

The ANA Messenger

SPECIAL EDITION ON THE FIRST ANNUAL GRANTEE MEETING Administration for Native Americans

Promoting the Goal of Social and Economic Self-Sufficiency for All Native Americans

● November 2008

Message from the Commissioner

I am thrilled to present the November issue of the ANA Messenger. This edition focuses on the events of our First Annual Grantee Meeting and includes a brief description of all the ANA Awardees, by region, as well as an overview of the entire meeting. It was exciting to see all of you and to take part in the recognition of successful community projects.

It seems our time together was too short. I am sure all of you would have attended more events had there been additional hours in the day, as would I. So many talented and committed project staff were able to share innovative project ideas and lessons learned to overcome challenges.

As always, our T/TA Providers did an outstanding job. They are so skilled and the love they have for their work is obvious. I also want to recognize our ACF partners as they helped to complete the circle and make this an exceptional experience for all. We at ANA are grateful to our guest speakers Kalehua Krug, Chris Gersten, Edward Halealoha Ayau, Elizabeth Seale, and Delia Carlyle for taking the time to share their wisdom with us. Finally, and most importantly, we are grateful to all of the grantees who came to the meeting for sharing your experiences, insight, and energy with us and your fellow grantees. We are inspired by your efforts and wish you continued success in ongoing and future projects!

I am continually grateful to all the ANA staff for their outstanding efforts, and for ensuring what we do at ANA is successful.

For the future.

Sincerely,

Quanah Crossland Stamps
Commissioner
Administration for Native Americans

Mark Your Calendar!

- January 31st:** 1st Quarter Reports Due
- March 11th:** Native Language and Environmental Application Closing Date
- March 25th:** Social and Economic Development Strategies and Healthy Marriage Application Closing Date



Commissioner Stamps with the Commissioner's Award recipients, given in recognition for their contributions to promoting the goal of ANA.

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Communities Connect as Grantees Converge on the Capitol

Representatives of Native American tribes and non-profit organizations from around the continental U.S., Alaska, Hawaii, American Samoa, and the Mariana Islands assembled in Washington, D.C., September 22-24 for the Administration for Native Americans' First Annual Grantee Meeting themed "Connecting Communities." The meeting, held at the Washington Hilton, featured workshops facilitated by many of ANA's talented and knowledgeable Training and Technical Assistance (T/TA) Providers, and showcases from all program areas conducted by grantees who administered highly successful and noteworthy projects. The meeting also provided participants with the opportunity to network, share best practices, meet ANA program specialists and other staff members, listen to stimulating plenary sessions, and soak in the atmosphere of the nation's capital.

*"The theme of the Grantee Meeting is about connecting communities; it is about sharing, learning and celebrating what we do well."
- Commissioner Quannah Crossland Stamps*

for each line of the 269." Her comments were similar to those of many other participants who believed that they would apply knowledge gained at the meeting to future projects.

Showcases enabled grantees to share their experiences, successes, and best practices with one another through a structure of panel presentations that also allowed time for discussion through question and

answer sessions. Some of the topics through which presenters highlighted their experiences were: effective job creation, innovative project design, exceptional youth involvement, successful cultural preservation, exceptional development of partnerships, successful governance projects, outstanding capacity to generate revenue, outstanding use of intergenerational activities, and innovative healthy

Workshops and showcases

During the 2 1/2 day meeting, 12 ANA T/TA Providers hosted 55 workshops, and 32 grantees provided stories and lessons learned from their projects through 16 showcases. Workshop topics included project implementation and sustainability; how to develop, access, and manage partnerships; the involvement of elders and youth; overcoming staff turnover; involving communities in projects and building effective community partnerships; keys to successful projects; and reaching out to non-traditional partners. Additionally, presenters from partners within the Administration for Children and Families (ACF) provided sessions on how to work with and secure project funding from their agencies. Nearly all participants surveyed expressed strong or moderate satisfaction with the information provided in the workshops, particularly in terms of their usefulness and

"I will use the examples of best practices and tools provided here to increase the effectiveness and quality of our project."

- Project Director

applicability towards improving future projects. After an ANA financial training workshop on how to use 269 forms and execute cash drawdowns, one grantee commented, "All the information presented was pertinent to what I needed to know – I liked the detailed instructions that were provided



Migizi Communications, Inc. showcases their project which demonstrated, "exceptional youth involvement"

marriage. One language program administrator, after attending a showcase on intergenerational language projects, stated, "This is a great opportunity to learn about new, innovative things people are doing... things I haven't heard of in the field... and new strategies I can employ." A participant in an innovative project design showcase remarked, "It was interesting to look at how certain projects overcame obstacles. I think any time projects can share their successes and difficulties, it brings light to the struggles of current projects."

The showcases provided a way that grantees could relate to one another, understand each other's circumstances, learn

Communities Connect (Continued from Page 2)

from each other's wisdom and creativity, and gain a greater sense of hopefulness on what they could achieve. Many attendees thought the showcases provided a "humanizing" aspect to the meeting, contrasting yet complementing the more functionalistic and practical workshops. Showcase presenters gave their cohorts insight and appreciation of how their projects affected communities and how they used their own unique personal styles, knowledge, and abilities to address day to day project challenges. After listening to the humorous, poignant stories in the showcase presentation of Richard and Frances Graves of the Red Lake Chipewewa Healthy Marriage Project, one participant commented, "What I liked was the heart and the humor, the poetry and the words they put into both their project and presentation... and also the way they seem to find room for 'spirit' in what they do each day." This undercurrent of cohesion, admiration, and respect was evident throughout the showcase sessions, as grantees reflected on how certain common values, beliefs, and experiences brought them together, and how the achievements of others inspired them to greater success in their own projects.

"The workshops and showcase presentations have helped me understand the full extent of what needs to be reported financially - and how to organize and set up filing systems needed for working with ANA."

- Tribal Finance Director

Networking with other grantees and meeting the ANA staff

Another feature the grantees appreciated was the opportunity to get to know other participants. Whether reflecting and commiserating on common challenges, exploring shared values and visions, or pondering new approaches for dealing with problems, grantees formed new friendships and expanded their social and professional networks. "I liked hearing about other projects, meeting with people from other regions and tribes, and sharing common challenges and struggles," said one project coordinator. Another grantee added, "I like the national rather than regional perspective. It gives us a broader perspective and more connections." She continued, making suggestions on how next year's meeting could be improved, stressing the need to encourage even more informal networking. Grantees also expressed satisfaction at having the chance to

Eastern Region 2008 Awardees

Successful Environment Project:

1854 Treaty Authority of Minnesota

Award Representative: Darren Vogt

The 1854 Treaty Authority is an inter-tribal natural resource management agency whose purpose is to preserve and protect treaty rights in the 1854 ceded territory in Minnesota. Their project was designed to preserve and protect natural and cultural resources. The project increased their organizational capacity through the development of partnerships. The 1854 Treaty Authority successfully secured 67% of its operating budget for the next two years ensuring the project's sustainability.

Successful Language Project:

Sac and Fox of Oklahoma

Award Representative: Jacob Manatowa-Bailey

Sac and Fox involved over 300 community members to design a language immersion survey and used an incentive program to support a high response rate throughout the community for their project. Their incentive program was designed and voted on by community members to ensure transparency in the decision-making process. The initial budget in 2006 was \$50,250; by the end of the Project, the Tribe dedicated \$187,000 annually to the language effort. Throughout the project, staff demonstrated exemplary skills in their proactive approach to mitigate community conflict.

Successful Governance Project (SEDS):

Menominee Indian Tribe of Wisconsin

Award Representative: Marci Hawpetoss

The Menominee Indian Tribe of Wisconsin's project created a long-range strategic plan to collaboratively coordinate the planning and future implementation of all Menominee tribal programs. Community involvement, including 100 youth and 79 elders, was a key component to the success of this project. The community provided focus and direction for program goals, which now fully align with their vision.

Exceptional Youth Involvement:

Migizi Communications, Inc. of Minnesota

Award Representative: Michael Wilson

Migizi Communications, Inc. of Minnesota is located in the urban Indian community within Hennepin County, Minnesota, where the area's adult diabetes rate for American Indians is four times higher than the rate for the county as a whole. Their project involved over 500 elders and 600 youth to reconnect American Indian families with family oriented, traditional culturally-based health and wellness activities to prevent and control diabetes. To contribute to an improved sense of self, family and community, it also implemented camps during all four seasons based on culturally relevant activities and with positive educational experiences for the area's American Indian youth.

Communities Connect (Continued from Page 3)

Western Region 2008 Awardees

**Successful Environment Project:
Hoopa Valley Tribe of California
Award Representative: Ryan Jackson**

The Hoopa Valley Tribe of California's project helps the Hoopa Tribe manage and govern its natural resources in a sustainable manner supported by the community. The new management strategy and hunter education program promote sustainable deer populations and healthy woodpecker and fisher populations to ensure the availability of regalia materials for tribal traditionalists. The Tribe has committed \$150,000 in annual funding toward the development of a wildlife management department.

**Successful Language Project:
Fort Belknap College of Montana
Project Director: Lynette Chandler**

The purpose of the Fort Belknap College's project was to ensure the survival and vitality of the White Clay language by creating an immersion classroom. In addition to an immersion classroom, the project also included summer camps and radio programs. This combination produced positive results which serve as a replicable model for Indian Country.

**Exceptional Capacity to Generate Project Revenue
(SEDS - Economic):
Pueblo of Laguna of New Mexico
Project Director: Heather Kie**

The Pueblo of Laguna of New Mexico's project transitioned the Tribe from tribally-run water, wastewater and solid waste utility services to a stand alone Utility Authority with a single, fully trained management and support organization. The goal was to become self-sustaining through the collection of utility service fees by the end of the project timeframe. The \$824,142 in fees collected by the Utility Authority during the project timeframe allows it to be self-sustaining and able to improve services to customers.

**Successful Social Development Project (SEDS):
Confederated Tribes of Grand Ronde of Oregon
Project Director: Dave Fullerton**

The Confederated Tribes of Grand Ronde's project provided methamphetamine prevention, treatment and transitional after-care services to tribal members. Project staff implemented regularly scheduled activities as well as one time only events such as, hosting a conference with over 100 participants and producing an anti-meth DVD. Additionally, outpatient services were provided to 26 tribal members coming out of prison or treatment programs. The programs and services initiated under this project will continue and expand.

meet ANA staff members. In particular, grantees expressed satisfaction at having the opportunity to meet with and discuss projects with program specialists, to finally "put a face to a name" with people they had known by telephone and email for years.

"The grantee meeting was well timed for those of us bringing new projects 'online'. The contacts and ideas generated have me in a good 'place' to begin our new ANA grants."

- Project Coordinator

Feedback from the grantees

ANA staff members appreciate the time and energy participants took to answer surveys throughout the meeting. ANA personnel tallied the ratings and transcribed the comments from the meeting evaluations, and are currently doing the same for the workshop and showcase evaluations. In the coming weeks, ANA will carefully analyze the data to ensure that due consideration is given to the ideas and suggestions made in the surveys. We believe this will improve the way future meetings are conducted.

From our initial reviews, ANA learned that most participants were impressed with the overall organization of the Grantee Meeting, and felt that the workshops and showcases provided excellent and useful information. One project director said, "I really enjoyed coming here. It would make an even bigger impact, over the long term, if we - and every project - were allowed to bring one youth to the conference as well!" Another project director, whose project has just entered its third year, commented, "It will certainly help me to re-structure for a better outcome in the project's final year. Now I know I have the opportunity to make things right and get back on the right path." Many grantees expressed that they had a greater depth of understanding on how ANA works, on the purposes of ANA funding, and on the values of the organization. Overall, grantees were most pleased to have the opportunity to network with one another and to meet with ANA leaders and staff; to learn about the cultures, circumstances, challenges and successes of fellow grantees; and to reflect upon their own projects through a different lens, with greater consideration on how their own efforts fit into a larger picture.

Highlights from Grantee Meeting Workshops

ANA is thankful for the commitment and dedication of our T/TA Providers who were on-hand to facilitate engaging workshops and showcases. Below are highlights from some of the workshops.

- **Partnerships** – Grantees or prospective grantees should seek partners having a common or shared mission or organizational purpose. Although all partners must be equal, someone needs to be the acknowledged “decision maker.” Benefits to each partner should be equal and costs should be proportionate. Establish and agree upon clear deadlines or work plan timelines and communicate regularly. Focus on creating long-term partnerships. Treat partners like you would treat long-term relationships.



Pueblo of Laguna, Sitka Tribe of Alaska, and Kamauoha Foundation showcase their projects that demonstrated, “outstanding capacity to generate project revenue”

- **Narrowing the Project Scope** – Initial steps should include gathering and thoroughly documenting community-specific information that describes and measures challenges adversely impacting the community. Examples of some challenges are: current community conditions; descriptions of indicators present in the community; and resources or assets not accessible to the community. Applications often describe the challenge through use of terminology such as a lack or a need, for example, “We need a community center with a congregate meal site for elders.” Whereas, the actual problem might be a significant number of elders showing signs of malnutrition or elders reporting feelings of loneliness and isolation. Problem statements developed through a community-based planning process provide a more genuine description of difficulties impacting the community. “We need a community center” merely describes

how the applicant intends to address the problem, rather than describing the problem. Achievable project objectives are written in specific, descriptive terms with measurable outcomes and realistic timeframes for completion. Objectives must measurably reduce or eliminate problems described and documented in the project proposal.

Alaskan Region 2008 Awardees

**Successful Language Project:
Alutiiq Heritage Foundation
Project Director: April Laktonen Counciller**

Through a prior 2002 ANA language planning grant, the Alutiiq Heritage Foundation conducted a language survey that indicated only 37 Kodiak Alutiiq members spoke Alutiiq fluently, and the average age of the speakers was 72. Last year’s project implemented a master-apprentice program. By the end of the project, 12 language apprentices achieved fluency and taught 310 language classes to youth participants at language camps. The Foundation created digital language recordings and the staff shaped innovative, replicable and fun language materials.

**Exceptional Governance Project (SEDS):
Organized Village of Kasaan
Project Director: Jonathan Wunrow**

Currently there are only 13 jobs for the adult residents of the Organized Village of Kasaan. Their project developed new policies and procedures and modified the constitution and by-laws, providing the Tribe with infrastructure and accountability to its members. By establishing an Overall Economic Development Plan, the Tribe has a blueprint for future endeavors such as eco-tourism enterprises, an aquaculture farm, and housing and real estate developments aimed at increasing economic development.

**Exceptional Cultural Preservation (SEDS):
Chilkat Indian Village
Project Director: Lani Hotch**

The Chilkat Indian Village’s project successfully brought village generations together to create new artwork. The project developed a sustainable, culturally appropriate, tourism-based economy through community training and education efforts including weaving, carvings, totem poles and canoes. As an additional benefit, the process transmitted culture from generation to generation. The village was able to create and register Klukwan Tribal Tours, a business initiated to utilize skills from the ten host trainees. Elders trained younger participants to share the Tribal clan story with visitors, which is depicted inside the reconstructed traditional long house. Participants developed pride in the traditional culture and demonstrated leadership in the community.

Highlights (Continued from Page 5)

- Community Involvement - Involve the community in: defining problems that can be addressed by the project; designing the project; and evaluating project benefits. For example, involve the community in project design and project implementation through the development of a steering committee, a standing committee, or through the use of community evaluations. Community involvement strategies include: nominal group process; focus groups; developing effective community strategies; and survey research.
- Utilizing Technology to Preserve Language - Issues addressed included the appropriate use of technology to enhance native language projects. Various programs and different technologies were shared ranging from partnerships with software developers and hardware companies to the proper (and improper) use of video and audio taping machines to interview elders. All participants expressed the need to understand the types of technologies available to enhance the success of language projects. An enthusiastic discussion ensued regarding the use of audio instruction mediums from Rosetta Stone and other companies using Native speakers in the production of such products and the potential community benefits of such collaborations.



Council of Athabascan Tribal Governments, and Pa'a Taotao Tano' showcase their projects that demonstrated, "successful cultural preservation"

The Corporation for National and Community Service Strengthening Support for Native American Communities



The Corporation for National and Community Service (CNCS) improves lives, strengthens communities, and fosters civic engagement through service and volunteering. Each year CNCS engages more than four million Americans of all ages and backgrounds in service to meet local needs through its Senior Corps, AmeriCorps, AmeriCorps VISTA, AmeriCorps National Civilian Community Corps, and Learn and Serve America programs.

CNCS has successfully provided national service resources to Native American Communities, Tribes and organizations supporting Native American communities for over 40 years. In the past 6 years, nearly 25 percent of federally recognized Tribes have successfully teamed up with CNCS to address family and community needs in a culturally appropriate manner. The majority of the programs addressed such critically important issues as: assistance to elders; cultural preservation; job training; economic development; health and wellness; youth education and leadership; and disaster preparedness

CNCS recently announced continued commitment and support for Native American communities by hiring Ron Lessard, an American Indian from the Mohawk and Abenaki Tribes, as the new senior-level Strategic Advisor for Native American Affairs. He will be an advocate for Native communities at the Corporation and will work across all program and support units to increase Native participation in national service and to develop and enhance programming to address the unique needs of Native communities.

The following are CNCS programs providing service in Indian Communities: Senior Corps; AmeriCorps; Learn and Serve America

Please follow this link to learn more about CNCS:

http://www.nationalservice.org/for_organizations/indian_communities/index.asp

Photos from the Grantee Meeting



Program Specialists Christina Clark (Language) and Tanya Stevenson (Family Preservation)



T/TA Provider Robert Parisian Registers Participants at the T/TA Table



Dr. Frizzell Conducted an, "Empowering Youth" Workshop as Part of the "Circle of Learning" Track

Pacific Region 2008 Awardees

Exceptional Youth Involvement (SEDS - Social): Intersections, Inc. of American Samoa Project Director: Moelili'a Seui

The population of American Samoa is approximately 58,000, 60% of which live below the poverty level. Intersections, Inc. is a non-profit, faith-based organization founded in 2002, with a mission to help empower families to break the cycle of poverty and improve the physical, social and spiritual aspects of family life. This project focused on specific performances of social issues faced by American Samoan youth. The current trend of social problems relate to substance abuse, child abuse, violence, teen pregnancy and suicide. The project performed plays for over 12,000 youth and 2,000 elders in American Samoa and Hawaii. Additionally, project staff stated they noticed increased confidence and self-esteem in the junior performers.

Exceptional Capacity to Generate Project Revenue (SEDS - Economic): Kamauoha Foundation of Hawaii Award Representative: Spencer Kamauoha

The Kamauoha Foundation realized that the area's agriculture industry held potential for economic growth. The Foundation identified noni as the crop most likely to succeed in sustainable and profitable agricultural production. Due to the Kamauoha farms project, the number of noni growers increased from 22 to 85 (nearly 400%), resulting in stable jobs and income for the farmers. This is significant for local economies because 91% of Native Hawaiian farmers' businesses are family-owned and operated. The Foundation follows a policy to employ high-risk adults from the community. For eleven unemployed or underemployed community adults, the farm provided job training, income and a positive working environment.

Exceptional Development of Partnerships (SEDS - Economic): Native American Samoan Advisory Council Project Director: Tilani Ilaoa

The Native American Samoan Advisory Council's project has helped define the community's ideas about being a member of the American Samoan community today. The project sparked an important renewal process of traditional Samoan culture. Artisans and consumers have become more confident in creating and purchasing items made locally. This resurgence of culture will help create a positive place for traditional Samoan cultural components.

Face-to-Face with Kathy Killian Program Specialist



Q: As one of the Program Specialists for the Administration for Native Americans what responsibilities do you have?

A: As a program specialist, I manage all awards in the Environmental Regulatory Enhancement program area as well as some SEDS projects. I have some expertise in environmental issues and community development.

Q: What can you tell us about your academic background and past job-related experiences?

A: I hold a bachelor's degree in history and political science and a master's degree in environmental resources. I worked in the greater Phoenix area for nearly six years, first for a natural resource conservation district and then with the state Agriculture Department. In both positions, I worked on agriculture projects from an environmental perspective. For instance, I worked with farmers to develop large-scale composting operations and with dairy and feedlot owners to comply with Clean Water Act requirements. I also helped to provide a forum through which agencies and municipalities could exchange information on ongoing and pending water-related projects, such as ground water recharge and tertiary water treatment. Finally, I worked with representatives from many organizations and agencies to provide environmental education, especially to high school students.

Q: I understand you left Phoenix to travel, right? Where did you go?

A: Eventually I decided to leave Phoenix for some adventures! I first went to China for eight months where I taught English for a school based in Singapore. I had a fantastic time, learned a lot about China and enjoyed my students and fellow teachers.

After China, I went to Malawi in Africa. For the first two years, I was a Peace Corps volunteer and worked for the Malawi Department of Parks and Wildlife. As an extension officer for Lengwe National Park, I worked with the communities surrounding the Park's borders to encourage usage of the Park's natural resources in a sustainable manner. An example of a project I worked on was a women's group that gathered a local fruit and made jam which they sold to park visitors and local residents.

After Peace Corps, I stayed in Malawi and worked for four months at a game reserve managed by a company from Holland. During my short stay there, we translocated 70 elephants from a park in central Malawi to our game reserve. Eventually, I made my way to DC and began working for the Administration for Native Americans in April 2007.

Q: Please tell us why you enjoy working for ANA.

A: I really enjoy working at ANA because I get a chance to learn about grantees' projects and see their passion and dedication to whatever need the project is addressing. I also enjoy the opportunity to work on special projects with my colleagues at ANA. I have participated in committees to revise and update program announcements in both 2008 and 2009, develop an internal instruction manual, train new employees, and plan the ANA grantee meeting. These special projects allow me to use what I hear from grantees to improve our internal processes or, in the case of the grantee meeting, provide the best possible program for grantees.

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