Superintendent’s Home, 1876        | H: Quest Quarters, 1927 |
| D: Home Economics Bldg., 1908         | I: Schoolhouse. 1013    |
| E: Schoolhouse, 1932                  | J: Boy’s Dorm, 1909     |

***“Pawnee Ponca Indian Hospital”, Current name “Health & Community Services Center”***



The Pawnee-Ponca Indian Hospital was originally constructed in 1929 and was completed in 1931. It was a fifty-five (55) bed facility. The west section originally was housing for nurses.

This building was flooded in the fall of 1959 and the flood water made it onto the main floor of the building. The patients and nurses

were evacuated to another facility until the hospital could be cleaned up. The Indian Health Service closed the in-patient services and became an out-patient clinic in 1982. In 2001 construction began on a replacement facility and this facility was closed when the new Health Center opened in 2004.

It remained closed until it was transferred back to the Pawnee Nation and then was renovated with HUD funds and now houses several of the Health & Community Services Programs for the Pawnee Nation.

***Pawnee Agency Office, Current name “Bldg #1”***



The Pawnee Agency building was constructed in the late 1903 shortly after the arrival of the Pawnee People from Nebraska.

The wood frame portion that is located on the north side was added in 1914.

This building has been used for several office and in the 1990’s it housed the Tribal Finance Office, but now houses the Enrollment Office and the Pawnee Nation Tag Office. It is also used by the Nasharo “Chiefs” Council for their meetings that are held throughout the year.

***Superintendent’s Home***



The Superintendent’s Home is the oldest building in this historic district and was built in 1876.

It was originally built as an office and residence for the Indian Agent, then eventually became the home of the Pawnee Indian School superintendent. The original porch was replaced in 1916.

When the Indian School was closed in 1958, it became a rental home. It is currently not being used.

**Home Economics Building, Current Name, "Pawnee Nation Court House"**



The Home Economics Building was constructed in 1908 as a combination steam laundry and carpenter shop. It was later converted into a storeroom in 1922. In the late 1920s and early 1930s it was used as a home economics building and then as a dormitory.

The Pawnee Nation has used it as Law Enforcement Office and Tribal Court. It is now used as the Tribal Court House after it was renovated in 2006 with a HUD grant. During renovation a concrete room was uncovered under one of the offices and a 40 foot deep cistern was uncovered under one of the hallways.

This is view of the cistern looking down from the floor



This is view of the cistern looking up from inside the cistern.



**1932 Classroom Building, Current name "BIA Building"**



The 1932 Classroom Building was built in 1932 as a school building with classrooms, offices and an auditorium.

After the school was closed in 1958, it was later used as a nursing home in the 1960s. This building

was renovated in 1976 and is now leased to the Bureau of Indian Affairs for the administrative offices of the Pawnee Agency. The original terrazzo flooring is still in good shape after all these years.

**Employee's Club, current name: "Staff Quarters"**



The Employee's Club building was built in 1927 to replace frame building that had served the same purpose as apartments for some of the employees of the Indian School.

When the school closed in 1958 this building became a part of the Nursing Home that was also using the 1932 Classroom building.

The Pawnee Nation used this building for offices and eventually as a storage area. Funding was received from HUD and this building was

renovated in 2007-2008 which added the exterior staircase on the south side and the wooden portion was completely rebuilt. It is now used by the Pawnee Nation College for it's administrative offices with a couple of classrooms.

***Girl's Dormitory, Current Name "Building 64 or Administration Building"***



The original building was built in 1878 as the Pawnee Indian boarding school. This building housed both the boys and girls and also had some classrooms. According to historical records the building was renovated in 1890 to make it larger and was later renovated in 1912 again to give it the shape that it has now.

This building was later renovated in 1976 and now houses the Pawnee Nation Administrative Offices. The most current renovation occurred on the second floor in 2005 which created space for the Pawnee Nation College's offices, classrooms and a multi-media classroom and both stairways were worked on. A lift for the handicapped was also installed by the east stairway.



***Employee's Quarters, Current Name "Pawnee Gaming Commission Building"***

The Employee's Quarters was built in 1927 and originally housed two classrooms and an office for the school principal. It was later converted to employee apartments after the 1932 Classroom Building opened.

After the school closed in 1958, it also became a rental unit and contained two apartments until the tribe took over the school buildings and has since been used as offices and as a fitness center. It is now being used as offices for the Gaming Commission.



***1913 Classroom, Current Name "Albin LeadingFox Center"***

The 1913 Classroom building was built in 1913 and was used as a schoolhouse until 1932 when the new 1932 School Building was completed and opened. This building was remodeled in 1933 for use as the school dining hall, which it was used as until 1958 when the school closed.

It was later used by the Pawnee Nation for office space and the kitchen and dining hall was used by the Title VI "Elderly Meals" Program until their new facility was built in 2000.

It was renovated in 2005 with HUD funds and is now used as classrooms and offices for the Pawnee Nation College. The kitchen area was renovated for use as a catering kitchen.



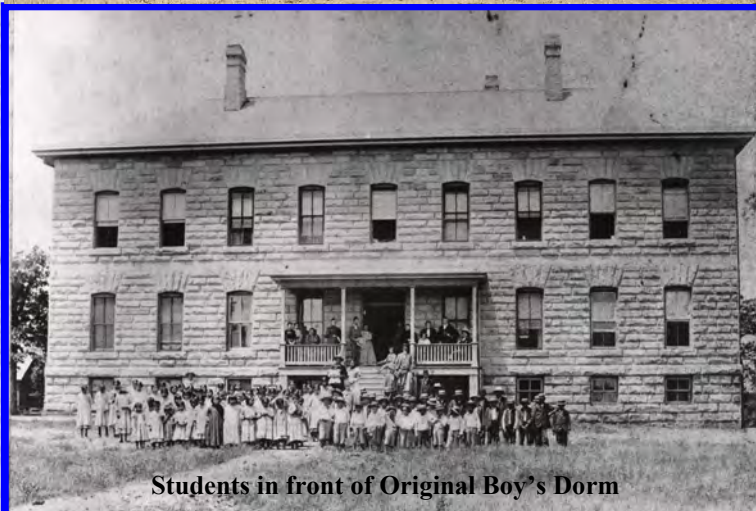
### Boy's Dormitory



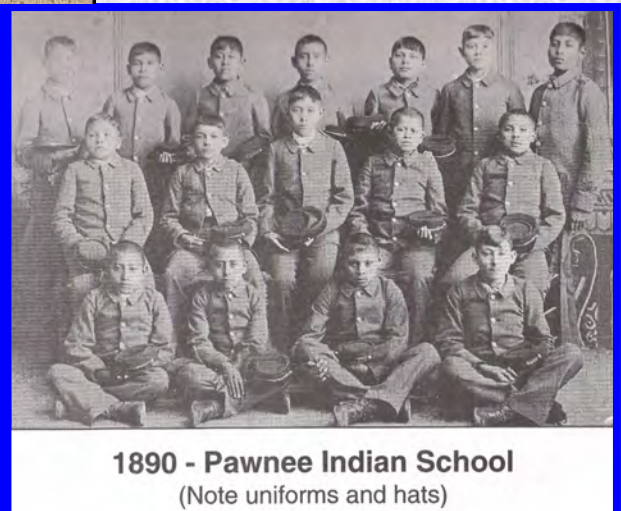
The original boy's dormitory was built in 1892 which later burned down in 1904. In 1909 a new dormitory was built and opened to be used by the boys attending school here at the Pawnee Indian School.

If you look on the north side of the existing building, you can see some of the outline of the original building, because a portion of the footing is still visible.

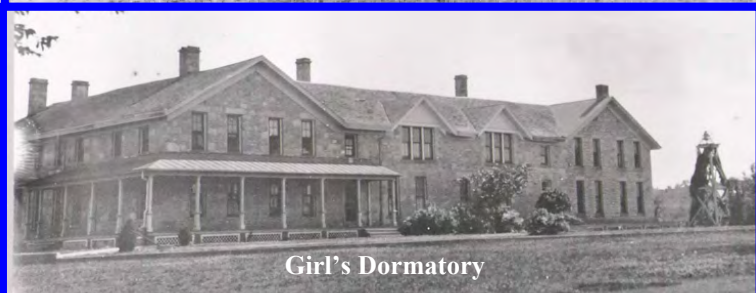
Since the closure of the school in 1958, this building has remained closed.



Students in front of Original Boy's Dorm



1890 - Pawnee Indian School  
(Note uniforms and hats)



Girl's Dormitory



Girl Students



THIS PHOTO WAS TAKEN IN 1904 - Front Row (l to r) Sam Osborne, Cecelia Matlock, Unidentified. Second Row, Unidentified, Warren Real Rider, Rush Roberts, Stacy Matlock, Eagle Chief, Unidentified, Harry Cummings. Third Row, Unidentified, William Pappan, Blanche Bell, Ella Matlock, Flora Eagle Chief, Unidentified, Unidentified. Back Row, Unidentified, Unidentified, Unidentified, Jim, St. Elmo Jim, Walter Hunt, Edgar Moore.



Boy Students



## Law Enforcement

The Pawnee Nation Law Enforcement jurisdiction covers 29,951 acres located within three counties, Pawnee, Payne, and Kay, in Oklahoma. Tribal members reside in 32% of tribal Law Enforcement direct service area. The Pawnee Nation Law Enforcement is funded by the Bureau of Indian Affairs under a five year concurrent contract. The police department consists of one (1) Chief of Police, one (1) Assistant Chief and three (3) Patrol Officers, one (1) dispatcher/Administrative Assistant. The Pawnee Nation criminal statistics have risen in the past three years, due to business ventures (casinos, retail enterprises).

Officers are directed to respond to all calls and provide professional service to members of the Pawnee Nation. If requested, officers will assist City of Pawnee Police and Pawnee County officers. Officers investigate all crimes committed within the Tribe's jurisdiction and make arrests when necessary. Routine building checks are performed nightly to assure all building within the Pawnee Reserve area is secured after hours.

The Pawnee Nation Police Department participated in the Community Health Representative Health Fair in June, gave in-house training on Human Trafficking, SORNA (Sex Offender Registration and Notification Act), and Violence Among Us – Active Shooter. The Law Enforcement Department in conjunction with the Pawnee Nation District Court and the Pawnee Nation Indian Child Welfare provided a Christmas Party for all children who are in the custody of the Pawnee Nation. Foster parents were also acknowledged due to the personal effort they make in caring for these children.

In 2015, the Pawnee Nation received a letter from the SMART office (Sentencing, Monitoring, Apprehend, Regulating and Tracking) regarding the final approval of SORNA (Sex Offenders Registration and Notification Act). The Pawnee Nation Law Enforcement shall maintain and operate pursuant to the provisions of the Pawnee Nation Registration Codes and Ordinances.

### Pawnee Nation Law Enforcement Officers Phone Numbers and Shifts

- ◆ Chief of Police David Kanuho  
918-285-6552            7:00am - 3:00 pm
- ◆ Asst Chief of Police Harold Howell  
918-285-6553            3:00pm – 11:00pm
- ◆ Office George Horn  
918-285-6067            11:00pm – 7:00am
- ◆ Office Patrick LeadingFox  
918-285-6068            6:00pm – 2:00am

- ◆ Officer Donna LeadingFox  
918-285-6483            6:00pm – 2:00am
  - ◆ Dispatcher Roberta Ahdunko  
918-399-2448            7:30am – 4:30pm
- 24 hr on call if unable to reach officer*

**Chief of Police David Kanuho**, has held the position of Chief of Police since July 29, 1996.



He is a member of the National Native American Chief of Police Association and Oklahoma Chief of Police Association. He is trained in DUI Detection Standardized Field Sobriety Testing, Violence against Indian Women, Medical Death Investigations, Hostage Negotiations, Tribal Justice and Safety, Advanced Interviewing and Interrogation, Domestic Violence and Sexual Assault, Criminal Profiling, Certified BIA Firearm instructor. Prior to holding this position, he was a Supervisor Police Officer for the Bureau of Indian Affairs. Chief Kanuho is a 1991 graduate from the U.S. Indian Police Academy, Class #61, Marana, AZ.

**Assistant Chief of Police Harold Gene Howell**, has



been a Tribal officer since January 13, 1997. He is in charge of all video cameras in the police unit, as well as Firearm Instructor for sidearm, shotguns and AR-15s. He is also a trained Taser instructor, GRACIE defensive tactics instructor, Glock Armorer, Colt Armorer and Beretta

Armorer. Radar Operator, Water Rescue, Emergency Medical Technician, Interview and Interrogation I & II, Hate and Bias Crimes in Rural Towns, Testing for Alcohol & Drug Influence, Domestic Violence – Spousal and Elderly, Use of Force and Death & Homicide. Asst. Chief Howell is a 1994 graduate of the U.S. Indian Police Academy, Class #67, Artesia, NM.

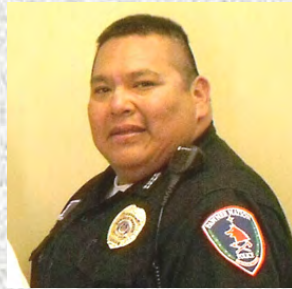
**Office George (Bob) Horn**,



has been a Tribal officer since April 25, 2000. He is Field Training Officer and Officers Training Coordinator. He has received the following training, Raid & High Risk Warrant Planning and Execution, Rape & Sex Crime Investigations, Practical Kinesics Interview & Interrogations, Dealing

**Law Enforcement**

with Difficult People, Police and People with Disabilities, Death & Homicide, Child Death Investigation – Child Death Scene to Court, Sexual Deviant Behavior and Hostage Negotiation. Prior to becoming a Pawnee Nation Officer, he began his career as an officer in 1996 for the City of Pawnee Police Department.

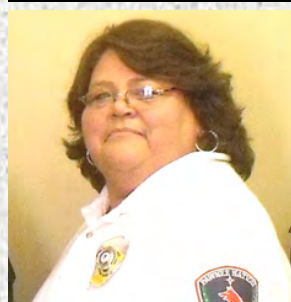


**Officer Patrick Leading Fox**, has been a Tribal Officer since December 9, 2002. Officer Leading Fox is assigned as the department’s Evidence Technician Officer, His duties include being in charge of all evidence received and disposing of all evidence once a case has been closed. He has received training in Fire Fighter I, First Responder, Street Crimes, Interviewing and Interrogation I & II, Child Abuse Investigation, Domestic Violence, Cell Phone Technology, The Bulletproof Warrior, Enforcing Underage Drinking Laws & Environmental Strategies, and a certified Storm Spotter. Officer Leading Fox is a 2003 graduate of the U.S. Indian Police Academy, Class #97,Artesia, NM.



**Officer Donna Leading Fox**, has been a Tribal Officer since December 3, 2012. She also serves as Physical Fitness Officer. She has received training in Emergency Medical Technician, Death Notification, Street Crime, Hostage Negotiation Training, Domestic Violence, Child and Sexual Abuse, and she is a certified GRACIE Defensive Tactics Instructor. Prior to becoming a Pawnee Nation Officer, she began her career in law enforcement in 2004 working as an officer for the City of Pawnee Police Department.

**Dispatcher Robertajean Ahdunko** – has been employed since January 23, 2012. She also serves as Administrative Assistant and SORNA representative, and Notary Public Commission. She has received training in Public Safety Telecommunicator, Understanding Language, & Culture barriers on 9-1-1 Calls, Through the Eyes of Children 9-1-1 Calls, Amber Alert, Human Traffick-



## Health & Community Services Division (DHCS)

### Mission of the Division of Health and Community Services

*“To improve the overall wellness and lifestyle of Pawnee Tribal members and Native Americans within our community.”*

DHCS accomplishes this by providing services such as health education, substance abuse counseling, nutrition, physical fitness, preservation of family, safety planning, and youth development. The Division of Health and Community Services consists of eight (programs) under (4) departments: Health-Community Health Representatives/Health Education and Special Diabetes Program for Indians; Prevention-Substance Abuse Program and Pawnee Pride; Nutrition Services-Food Distribution and Title VI; and Family Services-Ti-Hirasa Domestic Violence Program and Indian Child Welfare.

During 2014 & 2015, the Division was separated and there were three different supervisors overseeing their prospective programs. As of July 20, 2015, all eight programs were moved under one supervisor. Since then, much time has been put into making sure all programs are using the required tribal forms, following all policies and procedures, budgets and funding agency reports are up-to-date, and more importantly, re-establishing teamwork and communication in the division.

#### Contact Information

Tiffany Frieze, DHCS Director  
Ext. 168

[tfrieze@pawneenation.org](mailto:tfrieze@pawneenation.org)

#### Office Location:

116 DHCS Building-  
400 Agency Road



### Community Health Representative & Health Education Programs

The Community Health Representative (CHR) and Health Education (HE) Programs provide an array of health based services to the both the Tribal and Non-tribal communities within Pawnee County. The overall goal for both of these programs is to advocate for and enhance the quality of life of the people we serve. The goals and objectives for both the CHR and Health Education programs were successfully met during 2015 with the outcomes listed below.

The CHR program gained one new staff member during 2015. Grant Hawkins came on board with the program as a Generalist in August 2015 and has been a great asset to the program. Other CHR staff members include Jaime Jestes, Program Coordinator, Jasha Lyons – Echo-Hawk, Administrative Assistant, and Sharon Swartz, Generalist.



(L to R) Jaime Jestes, Jasha Lyons—Echo-Hawk, Grant Hawkins, Sharon Swartz

2015 CHR and Health Education activities and outcomes are as follows:

- Provided (853) medical appointment transports for

eligible clientele January-December 2015

- Provided (145) medication and medical supplies pick-up and deliveries from I.H.S., I.H.S. referral facilities and local pharmacies – January-December 2015
- Provided (52) home visits to homebound clientele – January-December 2015
- Created and implemented the Pawnee Nation Wellness Program that includes walking/running group, boot camp sessions, and Zumba sessions each week with an average of (35-40) participants each week – January –December 2015
- Hosted emergency preparedness classes and smoke detector drive in collaboration with Pawnee Nation Fire and Safety Dept. and American Red Cross with a total of (29) participants – January, April, and July 2015
- Hosted a **“Go Red For You”** event in honor of American Heart Month in collaboration with Pawnee Pride and Pawnee Nation Diabetes Program with a total of (50) participants – February 2015
- Provided a nutritional lunch and learn for the youth during the 2015 Pawnee Nation Spring Break Camp in collaboration with Pawnee Pride, Pawnee Nation Diabetes, and Pawnee Nation Education Division with a total of (19) participants – March 2015
- Conducted a “Tobacco Health Talk” in collaboration with Pawnee Pride and Pawnee Nation Diabetes Program for the students at Pawnee High

*Health & Community Services Division*

**Community Health Representative & Health Education Programs, *cont'd***

- School with a total of approximately (300) participants – April 2015
- Hosted the Superhero 5K, Hawk Chief 5K, and Zombie 5K in collaboration with Pawnee Pride and Pawnee Nation Diabetes Program with a total of (290) participants in all 3 runs – June, July, and October 2015
- Hosted the annual Pawnee Nation Health Fair in collaboration with other Division of Health and Community Services Programs with a total of (291) participants – July 2015
- Provided nutrition, physical activity, and oral and body hygiene health education to summer youth camp participants in collaboration with Pawnee Nation Education Division, Pawnee Nation Diabetes and Pawnee Pride Program to (21) participants – August 2015
- Hosted the Wellness Program Kick-Off that included blood pressure, height, weight, BMI, and blood sugar screenings with a total of (75) participants – August 2015
- Hosted a community blood drive in collaboration with American Red Cross with a total of (10) participants – September 2015
- Hosted the first annual Fall Festival in collaboration with several Pawnee Nation Programs and community businesses with a total of approximately (100+) participants – October 2015
- Hosted the “*Passionate for Pink*” breast cancer awareness event with a total (40) employee participants – October 2015
- Provided the opportunity for (3) Wellness Program members to participate in the Tulsa Run 15K – October 2015
- Hosted the fun run and walk in collaboration with Pawnee Pride during Inter-Tribal fun day with a total of approximately (80) participants – November 2015
- Planned and secured funding in collaboration with the Pawnee Pride Program for a playground on the Pawnee Nation Reserve – July- December 2015

The CHR and Health Education Program are also involved with several boards, coalitions, and committees throughout the community and county including: Pawnee County Salvation Army Board, Pawnee County Healthy Coalition, Pawnee Public Schools Wellness Committee, United Community Action Emergency Food and Shelter Board, and OSU Extension Program Advisory Committee.

The LIHEAP, CSBG, Elders, Handicap, and Emergency Assistance Programs were also administered through the CHR/Health Education Office. These programs provide utility, housing, medical, dental, optometry, audiology, small home repairs and prescription assistance to eligible applicants throughout the year.

*Passionate for Pink*



**2015 Fall Festival Participants**



*Go Red For You Event*



**2015 Superhero 5K**



## *Health & Community Services Division*

### **Diabetes Program**

“Clients qualify for the following items on a yearly basis:

- Therapeutic footwear, up to \$300  
The Program partnered with Metro Medical from Tulsa, Oklahoma, to come once a month to Pawnee to complete foot screenings and order the orthopedic shoes. This partnership is very successful in getting our clients the shoes they need to protect their feet. Any overage of the amount offered is up to the client to cover remaining cost.
- Prescription eyewear, up to \$150
- Dentures, up to \$700
- Glucometer
- Blood Pressure meter
  
- Nike N7 footwear Incentive requirements:
  - \* Podiatry Exam
  - \* Eye Exam
  - \* Dental Exam
  - \* Lab Results
  - \* Dietician Visit
  - \* 2 meter downloads

#### *Assistance Given in 2015*

- Therapeutic footwear – sixty (60) clients
- Prescription eyewear assistance – one hundred fourteen (114) clients
- Denture assistance – sixteen (16) clients
- Nike N7 incentives – twenty-three (23) clients
- Diabetic supplies given out – two hundred twenty-eight (228) clients
- Diabetic related prescriptions – two hundred six (206) clients

#### *Program Accomplishments*

- In January, the Diabetes Program, in conjunction with the Health Education and Pawnee Pride Programs, started a Running/Walking Club. Throughout the year, the club has about 10-20 participants at each session held. In August, the club was revamped into the Wellness Program offering Boot Camp, Zumba, Health Education, Nutrition Classes, and much more. We have around ninety (90) individuals participating in the program at this time.
- In February, the program assisted in hosting a “Go Red for You” and “*Go Red for Women*” events which offered screenings and education for heart health. The “*Go Red for You*” had fifty (50) participants and the “*Go Red for Women*” followed with forty two (42) participants.
- In April, the Diabetes Program and Pawnee Pride took sixteen (16) Native youth to the OSU Nike

N7 Youth Fitness Day. Also, HE, Pawnee Pride, and Diabetes Programs conducted a “Tobacco Health Talk” to the Pawnee Middle and High students about smoking cessation with the “I am Not a Replacement” campaign averaging three hundred (300) students participating.

- In May, the Diabetes Program started the Pawnee Summer Pride Program. It lasted from May to August



and offered middle/high school youth Nike shoe incentives for attending 2-4 times a week. The focus of the program was physical fitness, nutrition, and health screening. At the end of the summer, seventy (70) youth qualified for the incentive.

- In June, the Native Youth Preventing Diabetes NYPD” Camp was offered to the youth. Five (5) campers went to Camp Takatoka to learn about diabetes prevention, gain information, and receive encouragement to prevent obesity and diabetes later in life. A Super Hero 5K was also offered to the community through the Pawnee Pride, CHR, and Diabetes Programs.



**Health & Community Services Division**

**Diabetes Program, cont'd**

- In conjunction with the July 4<sup>th</sup> events, the Diabetes Program was part of the Pawnee Nation Health Fair, Disc Golf Tournament, and held the Hawk Chief 5K run. Two hundred ninety one (291) received education during the Pawnee Nation Health Fair. One hundred sixty (160) runners/walkers participated in the Annual Hawk Chief 5K this past year. These events cater to large number of participants and are held annually for the community to attend.
- In August, the program provided nutrition, physical activity, and oral and body hygiene health education to summer youth camp participants in collaboration with Pawnee Nation Education Division, Pawnee Nation Health Education and Diabetes Programs to (21) participants.
- In September, the Diabetes Program started the Oklahoma Native Initiate Heart 360 program. Although slow to start, it has forty (40) participants monitoring their blood pressure.
- In October, the Diabetes Program co-hosted multiple events with the CHR and Pawnee Pride Programs. Together, we offered a Fall Festival and Zombie 5K with (150+) participants. We did participate in the “*Passionate for Pink*” breast cancer awareness event as well as the Red Ribbon Walk with the elementary students.
- November was Diabetes Awareness Month. Elders, employees, and clients were encouraged to

include physical activity in their daily routines. Shirts and education materials were given to all whom participated in the event. There were fifty (50) participants who participated during the event.

Throughout the Year, the Pawnee Nation Diabetes Program held education classes with the youth at the Pawnee Nation After School Program. Also, the coordinator held diabetes education classes for the City of Pawnee First Responders, Pawnee Public Schools Elementary teachers, and with the Mothers of Preschoolers “MOPS” group at the Pawnee First Baptist Church.

The Program is also a part of the Pawnee County Healthy Coalition, M-Power smoking cessation organization, Native Youth Preventing Diabetes group, and the Pawnee Public Schools Wellness Committee. We strive to maintain community involvement where ever possible.

The Special Diabetes Program for Indians grant changed in 2015 as it went to a complete grant process. The Pawnee Nation Diabetes Program submitted their application in October and in December was awarded with the grant for the upcoming year of 2016. The Program will continue to offer the assistance as usual, but will have a new focus on Physical Fitness in the upcoming year.

**2015**

**HawkChief Run Participants**

This is one of the many events where several of the programs of the Health & Community Services Division work together towards a common goal.



**Health & Community Services Division**

**Indian Child Welfare**



**Contact Information**  
 Melisa Harris- ICW Coordinator  
 mharris@pawneenation.org  
 Ext. 175

**Office Location**  
 117 DHCS Building  
 400 Agency Road  
 Pawnee, OK 74058

supervisors and prosecutors from surrounding counties. Individuals have expressed a need for more intervention and involvement from the Pawnee Nation and look forward to future collaborations. ICW Coordinator has established a great working relationship with the Tribal Court staff, Law Enforcement, and the Pawnee Nation Prosecutor.

The purpose of the Indian Child Welfare Program is to prevent the break-up of Indian families by providing services through comprehensive counseling and training programs that focus on prevention and crisis intervention. The new ICW Coordinator, Ms. Melisa Harris was hired in October. Coordinator has approximately 15 years of experience in the child protective services field. Five of those years were spent with the Chickasaw Nation ICW program.

ICW, along with Tribal Court and Law Enforcement, hosted a Christmas Party for Pawnee custody children and their foster families. Donations of gifts were generously provided by staff and their families, tribal members, and the Pawnee Business Council. The donations provided gifts for (19) children. We were also able to honor our current foster parents for the wonderful jobs they do in taking care of Pawnee children. The event was a success and all involved expressed having a good time with the children and families.

The ICW Coordinator has been familiarizing herself with the current tribal, state and out of state cases involving Pawnee children and families. Since November 2015, ICW Coordinator has conducted (15) home visits to children in care of the Pawnee Nation. When requested, ICW will be assisting the Pawnee Tribal Court with more tasks such as this in the future. The ICW Coordinator has had the opportunity to meet various community partners, DHS workers,

If you see a need or have concerns regarding the ICW program and the functions of this office; please do not hesitate to contact the ICW Coordinator. There is an open door policy for thoughts, suggestions, ideas for making this the best program to provide children in need of care and providing support to vulnerable families in need.

**Substance Abuse Program**

**Contact Information**  
 Barbara Attocknie, Program Coordinator Ext. 186  
 battocknie@pawneenation.org  
 Mike Ortiz, SAP Counselor Ext. 187  
 ortiz.mike@pawneenation.org

**Office Location**  
 311 Maintenance Road  
 Pawnee, OK 74058

Zach Martinez, Fitness Center Attendant  
 zachm@pawneenation.org  
**Fitness Center Number: (918) 762-3006**



L-R: Mike Ortiz, Barbara Attocknie

The Pawnee Nation Substance Abuse Program (SAP) provides counseling services and community prevention activities for the prevention and treatment of alcoholism and substance abuse among the eligible Indian population within the service area of Pawnee. The service area is a thirty-five mile radius of Pawnee.

- Abuse Program.
- The goal of the Pawnee Nation Substance Abuse Program (SAP) is to reduce and/or eliminate the effects of substance abuse problems among our tribal members as well as our community. Another goal is to raise awareness in the community and provide resources to our clients.
  - The SAP staff continued to have weekly support

The Methamphetamine and Suicide Prevention Initiative (MSPI) is a subcontract to the Substance

## *Health & Community Services Division*

### **Substance Abuse Program, *cont'd***

group meetings on Wednesday nights at 7pm. There were a total of (1,223) people who attended Wednesday night meetings this year. The program celebrate sobriety birthdays, Mother's & Father's Day, provided client's families with turkeys or hams for Thanksgiving, and Christmas gifts for clients and their families.

- The staff transports clients to and from detox, inpatient treatment, and court as well as provides individual client counseling. Counseling topics included decision making, physical and emotional effects of alcohol and substance abuse, constructive ways of dealing with stress, healthy relationships, budgeting, and improving self-image. The following are the breakdowns for the above services provided:

(57) were transported to detox;

(149) were seen for counseling;

(112) were assessed for court or other purposed needs;

(30) were referred to inpatient treatment and (6) went to inpatient treatment;

(106) referred to co-occurring disorders and (39) went to mental health appointments at Pawnee Indian Health Center or Creaks.

- The Fitness Center is one of the wellness concepts in the recovery process. In addition to getting fit, this is also a very good way to reduce stress in one's life. Office hours for the Fitness Center are Monday-Friday 6am-9pm and Saturday 8am-1pm. There were a total of (5097) people who used the Fitness Center this year.

The goal of the Methamphetamine and Suicide Prevention Initiative (MSPI) was to provide resources and outreach prevention training and workshops to bring a more valid approach for awareness and methods regarding Meth and Suicide. The objectives were to (1) increase the awareness and outreach of youth through adults to provide community-focused responses that enhance evidence-based or practice-based for meth and suicide prevention and treatment services or education programming and (2) increase coordinated services for communities to respond to their local meth and/or suicide crises. The grant ended in August 2015; however, the inpatient and outpatient needs for these clients. The following were activities for MSPI:

- (3) people were transported for suicide ideation as well as several were seen for counseling.
- Hosted a suicide/meth health relationship class to help the participants recognize potential self-

destructive patterns that could lead to drug use and suicide ideation-(6) people attended-March 2015.

- Hosted a suicide/meth cultural shawl demonstration class-(8) people attended-April 2015.

Another focus for SAP and MSPI is to raise awareness to youth to give them an alternative choice to a healthy life style.

- The After Prom Party was held in Ponca City, at the YMCA on April 25, 2015. There were approximately 150 students who attended. This is an overnight sober event, which the youth seem to enjoy and we will continue to help sponsor as long as we have the funds.

Sponsored Prevention Day activities on July 2 & 4, which included the walk to kick off the festivities and prizes were given out afterwards. There were (374) people participating in this year's walk. The horseshoe tournament was well attended with participants and their family members. Eighteen (18) individuals participated and there were an additional eighty-nine (89) people involved as spectators. Items and prevention material were distributed during this time. This is to provide an alternative activity to promote healthy living behavior. The annual Sober 49 contest had a good turnout. This is to show the families you can have fun at a sober "49" plus this is a part of Native culture. All of our activities are alcohol and drug free and we do enforce this. The contest had three teams enter. There were (200) estimated spectators for this event.

- Sponsored the kids' rodeo, which was held in collaboration with the Pawnee Memorial Rodeo-August 2015.

Sponsored the Red Ribbon Week walk in conjunction Pawnee Public School system on October 26, 2015. We had eleven (11) Pawnee tribal employees that participated in this walk. The teachers and elementary students count was (365).Pawnee Nation Law Enforcement, City of Pawnee Police, and Pawnee County Sheriff's Office all assisted and represented in this event. The remainder of the Pawnee Public School system was given promotional items with alcohol and drug free messages. This is a continuing event held annually in memory of a fallen DEA agent in the line of duty.

Lastly, program staff attended the following trainings to receive CEUs: Bi-annual Oklahoma Drug and Alcohol Counselors Association Conference (ODAPCA), Compulsive Gambling Addiction Workshop (Part 1 & 2), and IHS conference.



## Health & Community Services Division

### Pawnee Pride Program



#### Contact Information

Dana Beard, Program Coordinator  
Ext. 202  
dbeard@pawneenation.org

Jason Campos, Administrative Assistant  
Ext. 203  
jcampos@pawneenation.org

#### Office Location

DHCS Building  
400 Agency Road

The Pawnee Nation was awarded the Partnership to Community Health (PICH) grant from the Centers of Disease Control (CDC) in October 2014 for. PICH is a three (3) year grant for Chronic Disease Prevention.

The Pawnee Pride Program supports public health by the development of strategies to reduce chronic diseases, promote healthier lifestyles, and reduce health disparities. Specifically, the work that Pawnee Pride will focus on is better nutrition, increasing physical activity opportunities, and smoking cessation in the Pawnee community.

#### 2015 Pawnee Pride activities and accomplishments

- Hosted a Meet and Greet for the Pawnee Nation employees and Community – January 2015

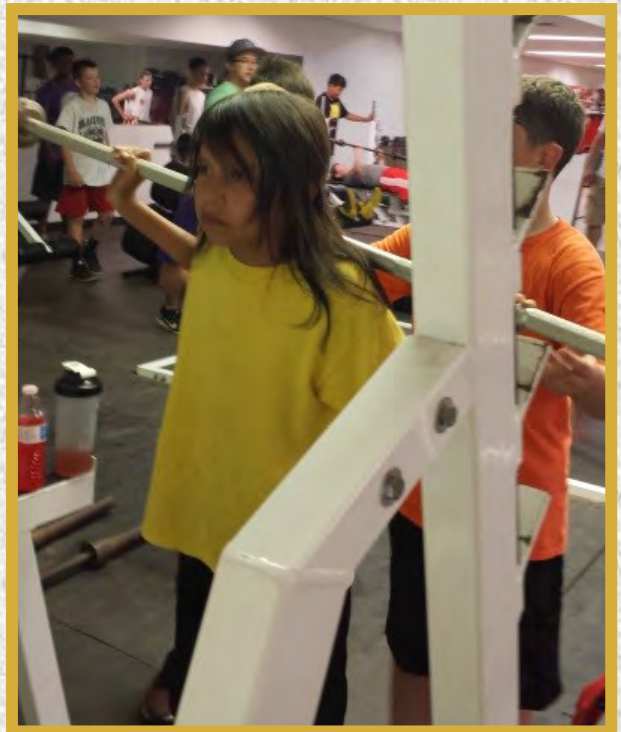
- Created and implemented the Pawnee Nation Wellness Program that includes walking/running group, boot camp sessions, and Zumba sessions each week with an average of (35-40) participants each week – January –December 2015
- Hosted a “*Go Red For You*” event in honor of American Heart Month in collaboration with Pawnee Nation Health Education and Diabetes Programs with a total of (50) participants – February 2015
- Hosted a Yogurt Bar in support of National Nutrition Month with (20) participants –March 2015
- Provided a nutritional lunch and learn for the youth during the 2015 Pawnee Nation Spring Break Camp in collaboration with HE, Pawnee Nation Diabetes, and Pawnee Nation Education Division with a total of (19) participants – March 2015
- Hosted Millikin University, Nightmare Doubles Glowing, July 4<sup>th</sup> weekend two man scramble Disc Golf tournaments with a total of (78) participants – March, July and October 2015
- Hosted Smoking Cessation facilitators training provided by the Cherokee Nation with (6) participants– March 2015
- Conducted a “Tobacco Health Talk” in collaboration with Pawnee Nation Health Education and Diabetes Programs for the students at Pawnee High School with a total of approximately (300) participants – April 2015
- Pawnee Pride in collaboration with Diabetes Program participated in the N7 Movement Field Day hosted by OS with (16) youth participates – April 2015
- Pawnee Pride in collaboration with OSU Extension Office hosted (3) cooking classes with a total of twenty- seven (45) participants between classes – April, July, and October 2015
- Hosted the Superhero 5K, Hawk Chief 5K, and Zombie 5K in collaboration with Pawnee Nation Health Education and Diabetes Programs with a total of (290) participants in all 3 runs – June, July, and October 2015
- Provided nutrition, physical activity, and oral and body hygiene health education to summer youth camp participants in collaboration with Pawnee Nation Education Division, Pawnee Nation Health

*Health & Community Services Division*

**Pawnee Pride Program**

- Education and Diabetes Programs to (21) participants – August 2015
- Hosted the Wellness Program Kick-Off in collaboration with Pawnee Nation Health Education and Diabetes Programs that included blood pressure, height, weight, BMI, and blood sugar screenings with a total of (75) participants – August 2015
- Revised Physical Leave Policy to develop Work-site Wellness Policy, which was approved by the Pawnee Business Council- September 2015
- Hosted the first annual Fall Festival in collaboration with several Pawnee Nation Programs and community businesses with a total of approximately (100+) participants – October 2015
- Hosted the fun run and walk in collaboration with Pawnee Pride during Inter-Tribal fun day with a total of approximately (80) participants – November 2015
- Planned and secured funding in collaboration with the HE Program for a playground on the Pawnee Nation Reserve – July- December 2015
- Revised Smoking Policy to develop a Pawnee Nation Complex Tobacco-Free Policy, which was approved by Pawnee Business Council- December 2015

Pawnee Pride has formed coalitions with Indian Health Services, Paradox (Pawnee Pride’s evaluation team), Pawnee County Healthy Coalition, Pawnee Public Schools Wellness Committee, OSU Extension Program Advisory Committee, Oklahoma State Department of Health, Oklahoma City Area Inter-Tribal Health Board, and local agencies to expand the reach and assist the communities in promoting healthy lifestyles.



## *Health & Community Services Division*

### **Ti Hirasa Domestic Violence Program**

Tihirasa Domestic Violence Program is a confidential support service for all victims of domestic violence, dating violence, sexual assault, stalking, and human trafficking. We serve all of Pawnee County regardless of age, economic status, race, religion, or education background. We prioritize Native American women and members of the nation. Our mission is to provide prevention and awareness and increase victim safety and offender accountability. The program provides many services including education, safety planning, transportation to shelter or relevant appointments, court advocacy, and anonymous phone or text consultation. We also have community events, volunteer opportunities, and legal assistance provided to women.

Program goals are: (a) to prevent incidents of domestic or dating violence, sexual assault or stalking, (b) to increase victim safety and offender accountability, and (c) to provide shelter, supportive services, and access to community based services for victims; to provide safety, resources, and services to victims of domestic violence, sexual assault, dating violence, and stalking in order to allow Native women to become self-sufficient and live a violence free life. This program continues to work with the Coordinated Community Response (CCR) team on domestic violence protocols for law enforcement in Pawnee County. Tihirasa Domestic Violence Program provided services to forty three new (43) clients this year; and this does not include all previously established clients. These are just some of our program highlights.



#### **Contact Information**

Chelsie Baldwin, Program Coordinator Ext. 170  
cbaldwin@pawneenation.org  
Sarah Payne, Program Advocate

#### **Office Location**

301 Maintenance Road

#### **Program Highlights:**

- Hosted 1st Annual Survivor Celebration Event where survivors made blankets.
- Hosted a State-Wide “Full Faith and Credit/Protective Order Training” for all criminal justice professionals in Pawnee County.
- Program Advocate and a Pawnee Nation Law Enforcement Officer were trained as ‘trainers’ in the Lethality Assessment Protocol, which was a new law passed in November 2014.
- Program Coordinator was accepted and graduated at the top of her class from the National Tribal Trial College and received Tribal Court Legal Advocacy Certification through the Southwest Center for Law and Policy and the Department of Justice to serve sexual assault and domestic violence victims.
- Hosted a training luncheon for Pawnee County Child Welfare Workers (State and Tribal), which was a huge breakthrough in the system we work in. We collaborated to make efforts better to assist victims instead of getting the children removed from their families. We successfully prevented (3) families from being separated for an extended time and they were all reunited without the offenders.
- Program Coordinator was chosen to be on the Native Alliance Against Violence Board of Directors representing the Pawnee Nation.
- Program Advocate and Pawnee EMT, Rhonda James, received their sexual assault advocacy certification to help victims in their healing process with sexual assault. They are able to talk to people about where they are in the healing process and refer them to our Domestic Violence program.
- Hosted a Six Nations and Regional Inter-Discipline SAFESTAR Training in collaboration with Southwest Center for Law and Policy for State, County, Federal and Tribal entities.
- Program Coordinator was asked to be the key note speaker at the 2<sup>nd</sup> Annual Domestic Violence Day of Unity at the State Capital.
- Hosted (3) Cultural Beading Classes where participants learned how to make beaded loom bracelets, and a traditional healer was consulted to offer healing sessions for over (15) clients.
- Assisted in the planning and participated in the 4th Annual Six Nations Walk Against Domestic Violence in Ponca City. It was a great success with over 400 people in attendance.
- Hosted a “Winter Give-Away” for the Pawnee Community that was a huge success. We assisted over (20) women, (15) children, and several men and elders with winter clothes, coats, dishes, and household items that were needed.

Health & Community Services Division



**Love**  
IS  
**CONSENT**

**MAKE EACH OTHER BETTER**

TIHIRASA

**918-399-3310 DOMESTIC VIOLENCE HOTLINE**

*Take Nothing but*  
**RESPECT**

918-399-3310 Domestic Violence Hotline

This project was supported by Grant No. 15-VAHW000 awarded by the Office of Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this fact sheet are those of the author(s) and do not necessarily reflect the views of the Department of Justice, Office of Violence Against Women.

**PROGRAM OVERVIEW**

We are a confidential support service that serves Tishras County and the tribal jurisdiction. Tishras is committed to stopping intergenerational violence and is dedicated to helping families and the cycle of violence that is frequently passed on from one generation to another. We seek to empower the victims of these crimes and to hold perpetrators accountable. We also seek social change through community awareness and client advocacy. We offer victims of domestic violence, dating violence, sexual assault, and stalking the tools to live a life free from abuse. We want to offer solutions and alternatives by providing assistance, promoting self-sufficiency, and offering critical support services.

**PROGRAM SERVICES**

- 24-Hour Help Line
- Woman's Group
- Community Outreach
- Victim Support and Assistance
- Court-Ordered DVIS Classes
- Children's Group
- Community Education
- Volunteer Opportunities
- Protective Order Information
- Court Advocacy
- Transportation to Shelter
- Clothing/Household Assistance
- Life Skills Classes including Employment and Financial Counseling



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Jane Doe  
123 Main Street  
Pawnee, OK  
74058

## *Health & Community Services Division*

### **Food Distribution Program**

The Food Distribution Program (FDP) is a federal program that provides USDA foods to low-income households, including the elderly, and to Native American families residing in designated areas near reservations and in the State of Oklahoma. Our service area is all of Pawnee County and the northern part of Payne County. The program serves as an alternative to the Supplemental Nutrition Assistance Program (SNAP, formerly known as the Food Stamp Program).

The Food Distribution Program receives the monthly food shipment once a month and the produce shipment once a week. FDP staff continues to make courtesy calls to our participants at least two weeks before the end of the month to remind them to pick up their food. Food is given out over the counter with the participants packing their own food. Program staff provides carts and help participants load their food into their vehicles. Program staff also continues to make home deliveries to the elders, disabled, and to those households that have no transportation.

The program provides around (100) food products for our participants. For 2015, FDP has added fresh lemons and frozen pork chops to the program's list of food. This year, the program added seasonal items of fresh cranberries and clementines (cuties) which were given out during November and December.

Traditional foods, including blue cornmeal, were offered in December 2015.

For 2015, program participation averaged around (261), which decreased from 2014. Home deliveries increased to around (15) for the year. These deliveries are mainly made to our elderly participants who are not able to come to the office.

Lastly, the program provides nutrition education to our participants (cookbooks, calendar, brochures), and occasionally will have food samples for our participants to try.

(L to R)

Tamra Tahkeal  
Donna Howell  
Keith Lyons  
Florissa Kanuho



Florissa Kanuho, Program Coordinator  
Donna Howell, Certification Worker  
Keith Lyons, Warehouseman  
Tamra Tahkeal, Warehouseman  
Office Location: 810 Morris Road  
Office Number: (918) 762-2541

### **Elderly Meals Program**

The Title VI Pawnee Nation Elders Program serves eligible elders, spouses of elders, and caregivers by delivering nutritional meals to the homebound and at the congregate site; and provides information/support to non-paid caregivers of our fragile elders.

- Congregate Lunch and Salad Bar (Monday-Thursday): 11:30 am – 12:30 pm\*
- \*Friday Breakfast: 9:30 am – 10:30 am. Closed the first and third Friday of every month (unless holiday)
- Homebound Delivery: 9 am – 11:45 am
- Rides to Elder Center: Call office before 9:30 am.
- If you are sick, be sure to call in to have your meal delivered!
- (Non-elder 59 years and younger may purchase a \$7 meal after 12:15 pm)

Title VI staff work with volunteers in planning and implementing activities with other tribal programs. Target activities include the following:

- Intergenerational;
- Foster Grandparent Program;
- Peer Socialization; and
- Enhancement to improve the quality and neurological well-being of elders (i.e. games, group activities, self-improvement, service to the elder community as well as the entire community, fundraising, and special occasions).

**Who is eligible?** This includes spouses, individuals providing volunteer services during meal hours, non-elderly handicapped or disabled who reside at home with and accompany elderly people, or who reside in housing facilities occupied primarily by the elderly.

Serving the elders is a time-honored privilege. The Pawnee Nation financially supports the Elder Center program with approximately 2/3 of the total cost of operation. In addition our Nation's Administration on Aging, Title VI programs provide federal funds

**Health & Community Services Division**

**Elderly Meals Program, *cont'd***

directed to tribal elders to promote the delivery of supportive services including nutrition services and that such services and benefits should be provided in a manner that preserves and restores their respective dignity, self-respect, and cultural identities. There are four staff persons and volunteers who provide these services to approximately (202) elders enrolled in the program. Our volunteers are approved through the Human Resources Office and are appreciated for their services as we have the option to offer a meal during the meal hours. Feel welcome to volunteer! We also utilize a network of providers from the Pawnee Nation Division of Health & Community Services and the Pawnee Indian Health Center to conduct homebound intake, nutrition screening, nutrition education, nutrition assess and counseling, if appropriate.

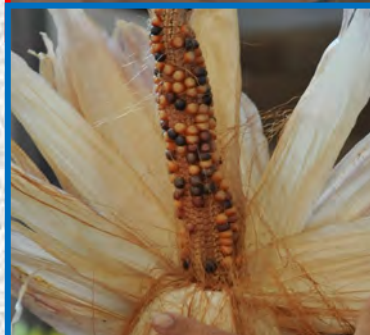
**2015 Highlights:**

- In 2015, Title VI Program served 8,261 congregate meals; 5,929 homebound meals; and provided 2,395 rides.
- The Title VI Advisory Board actively met once a month to offer direction on activities and program suggestions. Officers were: President-Elizabeth Blackowl; Vice-President-Patsy Cooper; Secretary -Ann Collins; and Member-Ron Rice. The Board had two former PBC members on it – their guidance and advocacy reflects their love for the Pawnee Nation.

- Elders just want to have fun! We took elders to health fairs, hockey game, WNBA basketball game, local cultural activities, food banks, annual food show, out of town shopping trips, and assisted with legal documents. Visited other tribes for holiday events, meals, and to play BINGO.
- Over (40) elders participated in the Intertribal Fun Day playing hand game and Bocce Ball. Now they want to play Bocce Ball at the Roundhouse dirt surface on a regular basis – we have four teams.
- Vendor stated informally that out of the 150 kitchens that they supplied food to that the Pawnee Nation Elder Center kitchen is in the top three as being clean and following health codes.



Staff (L to R) Danielle Wheatley, Debra Echo-Hawk, Georgene Williams, and Jerry Riley



**Contact Information**

Debra Echo-Hawk, Program Coordinator  
 Danielle Wheatley, Head Cook  
 Kathryn McClellan, Assistant Cook  
 Jerry Riley, Support Services Specialist  
 Georgene Williams, Outreach Coordinator

**Title VI Location**

Pawnee Nation Elder Center  
 901 Agency Road  
 Pawnee Nation Elders Phone: (918) 762-4042  
**Visit us on Facebook: Pawnee Nation Elders**

## Division of Natural Resources and Safety (DNRS)

The Pawnee Nation Division of Natural Resources and Safety was established and implemented in 2010. It consists of four Departments:

- Department of Environmental Conservation and Safety,
- Department of Transportation and Safety,
- Department of Fire and Rescue, and
- Department of Emergency Management.

Although each Department within the Division has its own mission and service objectives, each Department shares many common interest and overlapping services concerning natural resources and safety. Placing these Departments under a common Division enables direct collaboration and efficient services.

The Division of Natural Resources and Safety has continued to develop its objectives through the ongoing collaboration among its Departments. Each Department continues to identify their objectives and achieving their goals as resources and priorities allow. The Director is continuing to work with the DNRS Department Managers to identify critical services, staffing, and associated funding needs.

### Department of Environmental Conservation & Safety (DECS)

**Mission** of the Pawnee Nation Department of Environmental Conservation and Safety (DECS) is to provide for a comprehensive-multimedia natural resource management service through policy development, education, compliance assistance, and enforcement-resulting in wise stewardship and utilization of natural resources throughout Pawnee Indian Country.

The DECS is tasked with the implementation of Title XI and XII of the Pawnee Nation Law and Order Code. Title XI is the Pawnee Nation Environmental Conservation and Safety Code which primarily provides for the protection of Tribal Harvest Privileges including fish, wildlife, and timber. Title XII is the Pawnee Nation Natural Resource Protection Act which provides for the protection of water, land, and air resources. The “Act” established Pawnee Nation’s Environmental Regulatory Commission in addition to the authority for the development and implementation of needed protective Regulations.

The DECS services are funded primarily by USEPA and Pawnee Nation. USEPA programs include the General Assistance Program which provides for capacity building and solid waste/hazmat response and enforcement, CWA Section 106 which provides for water resource investigations and enforcement monitoring, and CWA Section 319 which provides for Non-Point Source pollution assessments and management. Pawnee Nation funds provide for activities not directly covered by Federal assistance (water rights issues, fish and wildlife harvest issues, etc.)

Enforcement of natural resource laws and regulations are very challenging to investigate and litigate. The environment does not recognize political boundaries. Violations of natural resource and environmental laws and regulations often involve multiple jurisdictions. The enforcement staff of the DECS continues to work with a network of agencies (federal, State, Tribal, and local) to acquire proper training and certifications for the purpose of assuring the protection of human health and environment within the Pawnee Nation.

The DECS established 19 cases under the FY2015 reporting period. The following is an overview of the nature of violation and the number of violations:

HAZMAT: 2  
 Timber Theft: 2  
 Solid Waste: 2  
 Un-Authorized Discharge (Pollutants): 5  
 Fire Trespass: 2  
 Fish and Wildlife Harvest: 2  
 Underground Injection Control: 2  
 Water Take: 1  
 Fire Arms-Unlawful Possession: 1



The DECS staff worked with the Tribal Ops Division to address ongoing Safe Drinking Water issues concerning the compliance of the Pawnee Nation’s water wells. DECS staff met with USEPA staff and

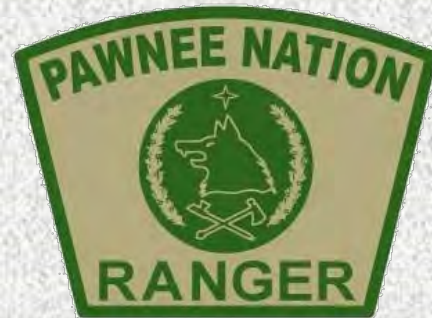
**Division of Natural Resources and Safety**

**Department of Environmental Conservation & Safety (DECS), *Cont'd***

Regional Administrator to acquire needed resources to get the wells and services into compliance. The DECS received approval of the Pawnee Nation Safe Drinking Water Regulations and is working on implementation.

The DECS staff drafted the proposed Pawnee Nation Waste Water Disposal Regulations and is in the process of finalizing for ERC review and PBC approval.

The Pawnee Nation Rangers actively participate in law enforcement training with the National Native American Law Enforcement Association and with the USDOJ's Environment and Natural Resource Protection Division programs, in addition to USEPAs multimedia Inspectors training.



**Monty Matlock, Chief Ranger, Director**  
**Kelton Kersey, Ranger Coordinator**  
**Open Position, Civil Inspector,  
 Environmental Health and Safety Specialist**

**Department of Transportation & Safety (PNDOTS)**

The Pawnee Nation Department of Transportation and Safety (PNDOTS) strives to maintain the safety and integrity of Pawnee Nation streets, roadways and bridges, while continuing to plan and develop new strategies to insure the continued growth and development of the Pawnee Nation transportation infrastructure.

PNDOTS receive Tribal Transportation Program (TTP) funds, formerly known as Indian Reservation Roads (IRR); for our allocations, to fund the expenses of daily operations which include: planning, research, design, engineering, construction, maintenance services, and (RIFDS) road inventory.

Authority into the Tribal Complex, coordinating with Oklahoma DOT;

- Transit policies and procedures;
- Partnered with Pawnee County Sheriff on Drug & Alcohol Awareness safety t-shirts;
- Tribal Transportation Program Safety Funds (TTPSF) grant for EMS Communications (\$161,250) which provides integrated, Inter-operable radio communications for emergency responders in the Pawnee Nation jurisdiction;
- Presented at the annual FHWA meeting and Tribal Safety Champions Workshop on the TTPSF EMS Communications grant;

**2015 Projects**

- Indian Health Services Parking Lot Expansion;
- 1<sup>st</sup> Street Safety Project which is designed to create a safer environment for all modes of transportation from the Pawnee Nation Housing

Met with Secretary of State Native American Affairs of Oklahoma and Oklahoma DOT on upcoming Pawnee Nation, Oklahoma transportation projects and the TTPSF EMS Communications grant;  
 Performed routine maintenance, including snow removal.



**Chris McCray**  
 Transportation & Safety Manager

**Rhonda James**  
 Transportation & Safety Asst. Manager

**Darrell Flowers**  
 Transportation Technician Foreman



**Division of Natural Resources and Safety**

**Department of Fire & Rescue**

The primary mission of the Pawnee Nation Department of the Pawnee Nation Fire and Rescue is to protect life and property from the adverse effects of fires, medical emergencies, or exposure to dangerous conditions through fire suppression, rescue, disaster preparedness, fire prevention and community education.

Pawnee Nation Fire and Rescue firefighters were dispatched to approximately 52 runs in 2015. The dispatches include 18 Wild-land Fires, 5 Structure Fires, 15 Vehicle Accidents/ Rescues, 6 Hazmat calls, and 8 Medical Calls, as well as Activating the Emergency Operations Center during severer weather events and providing for medical assistance during larger Pawnee nation events (Pow Wow, Tribal events)

Other services that Pawnee Nation Fire and Rescue provide are:

- Fire Code Enforcement
- Fire Inspections

- Fire Investigations
- Fire Prevention/Station Tours for Local Schools and Community
- Emergency Medical/CPR Training

There are approximately 6 certified firefighters. The DFR needs to acquire approx. 6 additional FFI to assure staffing requirements.



Pat Leadingfox  
Fire Chief  
Open Position  
Emergency Services Coordinator

**Department of Emergency Management (DEM)**

The *primary mission* of the Pawnee Nation Department of Emergency Management (DEM) is to assist the Pawnee Nation and its communities for the preparation, mitigating, responding to and recovering from an isolated emergency to that of a long term recovery process following a nationally declared disaster.

Emergency Management is a dynamic process which has its foundation built upon both the essential functions and resources of the Pawnee Nation, and the ability of the Pawnee Nation Government effectively operate critical services while undergoing a potentially long-term recovery process. The DEM has assisted in the development and approval of the Pawnee Nation’s Hazard Mitigation Plan which enables the Pawnee Nation the ability to implement projects designed to minimize the impacts of disasters as well as the preservation of life and property.

The DEM has worked with the Tribal Emergency Response Committee (TERC) over the years to establish the Pawnee Nation Emergency Operation Center (EOC). The EOC was developed in cooperation with the Pawnee Nation Department of Information Technology who provides technical and

operational support for the activation of the EOC. The DEM coordinated with the TERC for the development of the Continuity of Government (COG) Plan which is now in place. The DEM and TERC then began working with each Division to establish effective Continuity of Operations (COOP) Plans which are also in place.

The DEM works closely with the Local Emergency Planning Committees (LEPC) in both Payne and Pawnee Counties within Pawnee Indian Country. Activities include planning and training for responses associated with hazardous chemical spills/releases associated with rail roads, pipelines, over the road transport, and at fixed facilities.

The Pawnee Nation did not experience any disasters or require any long term recovery activities in the FY2015 reporting period. It did host and participate in the annual state/tribal wide “Earth Wind and Fire “exercise in November along with quarterly Web-EOC exercises. The staff participated in both Oklahoma Emergency Management/FEMA training and annual Hot Zone training.

Monty Matlock: Emergency Manager (Acting)

## Division of Education

The Education Division had a busy year! The division began with many programs but ended with less than half of them in tow. For many years the Tribal Historic Preservation and the Museum of the Pawnee Nation has been under the direction of Education but in the summer of 2015 the Cultural Resources Division came to be.

During the first quarter the Education Division hosted the Inaugural Empowering Youth Is Me Spring Break camp that was aimed at 6<sup>th</sup> – 12<sup>th</sup> grades. The camp was held during the week of March 16-20 and had 22 enrolled while 20 attended daily. The goal of the Pawnee Nation “Empowering Native Youth Is Me” camp was to empower local tribal youth to pursue lifestyles rich with cultural, educational, and traditional Pawnee Nation influences. The name of the camp is reflective of the role all those who participate play in revitalizing/promoting culture, educational journeys and traditional Pawnee ways. The abundance of participation from the Division of Community Health and Community Services, the Nation’s Executive Office, Pawnee Nation College, tribal members and elders were overwhelming. Highlights were artist Bunky Echohawk creating live art and Nasharo Head Chief Warren Pratt Jr. emceed the entire event.

The month the JOM parent committee began planning and collaborating with the Pawnee Public Schools Title VII program to host an annual awards banquet for Native students. Each program partnered to hand out awards to deserving students who worked in their classrooms. The Pawnee Nation JOM Parent Committee presented 11 Outstanding Achievement awards to students pre-k thru 11<sup>th</sup> grade. They also presented 12 graduating JOM seniors with Pendleton laptop bags for their future academic endeavors.

Youth Services Coordinator, Christina Goodson, an Otoe-Missouria Tribal member, came aboard on June 8. She quickly hit the ground running finishing up the Youth Work Experience program that began with a job fair/orientation on June 1 & 2. In the third quarter, Youth Services wrapped up the Summer Youth Work Experience Program in July, chaperoned 5 youth to the annual Northern Oklahoma College’s Leadership Conference, held the annual Summer Enrichment Youth Camp in August, aided in school supply handout, and began this year’s Homework Assistance After School Program. Christina also served as a planning member for the Northern Oklahoma College Leadership Conference and collaborated with the Education Division to help send 9<sup>th</sup> grade tribal member O’sheana Aguilera to attend the Annual Ag

Summit at the University of Arkansas.

In August, the Education Division Director and Youth Services Coordinator attended the NINEATC 166/477 National Conference in Durant, OK for PL 102-477 conference and training. It was very informative and helpful for Te-Tu-Koo planning in the upcoming year. It was a great opportunity to meet other programs in the area and see what tribes are doing with their 477 work plans. The staff in attendance also had the opportunity to participate in the general assembly for federal regulations updates as well as training sessions pertinent to their program services. Particularly Youth Services as Miss Goodson attended the JOM and Youth Empowerment sessions, while the Education Division Director attended OMB Circulars and 477 Financial Reporting.

Due to the 2015 budget issues all services were limited but the 477 programs were still able to meet the goals and objectives for their approved Work Plan. The Education & Training Specialist was also to assist clients in job searches & helping them apply for jobs online or referring them to other departments to inquire about other assistance including CHR, Housing, SAP, and TERO.

In the fourth quarter, Youth Services wrapped up the Homework Assistance After-School Program and began a redevelopment of the Johnson O’Malley program. The Youth Services Coordinator also provided services for the Youth Supplemental Funds otherwise known as the school clothes program. As the need remained steady and funds dwindled, the coordinator approached the budget committee to request funding to continue this vital service, it was unanimously approved!

During the month of August the Pawnee Nation had a program review from the current program AOTR, Kenneth Lemieux. He visited our site from August 25 -27 and spent time reviewing files and program service delivery as well as interviewing staff. At the end of the site visit he finished with an exit interview that was attended by all 477 staff, Grants & Contracts and the Executive Director. He sent a complete report to President and indicated a need for a handbook revision and updates to our services delivery. The program was positive and productive for all those who were involved.

Planning in the Education Division was in full swing as one of the priorities was to remove all cultural resources program out from under the guidance of the division. In the summer a Tribal Historic Preservation

*Division of Education*

Officer was hired to finalize the stages of planning and to make the Cultural Resources Division a reality. Upon completion of the new division Education was fully funded by the PL 102-477 funds and continued with the following programs: Education & Training, Higher Education and Youth Services.

In an effort to locate additional funding for the Youth Enhancement department the Education Director alongside the Planning Division, partnered with Global Trade and Technology (GT2), a national 501

(c)(3) non-profit to write a proposal for a pilot after-school program. GT2 will support the tribe to develop and implement the pilot demonstration based on their 2025 School™ Model. The Pawnee Nation is willing to develop and demonstrate the K-12 After-School Program that can serve as a “Model” to be evaluated by other tribes and communities in Oklahoma. The Nation along with GT2 visited the offices of Congressman Lucas in an effort to receive support for the program. Negotiations are still ongoing but with a positive and optimistic outlook!

**Contact Information**  
 Alison Black  
 Education Director  
 ablack@pawneenation.org

Christina Goodson  
 Youth Services Coordinator  
 cgoodson@pawneenation.org

**Office Location**  
 657 Harrison St  
 Pawnee, OK 74058

Direct Line: 918-762-3227



L to R: Alison Black and Christina Goodson



Pawnee Hoop and Pole game demonstration during the Spring Break Youth Camp. Pictured are Steven Campos and Adrian Spottedhorsechief.



Bunky Echo-Hawk speaks to the Youth during Spring Break Youth Camp

**Division of Education**

**Youth Services**

Youth Services took the lead on organizing the first annual College Fair held on November 18. The college fair was a small success with many colleges in attendance such as Dartmouth, University of Oklahoma, Institute of American Indian Arts, Southeastern State University, Bacone College, Pawnee Nation College, and University of Central Oklahoma. Approximately 30 students from Pawnee and the surrounding area attended. Drawings were held every hour and Mr. Ned Williams, Superintendent of Pawnee Public Schools, spoke about the importance of obtaining higher education and the doors it can open. The division hopes to make this an annual event.

Youth Services encompasses the Youth Supplemental Funding program, the Summer Youth Work Experience (SYWEX), Johnson O'Malley (JOM), the Homework Assistance Afterschool Program, and various activities that concern the youth. In 2015 the department serviced over 350 students both Pawnee Tribal members and non-tribal members.

**Afterschool Program/Homework Assistance**  
(31) Enrolled students grades 3-5 for the spring and



2015 Education—After School Program Participants

fall semesters of 2015  
(18) Regularly attend

**Visa Cards (Youth Supplemental Funding Program)**  
(191) cards were sent out during 2015

**Johnson O'Malley Program**  
(151) students are registered in the Johnson O'Malley program.

Elected new officers for the parent committee in September

Bylaws remain tabled and no education plan has been drafted

Parent committee raffle at the Homecoming celebration and raised \$44.

JOM/Title VII Awards Banquet

**Summer Youth Camp**  
(20) students registered for the Summer Youth Enrichment Camps and attended daily

**Summer Youth Work Experience**  
(18) youth workers in at 11 worksites



2015 Education—Summer youth Camp

**Pawnee Nation Learning Center**

The Pawnee Nation Learning Center:

- provides child care services for children eight weeks of age through eight years old
- currently licensed through the Oklahoma Department of Human Services as a 2-Star Child Care Facility.
- works in partnership with the Child Care and Development Fund program which operates the Pawnee Nation Child Care Assistance Program that offers child care service assistance to qualified applicants.

- ⇒ Meet income guidelines
- ⇒ Parent or child has CDIB
- ⇒ Live in service area
- ⇒ Parents working or attending school

The Pawnee Nation Learning Center also accepts DHS subsidy, Private pay, and other tribal subsidies.

The Learning Center employs 9 full time teachers and a part time cook in addition to the Director and Assistant director.

In order to qualify for child care assistance, the following criteria must be met:

The daily schedule for children 1 year of age and older include quality learning activities that include center play, craft activities, circle time, reading time, outdoor

play, and rest time. Lesson plans are made to focus on learning that is developmentally appropriate to the child's age.

The Children participate in various activities throughout the year. The school age children like to ride bikes in the rear parking lot area.

Our school age children are able to have a snack and work on homework at the afterschool program. They also enjoy time in the gym and outside as weather permits.

Summer time activities include some learning time to keep fresh the math and reading skills they have learned during the school year.



**Hunting Easter Eggs out in the cold**



**Bike Riding**



**Crazy hat day during "Read across America Week"**



**Finger Paint!**



**Water Play!**

**Parents were invited to eat Thanksgiving meal with their children**



## *Division of Education*

### **Employment & Training**

The Employment and Training Office focused on case management and file updates for clients. There were a total of fifty-eight active clients enrolled in the Education & Training programs. To close out the year the division hosted “Luncheon Learn” for clients to update intakes for the upcoming year. We invited the fifty-eight active clients to participate and six of the fifty-eight active clients attended to hear guest speaker, Mr. Joe Hawkins Jr and to eat lunch. Mr. Hawkins spoke about his past employment and training experiences that led him up to his current job as TERO Compliance Officer in the TERO program.



One of these six clients is in the process of getting his or her GED. This client will have acquired his or her

GED by the end of the first quarter of 2016. Also, the clients that did not make it to the event became inactive within the program. After the presentation, the clients signed up to update their files. Updates included resume, cover letter, Individual Education and Employment Plan, contact info, etc. Three out of the six active clients made it to their appointments.

**The Employment and Training Office assisted a total of 58 people in order to eliminate certain barriers, further their education, training, and obtain gainful employment and or self-sufficiency.**

#### **Adult Education**

(12) Enrolled in certificate seeking courses

#### **Work Experience**

(18) clients qualified for temporary employment through the work experience program.

(5) gained full time employment and (2) went to pursue Higher Education

#### **Supportive Services**

(2) people qualified for work clothing assistance

(1) person was helped with fuel reimbursements while travelling to school.

(1) person is being helped with gaining their DL

(1) person is being helped by being reimbursed for buying work tools.

#### **NAHASDA Assistance**

9 students were awarded in the spring of 2015 and 11 students were awarded in the fall of 2015 with NAHASDA housing assistance for low-income Native American students. A NAHASDA funding award Memorandum of Understanding between the Pawnee Nation Education Division and the Pawnee Tribal Housing Authority was drafted to improve communication and efficiency in services.



*Division of Education*

**Higher Education Scholarship Program**

The Higher Education Scholarship Program had a busy year as well! The Higher Education Scholarship Committee met 4 times this year to determine award amounts and recipients. They voted to fund a total of 104 applicants totaling approximately \$131,000 in awards both federal and supplemental allocated by the Pawnee Business Council.

Those who were not selected were notified by letter and given the opportunity to appeal the committee’s decision. As there had never been an appeals process for the non-selected applicants the Education Division Director established a new one. However, due to limited funding only one reversal on decisions was granted this semester. This student was able to provide documentation the higher institution was at fault for the loss of required documents.

- Be enrolled in an accredited institution of higher education.
- Have a financial need as determined by the eligible institution's financial aid office according to the U.S. Department of Education's formula.
- Must apply for all available financial aid.

	2015 Total Applicants	Awarded	Non-Award
<b>Undergraduates</b>	101	88	13
<b>Graduate</b>	3	2	1
<b>Total Applications</b>	<b>104</b>	<b>90</b>	<b>14</b>

**2015 Accomplishments**

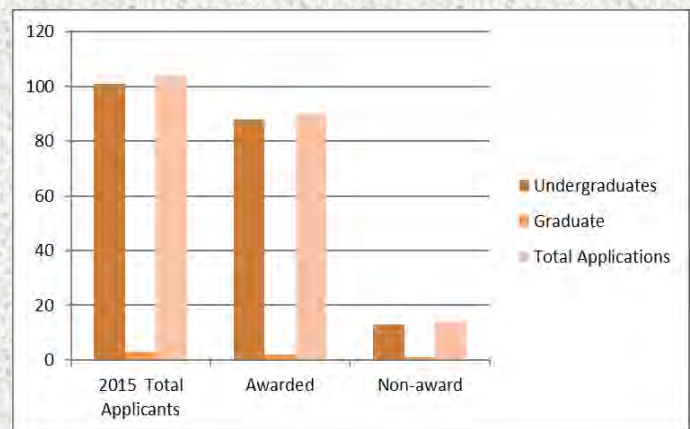
In all, the Nation helped

- funded 3 students who completed their degrees
  - 1- bachelor’s degree
  - 2 - Associate’s degree(s)

**Eligibility Requirements**

Eligibility criteria for the Higher Education Scholarship includes all of the following:

- Be a member of the Pawnee Nation of Oklahoma. Students must provide a Certificate Degree of Indian Blood (CDIB).



**Tribal Employment Rights/Equal Employment Opportunity Office**

**TERO Mission Statement:**

To improve the quality of life for Pawnee Nation Members through the development and assertion of Native American Preference laws and the contracting rights of preferential employment, business and economic opportunities within the jurisdictional boundaries of the Pawnee Nation.

**TERO Program:**

The TERO program is partially funded by the U.S. Department of Labor, and the Equal Opportunity Commission (EEOC). The Pawnee Nation signed an MOU with the EEOC, to help enforce and protect EEOC laws, as well the Tribal TERO Ordinance (Law). Tribal Employment Rights Office kicked off the 2015 year with a new Director and new passion to help our Tribal community with preference in hiring, promotion, and contracting. The first step for the new Director was to establish operating procedures and

establish a skills bank of local workers, by skill level and experience. The TERO also provides trainings and work experience to help local individuals develop the skills, discipline, work ethic needed to be successful. We look help to build up, motivate, and help our pool of workers. We strive to get them the tools, certifications and help needed to open more doors of opportunity.

**Sponsored Training Certifications:**

- OSHA 10 Hour Construction Safety Certification
- CPR/First Aid Certifications
- Construction Zone Traffic Flagger Certification
- Tribal Roads Scholar Cert., TTAP/ODOT and Oklahoma State University

**Individual Education & Certifications (E&T):**

Trade Skill Certifications, Welding etc.

### Tribal Employment Rights/Equal Employment Opportunity Office

TERO offers financial assistance to help with testing certifications if funding is available.

• TERO helped the college students from Illinois while on their annual visit to Pawnee.

#### Employment Development:

- TERO offers Resume Building Help
- TERO offers Cover Letter writing Help
- TERO offers How to nail the Interview (do's and do not's)
- TERO has a computer lab to help assist in the job application process.

#### Community:

- TERO helped the Pawnee Nation Day Care with new mulch in Playground.
- TERO helped to provide fire wood to elders and ceremony, funeral feasts.

#### Financial:

TERO has the unique ability to levy fees on all construction contracts on Tribal jurisdiction. We also have the ability to levy fees on all employers on Tribal jurisdiction. These funds collected goes back to the Nation's General Fund. These funds off-set and provide additional financial resources for the program and the Nation. PENTERO program was implemented in 1996, and has existed for 20 years. The TERO program generated over \$150,000 in TERO fee's in 2015. The most ever collected by the TERO program in 20 years.



(L to R) Joseph Hawkins, Steven Campos, and Walterene Hare)

#### Contact Information

Steven Campos, TERO Director  
scampos@pawneenation.org

Joseph Hawkins, TERO Foreman/Compliance Officers  
jhawkins@pawneenation.org

Walterene Hare, TERO Admin Assist  
whare@pawneenation.org

#### Office Location

657 Harrison St.  
Pawnee, OK 74058

Direct Line: 918-762-3227



# Division of Cultural Resources

The Cultural Resource Division started in November 2015 with the hiring of Director Herb Adson, and administrative assistant Marti Only A Chief. This new division has the following departments housed under us:

- Historic Preservation (THPO)
- Repatriation
- Culture
- Language
- Museum

Our jurisdiction includes The Pawnee Nation Reserve, our four cemeteries, property at Chilocco, property in Nebraska, and any properties which are “restricted” or “held in trust” for our citizens by the federal government.

Some of the activities and events from 2015 included, Hosting “Empowering Youth is me” during spring break 2015 for youth grades 6-12.

### THPO Accomplishments

- Andrew Knifechief was hired as THPO Director in May and
- THPO hosted cultural events, and meals during the veterans homecoming in July
- THPO assisted our education department with their Summer Youth Camp, which was also in July.
- Andrew Knifechief, THPO Director drafted a proposal for Cultural Resource Division during late summer and the Division was established by

Pawnee Business Council.

- Pawnee THPO worked all year with requests from different agencies for Federal Communication Commission (FCC) compliance under section 106 of the National Historic Preservation Act of 1966 (NHPA).



(L to R)

Herb Adson and Micheal Knife Chief (Martha not pictured)

**Contact Information**

Herb Adson, Director, Cultural Resource Division  
hadson@pawneenation.org

Marti Only A Chief, Administrative Assistant  
Monlyachief@pawneenation.org

Micheal Knife Chief, THPO Officer

**Office Location**  
657 Harrison St  
Pawnee, OK 74058  
**Direct Line:** 918-762-3227



President Pratt reading to the kids

## Native American History Month



Council Woman Hare reading to the kids



**Princess Parade-In**  
(L to R) Alison Black, Minnie Fields with Lisa Fields, Jamie Nelson, Tiffany Fietze, Sandra Moore, and Elizabeth Blackowl

## Tribal Gaming Commission

The Pawnee Nation Gaming Commission is an agency established by the Pawnee Business Council. The Pawnee Nation Gaming Ordinance was enacted in 1999. The ordinance created the opportunity for Gaming Activities to be conducted on Tribal Lands and created the Gaming Commission to regulate the Gaming Activities.

*The Gaming Commission’s goal is to provide a safe environment to offer gaming and protect the integrity of the games offered on Nation Lands.*

The Gaming Commission holds regular meetings at 5:30 PM on the first and third Monday of every month. The meetings are open to the public. This year the Gaming Commission held at least one meeting every month and had several special meetings regarding the creation and implementation of the Surveillance Department.

The Gaming Commission is funded by the assessment of revenues from Casino Operations on Pawnee Nation Lands. This assessment is a rate that is decided each year and levied against the previous year’s Casino Operations Gross Gaming Revenue as certified by each annual Audit.

This year, the total of the assessments against Casino Operations was \$518,914.64.

The Gaming Commission rendered a decision to initiate the creation of a surveillance department to satisfy the requirement of StoneWolf Casino (a licensed facility) achieving Tier B. Movement from one tier to another can be very complex with regard to compliance. Upgrading in tier is a very noteworthy milestone in a facility’s reputation; tier is categorized by revenue and upgrades mean the facility is generating more revenue. NIGC Class II regulations define each tier by Gross Gaming Revenue for a year.

**Tier A** – \$3 Million to \$8 Million

**Tier B** – \$8 Million to \$15 Million

**Tier C** – \$15 Million and Over

The Surveillance Department has continued to hire more personnel. The initial plan was to staff twelve (12) personnel to continuously monitor the casino operations “24/7”. This was to allow a schedule which allowed on shift breaks and adequate days off between shifts. As a stipulation of manned surveillance, the operations room must be continuously staffed. There are many equipment requirements as well. Currently, we are meeting or exceeding these requirements set forth in the regulatory documents. We look to improve upon the systems in place as well as the

operations room that is located at Stonewolf Casino, along with the expansion.

Training for the surveillance staff is developing and the employees are getting more acquainted with their positions and their equipment within the Pawnee Nation Surveillance Department. Training will be a main focus for the next year.

Our staff provides a fair and safe gaming atmosphere by reviewing the personnel that conduct gaming activities on our lands.

We license the following entities:

Gaming Facilities

Employees of Gaming Facilities

Employees of Vendors who provide gaming related services to licensed Facilities

Fees generated from these activities help offset the costs of performing the required checks and references. This is a very important process when reviewing the role of the Gaming Commission and its functions. We are making sure that we have honest people conducting the gaming activities and protecting the assets of the Nation. This is one of the parts of the Commission that is reviewed periodically by State and Federal authorities.

One of our main goals this coming year will be to update and revise our Ordinance and Regulations. Working with the Pawnee Nation and the Casino Operations, we want to strengthen our controls while at the same time create opportunity for more efficiency in our operations.



## Tribal Tax Department

### Program Overview

The Pawnee Nation Tax Department's Mission Statement:

*To exercise the tribal sovereignty by advancing the Pawnee Nation tribal economies and right to self determination. Promote Pawnee Nation exercising self-sufficiency through the maintenance of a comprehensive tax base and collection of revenues.*



#### Contact Information

Lyle Fields, Tax Manager Ext. 138  
 lfields@pawneenation.org  
 Cecelia Hawkins, Tax Assistant

#### Office Location

490 Agency Road  
 Pawnee, OK 74058

### Executive Summary

The Tax Commission was re-established and Tax Commissioners Elizabeth Blackowl was appointed by PBC Resolution# 15-18 with term Jan 28, 2015 to Jan 28, 2017 and Kathy Daniels was appointed by PBC Resolution# 15-19 with term Jan 28, 2015 to Jan 28, 2017 and Reva Mariah Shield Chief was appointed by PBC Resolution# 15-36 with term April 22, 2015 to April 22, 2018 and Nancy Moore was appointed by PBC Resolution# 15-41 with term April 22, 2015 to April 22, 2018. It is with great regret to report that Elizabeth Blackowl passed away this year in 2015 and will miss her dedication to the Tax Commission with her time and efforts to ensure the betterment of her tribe in all board and commission she has served in the past. Ms. Elizabeth Blackowl also had the distinction of serving as the Pawnee Nation of Oklahoma's first female Pawnee Business Council President. Ms. Elizabeth Blackowl will be greatly missed by all the Pawnee Nation tribal members. The Pawnee Nation deeply appreciates her time and efforts

she willing gave on all the Board and Commissions that she served on during her lifetime. Everybody could see her pride in being a Proud Pawnee tribal member and will miss her at all Pawnee cultural events and activities that she would always be seen attending or participating.

The Tax Manager- Lyle E. Fields and Tax Assistant Cecelia Hawkins worked on the Tobacco Sale Tax Rebate to Pawnee Nation Trading Post and Pawnee Nation Travel Plaza and TeePee Smoke Shop for the months of January 1, 2015 to December 31, 2015. Due to the Tobacco Sales Tax refund from the State of Oklahoma comes to the tribe thirty days after end of the month, the Pawnee Nations' refund for the tribal retailers is issued and received by the Pawnee Nation the following month.

The Tax Manager and Tax Assistant worked with the CEO- Pawnee Tribal Development Corporation in establishing the Excel spreadsheet that will be utilized in ensuring the correct amount is paid on the Tobacco compact from the State of Oklahoma. This Excel spreadsheet in addition calculates the amount of rebate to the tobacco smoke shop retailers. The amount of the rebate from the state of Oklahoma went down in January 2015 per the Tobacco agreement.

The Tax Department receives a listing of former tribal members who have relinquished their membership with the Pawnee Nation. Our listing is updated with any relinquishments after they are formally approved by Pawnee Business Council to avoid this from occurring in the future. There has been an updated listing given to the Tax Department of recent relinquishments.

The Pawnee Nation Tax department has properly trained and competent personnel applying a state of art tax system – Tag Pro to assist in the collection of taxes and licensing.

The Tax department staff- Lyle E. Fields and Cecelia Hawkins have obtained the necessary training and requisite certifications (notary) in order to engage in transacting Tax department business. Both personnel are enrolled members of the Pawnee Nation and enjoy their positions with the Pawnee Nation.

### Mission/Purpose statement/Goals and Objectives

The Pawnee Nation Tax department's responsibility is to support and strengthening the Pawnee Nation by licensing and regulating certain conduct with the Tribal jurisdiction, to provide financing for current expenses of the Pawnee Nation tribal government and to provide financing for tribal government services or departments. The Pawnee Nation Tax Department

**Tribal Tax Department**

provides the resources for our elected officials/ tribal administration in meeting the needs of its tribal needs or services as it identifies them.

The Pawnee Nation Tax department Goals and Objectives are to provide revenue for the Pawnee Nation of Oklahoma through its tribal vehicle registration. To process the Cigarette Tax rebate to the Pawnee Nation of Oklahoma cigarette tobacco retailers: Pawnee Nation Trading Post and Pawnee Nation Travel Plaza and Tee Pee Smoke Shop. The Pawnee Nation Tax Office processed the cigarette tobacco rebate the following month of sales and upon receipt from the State of Oklahoma. The Pawnee Nation issued tribal vehicle registrations and titles for members of the Pawnee Nation of Oklahoma. The Pawnee Nation received the 8% sales tax from business located on Pawnee Nation of Oklahoma boundaries: Pawnee Nation Travel Plaza, Pawnee Nation Trading Post, Tee Pee Smoke Shop, Howlers BBQ. Harmon Denture Clinic.

The Pawnee Nation Tax Commissioners are working to update their governing documents: Revenue Act 2007, Tax Commission Fiscal policies and procedures, Personnel policies and procedures. The Tax Commissioners held on strategy planning meeting on Saturday, September 26, 2015 and discussed priorities in the updating of their governing documents.

**Financial reporting**

**2015 Tax Office Report**

The Pawnee Nation Business Council re-established the Pawnee Nation Tax Commission with current members of: Elizabeth Blackowl, Kathy Daniels, Reva Mariah ShieldChief, Nancy Moore. The Pawnee Nation Tax Commission will be working on updating the Pawnee Nation General Revenue and Tax Act. The Pawnee Nation Tax Commission was re-established by Pawnee Business Council Special meeting on January 14, 2015 when they rescinded PBC Resolution # 08-48 that did away with the Tax Commission in the year 2008. It is expected that new revenue resources will be reviewed/implemented for the Pawnee Nation and the Tax Commissioners- Kathy Daniels, Reva Mariah ShieldChief Gover and Cecelia Hawkins attended the National Intertribal Tax Alliance Conference on September 15, 2015 to September 18, 2015 to be apprised of changes with tribal tax departments and new revenue sources that tribal governments are now getting or in the process of developing regulations to be able to collect or other tribes charge for excise tax, etc.

The Pawnee Nation Tax Commission met in their monthly meeting on Monday, February 8, 2016 and raised their rate for tribal tags. The Tax Manager- Lyle

E. Fields was working with the TagPro contractor support for our vehicle tagging system to implement the new rates and was finally completed and installed on March 8, 2016 at 4:30 pm.

The Pawnee Nation Tax Commissions are at this time utilizing the Pawnee Nation’s governing documents, ie. Personnel Policies, etc. at this time until they are able to complete the Pawnee Nation Tax Commission are able to update and formal accept their own updated governing documents.

Other revenues on sales taxes, fees, permits, oil and gas severance taxes was reported by the Finance department as their prime responsibility of the Pawnee Nation. This financial reporting information the Tax Manager accessed with our Tag Pro system, the software system in place for tribal tag issuances and renewals.

The 2015 Annual totals include:1107 renewals; 433 new; 55 veterans; 3 Commercial; 5 exempt; 159 duplicate titles; 8 lost decal; 74 liens; 43 motorcycle; 126 personalized; 17 boat; 14 farm; 0 transfers.

Revenues from the sale of the Pawnee Pendleton blankets are booked into the General Fund by the Pawnee Nation Finance department.

**Pawnee Nation Tax Office 2015 Annual Revenues:**

**January 1, 2015 through December 31, 2015:**

Tobacco Compact: \$437,818.85

**Less Tobacco rebate returned to tribal retailers: (\$332,257.15)**

Vehicle Registration: \$ 100,665.87

Sales Tax: \$ 157,051.51

Pendleton Sales: \$ 10,734.20

Merchandise Sales: \$ 5,910.54

Oil & Gas: \$ 22,626.64

NSF Charge: \$ 25.00

Tax Office Permits: \$ 5,105.00

**Total: \$ 407,680.46**

**Future Plans**

The Pawnee Nation Tax Commissioners priority plan will be continue to update their governing documents and review new sources of revenues that are being collected by other tribes in tribal jurisdictions. The Tax Commissioners and Tax Manager plan to attend United Indian Nations of Oklahoma, Kansas Quarterly meeting and maintain their memberships with UINOKT. This body has been keeping their membership apprised due to the Citizen Potawatomi

### *Tribal Tax Department*

tribe has been dealing issues related to local and state governments attempts to tax tribal governments businesses on tribal land primarily Citizen Potawatomi dealing with it and potentially Comanche Nation have been followed by the UNIOKT body and updated with this ongoing attempt to attack tribal government sovereignty. The local and state government has been utilizing different tactic to force the Citizen Potawatomi tribe in collecting taxes for them on sales to non-tribal members at their local business and grocery store that resides on their jurisdictional land. The UNIOKT body deals with issues that are currently taking place or arising in Indian Country. These was discussion related to tribal government vehicle tag revenues being reviewed and potentially pursued as a revenue source for the state of Oklahoma, not good for tribal governments under current State of Oklahoma Governor- Mary Fallin. A large portion of Cigarette Revenues is now going to the State of Oklahoma due to numerous tribal government compacts recently expired. Numerous tribal governments' tobacco compacts and had to be renewed.

#### **Travel and Training**

Travel. The Pawnee Nation Tax Manager- Lyle E. Fields and the Tax Commissioners attended United Indian Nations of Oklahoma, Kansas and Texas

(UINOKT) quarterly meetings related to Tribal tax governments and issues that have been developing with their tribal offices or matters that are affecting tribal sovereignty. Other tribes have been sharing tax issues arisen within their tribal jurisdiction. Although tribes vary in their business, resources and land base available to their tribe. The trip reports are shared in the 2015 Quarterly reports for the Pawnee Nation Tax office and the major changes or concerns that are impacting tribal governments taxing authority/sovereignty.

Kathy Daniels, Reva Mariah Shield Chief Gover and Cecelia Hawkins attended the National Intertribal Tax Alliance Conference on September 15, 2015 to September 18, 2015 to be apprised of changes with tribal tax departments and new revenue sources that tribal governments are now getting or in the process of developing regulations to be able to collect or other tribes charge for excise tax, etc. The Tax Commissioners are looking at new revenue source for tribes at this time, in which other tribes are requiring vendors permits for any business that sells merchandise to businesses that operate/reside on their tribal jurisdiction, examples of these vendors now being required to have permits are coffee vendors/food suppliers, etc.

#### **Pawnee Nation Pendleton Blankets—Available from Pawnee Tax Office**



# Tribal Development Corporation



Pawnee Tribal Development Corporation (PTDC) experienced an unprecedented year of growth in 2015, including tribal revenue share, business diversification and subsequent growth in employment opportunities. PTDC anticipates this growth trend to continue as the management team is strategically focused on the development of long-term programs and initiatives. More importantly, the success that has been achieved by PTDC would not be possible without the exceptional efforts and display of customer service from the entire staff of 160 employees.

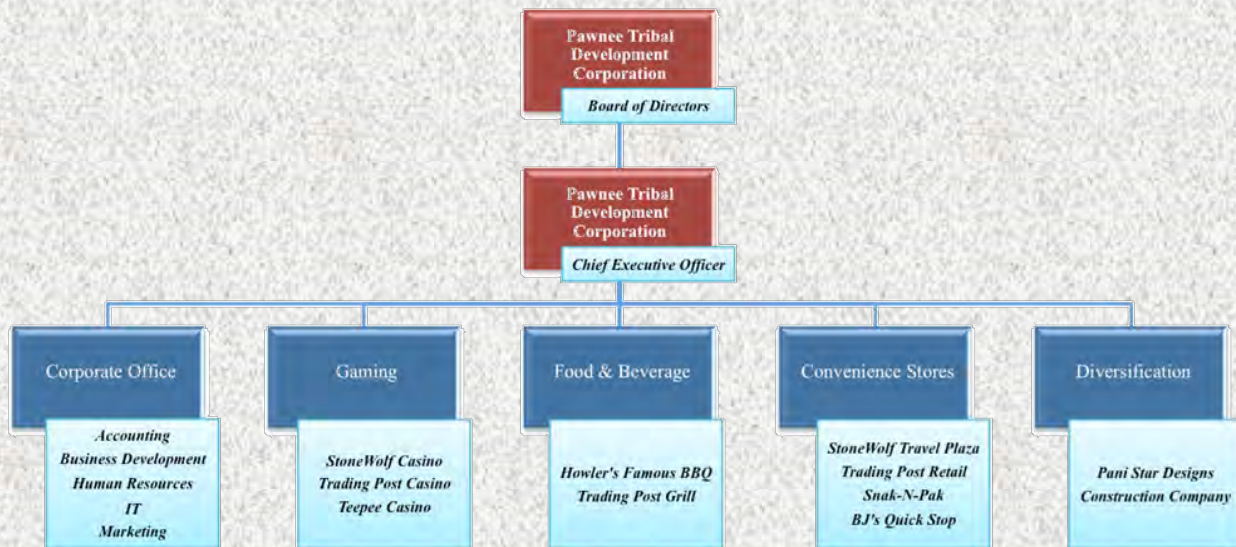
This has also been a year of improved year in corporate/tribal communication efforts. In August, the PTDC Board of Directors, along with the PTDC Corporate Staff hosted a public meeting. Representatives of the Business Council, tribal members, even local community leaders were in attendance including the Mayor of Pawnee and the Chamber Manager. In efforts to communicate corporate transparency, departmental progress, and future developments, PTDC is looking forward to continue holding this meeting every year.

Joint meetings were held in April and October between the PTDC Board of Directors and the Pawnee Nation Business Council. The goal of the meetings was to create an environment to encourage communication between tribal and business leadership on new developments and an exchange of ideas in order to create an environment of synchronicity.

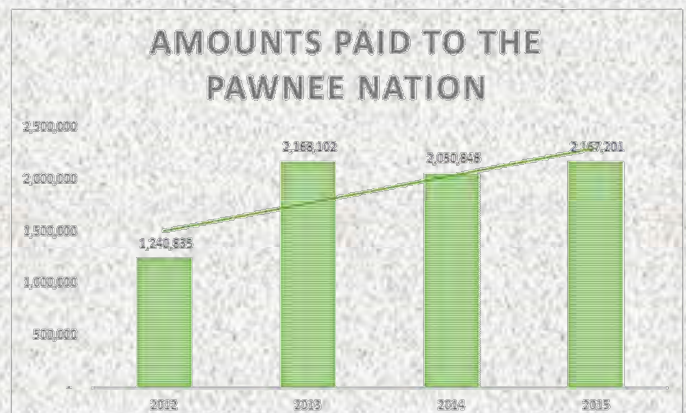
PawneeTDC.com, the new corporate website was launched in April. With the corporation on the cusp of so much growth toward the end of 2015, the website will serve as an on-going source of information regarding the exciting new developments and job opportunities taking place within the corporation

### Tribal Revenue Share

Pawnee Tribal Development Corporation's overall revenue has continued to trend upward, resulting in a positive growth trend in total payments to the Pawnee Nation. The total payments to the Pawnee Nation have increased from \$1,240,835 in 2012 to \$2,167,201 in 2015. During this time PTDC has also dramatically decreased its liability section of the corporate balance sheet.



PTDC Payments to PN	2012	2013	2014	2015
Distributions	718,000	1,475,000	1,485,000	1,500,000
Gaming Commission	400,203	562,905	416,323	401,586
Rent to Tribe	105,417	112,190	121,875	118,916
Licenses, permits & TERO	17,215	18,007	27,648	146,699
<b>Total Paid to the PN</b>	<b>1,240,835</b>	<b>2,168,102</b>	<b>2,050,846</b>	<b>2,167,201</b>



## *Tribal Development Corporation*

### **Corporate Business Portfolio Growth**

PTDC has explored multiple business diversification opportunities and is continually looking at alternate ways to expand its business footprint. Possibilities that were considered but not pursued included a dialysis center, commercial refrigeration manufacturing, and pest control. Following are the areas of growth opportunities that the PTDC board of directors decided to pursue last year:

**Snak-N-Pak/BJ's Quickstop** – PTDC began working on the possibility of purchasing Snak-N-Pak and BJ's in late 2014. The PTDC board voted to purchase the two convenient stores in early 2015. PTDC took possession of the two businesses in April of 2015. This purchase added 14 full/part time job opportunities to the total employment at PTDC. The jobs with this business acquisition do not require a gaming license which has allowed PTDC to add more non-gaming related employment opportunities. The purchase of SNP & BJ's gave PTDC 100% of the fuel market share in the City of Pawnee and also gives Pawnee Tribal Development Corporation visible presence in the Pawnee Community. A face lift is planned for SNP in the near future. SNP and BJ's will be renamed and rebranded to better reflect its Pawnee Nation ownership.

**Construction Diversification** – PTDC began working on the majority share interest purchase of ELOHI, LLC in the second quarter of 2015. After several months of negotiations and going through the legal process, PTDC completed the majority share membership purchase of this construction LLC in January of 2016. This purchase further diversifies PTDC's business portfolio outside of gaming. ELOHI, LLC, a native-owned construction management company that has been in operation since 2011. Previous owner, Christopher Michael Henson held 100% ownership. While he will retain a minority share and a management role, Pawnee Tribal Development Corporation purchased a majority share of the business. Mr. Henson possesses a unique military construction management background that will open many opportunities for this now tribally-owned entity. The name ELOHI is a Cherokee word that means "mother earth". The company will be rebranded, both its name and logo, to reflect its ownership by the Pawnee Tribal Development Corporation. The newly purchased construction company will focus on creating a diverse construction portfolio with an emphasis on government contracting and growth in Indian Country. This business will help accomplish two of PTDC's main goals, provide employment opportunities as well as net revenue back

to Pawnee Nation.

**Pani Star Designs** – (screen printing business) – PTDC has been researching the screen-printing business for several years now. In the winter of 2015 the PTDC board decided to create its own screen printing operation. The building that was purchased in early 2015 (behind Snak-N-Pak) will facilitate the production shop of the t-shirts. The upstairs portion of this building has been renovated and cleaned up. The back upstairs portion will consist of the t-shirt printing warehouse. Equipment has been purchased and installed and PTDC is in the process of recruiting and training several new employees to print the shirts. PTDC has an immediate need in printing with its current business portfolio will become it's customer by printing shirts for the casinos and retail sites. This print shop facility will not have an immediate retail site but PTDC plans to market shirts at its existing business retail sites.

**StoneWolf Expansion** – PTDC began the initial talks of a large casino expansion in 2014. At the beginning of 2015 PTDC began the process of developing a master plan for the StoneWolf Casino site along with the 20 acres that was purchased on the north adjacent side of the StoneWolf property. In the beginning it appeared that PTDC was going to be able to accomplish a full build and development of the master plan. After multiple bank denials and several long drawn out processes with other potential lenders, it was discovered that the master plan would have to be developed on a phase type build. The full build out approach was denied because of several reasons shared by the lenders. PTDC also has a limited capital injection for a project of this size and the project is viewed to have limited real estate collateral value due to the trust land status. Casino projects are classified in the higher risk loan category and the lending underwriters analyze the casino's historical data versus historical plus expanded future cash flow. PTDC was able to secure financing from Bank of Oklahoma. Management anticipates that the first phase of the StoneWolf Casino expansion will began in the spring of 2016.

**Phase one** – The first phase of the StoneWolf Casino expansion will consist of an add-on to the southeast corner of the StoneWolf Casino. The plan is to increase the slot count by approximately 150 slot machines and six table games. There will be a back of house addition behind the existing Travel Plaza which will give management some much needed office space, a new conference room, an information

### Tribal Development Corporation

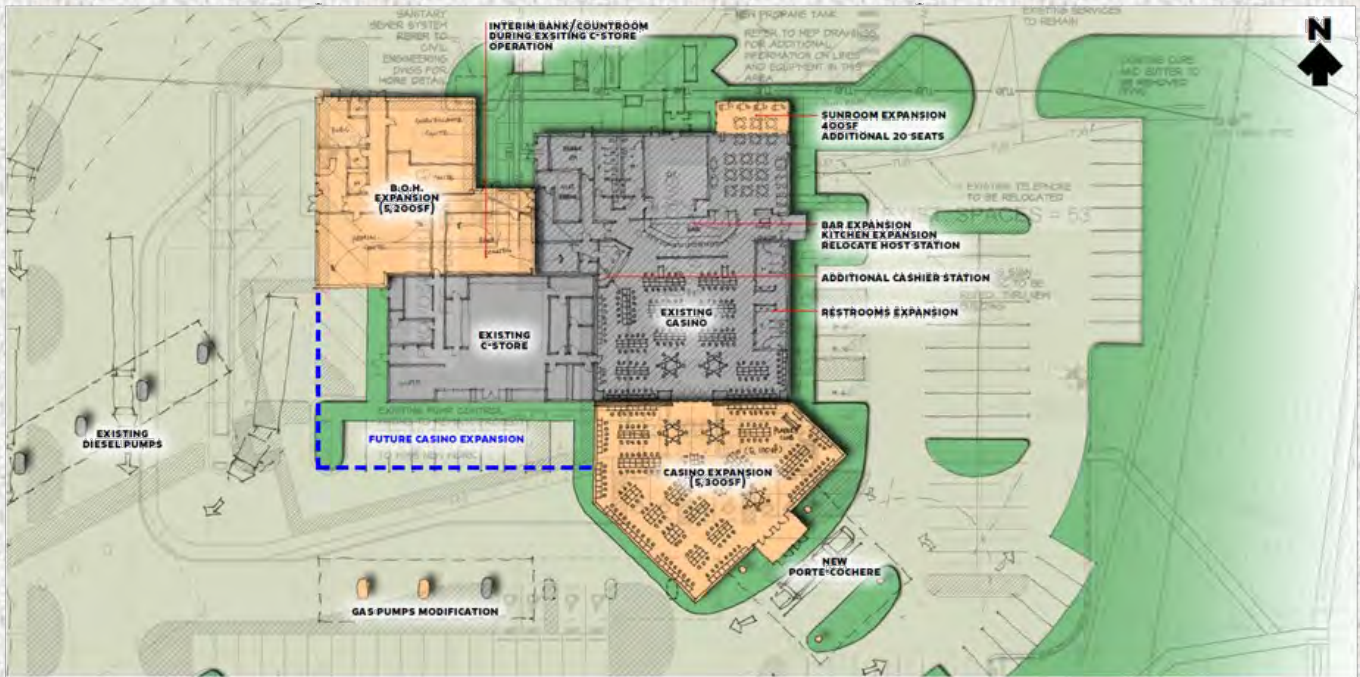
### Corporate Business Portfolio Growth, cont'd

technology area and an improved back of house facility for manned surveillance. There will also be renovations to the existing casino building with increasing the size of the restroom area, renovations to the bar and a twenty seat addition to Howlers Famous BBQ. The plan currently calls for moving the gas fuel canopy west to accommodate a better traffic routing.

location and there will be some renovations completed on it as well.

PTDC is in the process of getting the 20 acres north of the StoneWolf site put in to trust with the federal government. The land being put into trust will tremendously benefit the Pawnee Nation in the future by earning taxes from the commerce that takes place on the 20 acres property.

The StoneWolf Travel Plaza will remain in its existing



STONEWOLF CASINO  
PAWNEE, OKLAHOMA



### Marketing

Corporate marketing interacts with people at every aspect of the PTDC businesses, from employees to top-level management to customers and vendors. Through successful execution in the various areas of corporate marketing (see chart below), the corporation achieved a growth in revenue from 2012 to 2015 by 26.49% and an increase in gaming revenue of 22.57%. While experiencing continuous revenue growth, this has also been achieved in the midst of eliminating the expense of a contracted advertising agency, which has allowed the PTDC marketing department to fully function as an internal agency for the corporation. This decision contributed to an annual savings of more than \$150,000 for the corporation.



### Brand & Logo Development

Brand development is the practice of creating a name, symbol or design that identifies and differentiates a business. The foundation of a brand is the logo. The website, packaging and promotional materials -- all of

which should integrate the logo -- communicate the brand.

- In the past year, the Trading Post Casino had undergone minor updates on the interior of the facility, including new games. The Trading Post Casino logo was nearly a decade old and in desperate need of an update too. A more modern



**Tribal Development Corporation**

take on the Trading Post Casino logo was introduced in April.

- In a process that began in 2015, the name Pani Star Designs was chosen for the new screen-printing company and the development of the logo is nearly complete.
- The recently purchased construction company is currently in the process of being rebranded to reflect the majority Pawnee tribal ownership.

**Casino Promotions**

In 2015, a promotional strategy to drive more play by promotion participation at all three PTDC casinos was successfully implemented. The strategy utilized the “global” feature in our patron management system. By making customer play and ticketing inclusive of all three PTDC casinos, this allowed for much larger scale promotions. In addition to the buzz created around the promotional prizes, the customers were able to play at any of the three facilities to participate in promotions, which in turn drove even more play.

**Events & Advertising Sponsorships**

PTDC businesses are an active part of events and advertising sponsorships in their respective target market communities. Events and advertising sponsorships give front-of-mind brand recognition to PTDC businesses.

The Pawnee Nation ‘*Chaticks si Chaticks*’ Rodeo event and the Cowboy Country 105.5 studio sponsorship with Stillwater Radio are two examples. The marketing department, along with a representative committee from the Board of Directors spearheaded the Pawnee Nation ‘*Chaticks si Chaticks*’ Rodeo which was held in September during Labor Day weekend.

The KGFY Cowboy Country 105.5 studio sponsorship by StoneWolf Casino was negotiated in January and introduced in February. The sponsorship has been a powerful branding opportunity for Stone-Wolf Casino keeping the name on the forefront of listener’s minds. The opening billboard for the popular Stillwater radio station reads, “From the Stone-Wolf Casino studios this is KGFY...” The sponsorship package offers many additional opportunities with KGFY sponsored promotions. Such as the StoneWolf Casino’s title sponsorship of the ‘Women’s Night Out’ tradeshow held at the Payne County Expo Center, which is included as part of the sponsorship.

Another example is the OSU Cowboys Sports Properties partnership agreement with StoneWolf

Casino, which includes: soccer signage, football program ads and Homecoming Tailgate party display, Men’s and Women’s basketball, and Wrestling instant replay ads.

- October - April: StoneWolf Casino ‘Turnpike Rivalry’ Cup- Tulsa Oilers v. Wichita Thunder
- February: PTDC Advertising Sponsorship at NCAIED’s RES Conference  
PTDC Advertising Sponsorship at NIGA’s Wendell Chino Banquet  
OSU Men’s Basketball v. TCU – concourse display (3/4)  
Pawnee Nation Night at the Tulsa Oilers (3/13)  
Howler’s Famous BBQ at the ‘Taste of Stillwater’ Event (3/24)  
StoneWolf Casino ‘Women’s Night Out’ Tradeshow (3/26)
- March: OSU Staff Celebration Day (5/21)  
Stillwater Chamber ‘Young Professionals’ hosted by StoneWolf & Howler’s (5/21)  
All-Star Game (5/29)
- May: Stillwater Chamber “Business After Hours’ hosted by StoneWolf & Howler’s (6/16)
- June: Pawnee Indian Veterans Homecoming (7/2 - 7/5)  
Oil Patch Festival (7/4)  
Cushing Community Rodeo (7/10-7/11)
- July: Old Time Saturday Night (8/1)  
Pawnee Bill Memorial Rodeo (8/6 – 8/8)
- August: Pawnee Nation ‘*Chaticks si Chaticks*’ Rodeo (9/4 - 9/5)
- September:

**Employment Growth**

Extensive efforts have been placed toward the practice of tribal preference in hiring and promotions, as illustrated in the included charts. Through numerous discussions amongst the HR team and the Director of Tribal Employment Rights, areas for improving the current documentation and hiring practices have been identified. As a result, a consistent increase has been seen in total employment throughout PTDC, as well as the Pawnee Tribal employment percentage. These numbers have been anticipated to continue to grow as the corporation branches out to non-gaming related business ventures, which will create new and additional employment opportunities for tribal members.

**Human Resources**

The Human Resources Department at Pawnee Tribal Development Corporation has made great progress in 2015 with the development and implementation of

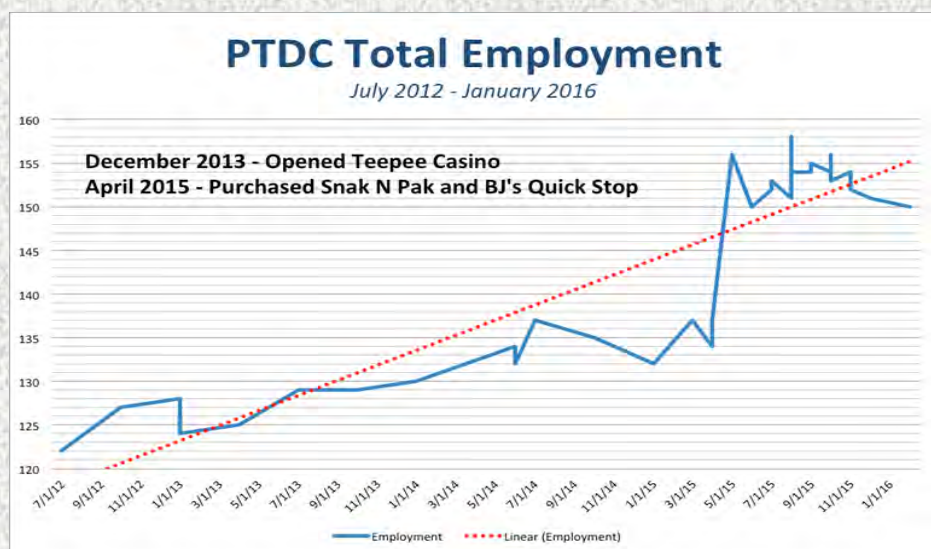
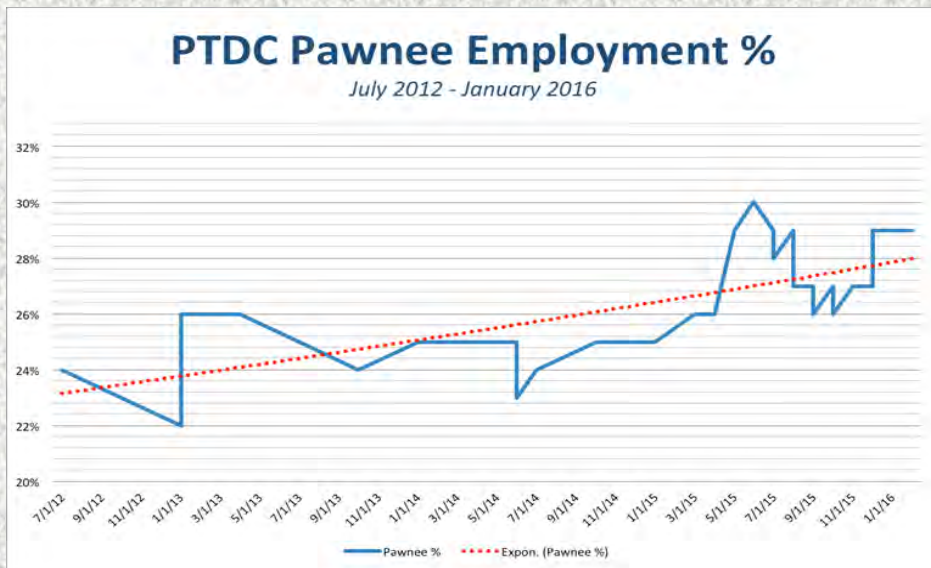
### Tribal Development Corporation

new programs. These new programs and initiatives include a transition from Paychex to Paycom, a comprehensive revision campaign on the PTDC System of Internal Controls, organizational development and restructuring, staffing strategies involved with the opening of new businesses, the launch of an online application database to improve the efficiency of the recruiting and hiring process, a new online training module with Casino Essentials, a more affordable and complete benefits package including a 401k plan with Standard Financial that will help optimize recruiting efforts and retention. These achievements will ultimately help improve the employment experience for both current and future staff members, and will help ensure a more effective and efficient future for business operations and administration. If you are interested in joining the growth that is occurring at Pawnee Tribal Development Corporation, please visit the careers page at [pawneetdc.com](http://pawneetdc.com) or contact the Human Resources Department at (918) 762-4832 ext. 10.

### Pawnee Tribal Development Goals for 2016

After a year of extensive growth throughout the corporation, the following are the goals for 2016:

- Continue to increase total employment opportunities, specifically for tribal members.
- Complete a successful launch of the new business venture, Pani Star Designs.
- Improve upon existing training and development program for employees.
- Complete Phase 1 of the StoneWolf expansion. Phase 2, the amphitheater, is anticipated in early 2017.
- Continue corporate/tribal communication efforts for corporate transparency.
- Execute existing construction contracts and strategically identify new opportunities.
- Develop an updated strategic plan for Pawnee Tribal Development Corporation including diversifying into the agricultural arena.



## Closing Remarks



Hello Friends!

The rise of the Pawnee Tribal Business enterprises this past year has given us the opportunities to provide more jobs for our tribal citizens. Our successes could not have been possible without a strong commitment by all the employees of the Pawnee Nation. To that we are grateful and will continue to strive to make the Pawnee Nation a great environment in which to work. We know our achievements will be reached, as long as we work together and allow nothing to prevent us from attaining the dreams and visions for our Pawnee people now and for generations to come.

Nine Pawnee Code Talkers of World War II were inducted into the Oklahoma Military Hall of Fame on November 13 and it was my honor to serve as the chairperson for the OMHF Ceremony and Banquet for the Pawnee Nation. I did not take this responsibility lightly and it took many hours to coordinate with the OMHF chairperson, OMHF officers, and the grateful family recipients. I hope it brought dignity and pride to the Pawnee Nation throughout this endeavor to honor these nine men and their respective family representatives whom all were presented this special Medal of Honor during the OMHF Banquet.

We Pawnees have proven to be a strong people and it is my aspiration that the sacrifices our ancestral tribal leaders made when they came to Oklahoma, will enable us to recover some of our lost ways of respect for our elders, preparing our children with the knowledge of our Pawnee traditions, and standing together in times of need. From my elders before me, I know that putting these beliefs into action is what kept Pawnee Nation as one family and will continue to shape our self-worth in belonging. With the addition of the newly formed Cultural Resources Division this year, my hope is that we will be able to educate tribal members and other visitors about the historical and contemporary qualities of the Pawnees.

Together with this publication of the 2015 Annual Report, we anticipate it will be of assistance as a reference if help is needed and to provide the translucence of the Pawnee Nation as requested by many.

May God bless each and every one of you and may He also bless the efforts we are making as a Nation throughout 2016.

Gratefully,

Liana Chapman Teter, M.Ed.  
Pawnee Business Council Seat #4

I close with this thought:

*“There are a whole lot of historical factors that have played a part in our being where we are today, and ... to even to begin to understand our contemporary issues and contemporary problems ... you have to understand a little bit about that history.”*

*~Wilma Mankiller~*





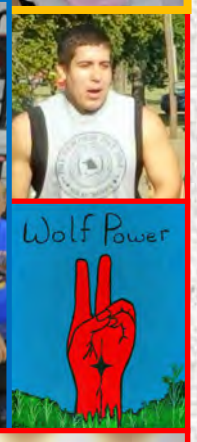
2015 Employee Fun Day Champions



2015 Intertribal Fun Day Run Champs



Intertribal Fund Day Volleyball Champs



*“I can do things you cannot, you can do things I cannot; Together we can do great things.” - Mother Teresa*





## Pawnee Nation Merchandise

**\*PLEASE MAKE MONEY ORDERS OUT TO- PAWNEE NATION TAX OFFICE- AND ADD FOR POSTAGE IF YOU WOULD LIKE MERCHANDISE TO BE MAILED.\***

**ITEM:**

DECORATIVE TAGS—Available with the following captions at bottom of plate: Oklahoma, Veteran, Chaui, Kitkehahki, Skidi, Pitahaurata. **Price: \$ 16.20**



**MISC. MERCHANDISE:**

**ITEMS WITH PAWNEE NATION SEAL**

- Window decals- bumper or window .....\$2.16
- Refrigerator Magnet.....\$2.16
- Sew on Patch-3 1/2 Circle.....\$5.40
- Lapel Pin.....\$5.40
- NEW-Sew on Patch- 8 1/2 circle .....\$30.72

**APPAREL With Pawnee Nation Seal:**

**\*Please call for sizes and color availability**  
**\*\*Please call for Band Name for hats**



All Kids Items shown above.....\$12.96,  
 Youth Size T-shirts XS, S, M, L Red & Blue  
 \*All Adult size short sleeve shirts shown here  
 \*T-Shirts with Seal SM,-6X (Red, Blue, White)  
**\$16.20**

Returning Item Lapel pin (1").....\$5.40

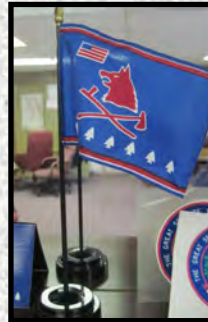
Window decal and bumper decal.....\$2.16 each



**ITEMS WITH PAWNEE NATION FLAG**

- Refrigerator Magnet.....\$2.16
- Flag patch.....\$5.40
- Tag ashtrays .....\$5.40
- Desktop Flag .....\$10.80
- Flag 2' X 3' .....\$27.00
- Pawnee Flag 3'X 5'.....\$64.00
- Pawnee Indian Veterans Flag 3' X 5' .....\$64.00

**Shown Here-Pawnee Nation Flag**



**New Items- Both W/ Pawnee Nation Seal**


Beanie Hats (black only) **\$10.80**

**NEW DESIGN-** Black with Wolf w/six stars n all band left chest and wolf w/four stars and Pawnee Nation in black-

- ◆ **Jackets** -\$46.00
- ◆ **Hoodies**-\$37.00
- ◆ **Sweatshirts**-\$27.00
- ◆ **Aprons**-\$15.00
- ◆ **Baby Bibs**-\$7.25
- ◆ **Hand towels**-\$8.50



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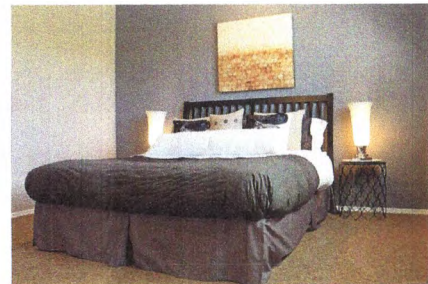
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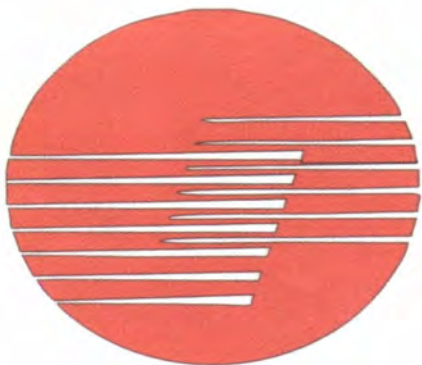
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