

PART I - FACE SHEET

APPLICATION FOR FEDERAL ASSISTANCE		1. TYPE OF SUBMISSION: Application <input checked="" type="checkbox"/> Non-Construction														
Modified Standard Form 424 (Rev.02/07 to confirm to the Corporation's eGrants System)																
2a. DATE SUBMITTED TO CORPORATION FOR NATIONAL AND COMMUNITY SERVICE (CNCS): 01/21/11	3. DATE RECEIVED BY STATE:	STATE APPLICATION IDENTIFIER: 94-1477040														
2b. APPLICATION ID: 11TN124735	4. DATE RECEIVED BY FEDERAL AGENCY: 01/21/11	FEDERAL IDENTIFIER: 10TNHCA003														
5. APPLICATION INFORMATION																
LEGAL NAME: Hoopa Valley Tribe and Hoopa Forestry Division DUNS NUMBER: 074647165	NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes): NAME: Tahsanchat Ferris-Wilson TELEPHONE NUMBER: (530) 625-5223 21 FAX NUMBER: (530) 625-5144 INTERNET E-MAIL ADDRESS: tahsanchat@yahoo.com															
ADDRESS (give street address, city, state, zip code and county): P.O. Box 606 143 Campbell Field Road Hoopa CA 95546 - 0606 County: Humboldt																
6. EMPLOYER IDENTIFICATION NUMBER (EIN): 941477040	7. TYPE OF APPLICANT: 7a. Indian Tribe 7b. Tribal Government Entity															
8. TYPE OF APPLICATION (Check appropriate box). <input type="checkbox"/> NEW <input type="checkbox"/> NEW/PREVIOUS GRANTEE <input checked="" type="checkbox"/> CONTINUATION <input type="checkbox"/> AMENDMENT If Amendment, enter appropriate letter(s) in box(es): <input type="text"/> <input type="text"/> A. AUGMENTATION B. BUDGET REVISION C. NO COST EXTENSION D. OTHER (specify below):	9. NAME OF FEDERAL AGENCY: Corporation for National and Community Service															
10a. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER:94.006 10b. TITLE: AmeriCorps Indian Tribes	11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT: Hoopa Tribal Civilian Community Corps															
12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc): Hoopa TCCC is requested to serve the entire United States, predominately Hoopa Indian Reservation, Yurok Reservation, Karuk Reservation, Humboldt County, Trinity County, Del Norte County, Siskiyou County; in the states of CA, Oregon, WA	11.b. CNCS PROGRAM INITIATIVE (IF ANY):															
13. PROPOSED PROJECT: START DATE: 09/01/11 END DATE: 08/31/12	14. CONGRESSIONAL DISTRICT OF: a.Applicant <input type="text" value="CA 001"/> b.Program <input type="text" value="CA 001"/>															
15. ESTIMATED FUNDING: Year #: <input type="text" value="2"/>	16. IS APPLICATION SUBJECT TO REVIEW BY STATE EXECUTIVE ORDER 12372 PROCESS? <input type="checkbox"/> YES. THIS PREAPPLICATION/APPLICATION WAS MADE AVAILABLE TO THE STATE EXECUTIVE ORDER 12372 PROCESS FOR REVIEW ON: DATE: <input checked="" type="checkbox"/> NO. PROGRAM IS NOT COVERED BY E.O. 12372															
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;">a. FEDERAL</td> <td style="text-align: right;">\$ 585,000.00</td> </tr> <tr> <td>b. APPLICANT</td> <td style="text-align: right;">\$ 335,449.00</td> </tr> <tr> <td>c. STATE</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>d. LOCAL</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>e. OTHER</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>f. PROGRAM INCOME</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>g. TOTAL</td> <td style="text-align: right;">\$ 920,449.00</td> </tr> </table>	a. FEDERAL	\$ 585,000.00	b. APPLICANT	\$ 335,449.00	c. STATE	\$ 0.00	d. LOCAL	\$ 0.00	e. OTHER	\$ 0.00	f. PROGRAM INCOME	\$ 0.00	g. TOTAL	\$ 920,449.00	17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT? <input type="checkbox"/> YES if "Yes," attach an explanation. <input checked="" type="checkbox"/> NO	
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f. PROGRAM INCOME	\$ 0.00															
g. TOTAL	\$ 920,449.00															
18. TO THE BEST OF MY KNOWLEDGE AND BELIEF, ALL DATA IN THIS APPLICATION/PREAPPLICATION ARE TRUE AND CORRECT, THE DOCUMENT HAS BEEN DULY AUTHORIZED BY THE GOVERNING BODY OF THE APPLICANT AND THE APPLICANT WILL COMPLY WITH THE ATTACHED ASSURANCES IF THE ASSISTANCE IS AWARDED.																
a. TYPED NAME OF AUTHORIZED REPRESENTATIVE: Tahsanchat Ferris-Wilson	b. TITLE: Assistant Director	c. TELEPHONE NUMBER: (530) 625-5223 21														
d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:		e. DATE SIGNED: 06/24/11														

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Executive Summary

TCCC is a 1700 hr F/T Tribal AmeriCorps Residential Program that provides trainings, work experience & an education award upon completion to 30 members residing on the campus in Hoopa, California.

TCCC selects individuals, predominately, Native American Indians ages 18-24 from any of the 50 states in the U.S. Members begin/end in staggered terms, thus creating a year round corps. TCCC specializes in completing service projects in 5 areas: Environment, Education, Public Safety, Unmet Human Needs & Disaster Response

Rationale and Approach

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PROBLEM:

The Census 2000 data bear out researchers' findings that it is the most remote rural communities that face the biggest economic challenges. It also is the remote communities with the largest American Indian populations where poverty is most pervasive. For example, on the Hoopa Valley Reservation (located 65 miles from Eureka, the Humboldt County Seat), where 85% of the population is American Indian, 29% of families live in poverty--2.25 times as many as in the County as a whole.

Making comparisons to county data even worse is the fact that this targeted northern California county is significantly poorer than most of the state and the nation--that is, Hoopa's 29% family poverty rate is almost three times that of California (10.6%) and more than three times that of the United States (9.2%).

Only three of the identified rural/reservation communities (Blue Lake, Elk Valley, and Smith River); all three have lucrative casinos and memberships totaling fewer than 100 people. The largest three Tribes (Hoopa, Karuk, and Yurok) have family Long-term Job Deterioration. Erick Eschker, Professor of Economics at Humboldt State University, publishes the periodic Humboldt Economic Index, which includes an overview of leading economic indicators, as well as a composite summary. The excerpts that

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follow on the next three pages indicate that, in addition to continuing, near-record losses of timber-related jobs, in the past year, there have been long-term job losses in both hospitality and retail sales. Unfortunately, the very slight (.7%) increase in countywide employment in February 2009 gave way to a very large drop just a month later. Poverty rates ranging from two to six times the statewide and nationwide rates. Between March 2008 and March 2009, California's overall unemployment rate nearly doubled from 6.5% to 11.5%. With a 12% unemployment rate in March 2009, Humboldt County ranked 24th among the state's 58 counties; however, neighboring northern California counties suffered far more. Nowhere in California are the unemployment and poverty rates greater than on Indian reservations, where the economies are far less diverse and the job opportunities far more limited than in the north coast region and state as a whole.

In the 2000 US Census report, only 44 of 208 older adults were reported as living independently. According to Hoopa Ki'ma:w Medical Center (local Indian Health Center), as of Sept 2010, there are 688 older adults (62 & older) residing on the Hoopa Indian Reservation. Thus during the last ten years, when AmeriCorps came into existence on the Hoopa Indian Reservation, statistics show that there has been an increase of 30 % of living older adults. Of those older adults reported from Kimaw in 2010, 331 are Native American and 101 of them are Hoopa Tribal Members. An average of 8% of older adults die every year according to our service project files.

There are only three departments that assist older adults at their home. The first one is Hoopa Senior Nutrition whom deliver lunch to them at their home. The second one is the Hoopa Division of Human services that one or two times year pay for their electric or propane bill. The third department is Community Health Outreach nurse whom checks on older adults at their place of home to deliver their medicine, take their vitals and make transport them to their medical appointments. ANL is the only program available to older adults that deliver them firewood for heat, stack their wood on the porch, cut

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kindling for the older adults to start the fire with, cut existing firewood smaller to prevent injury, help them gather traditional foods and materials to carry on their traditions, clean their gutters, clean their wood stove out to prevent home fires, fix a broken hand rail on their porch, cut the overgrown brush down in their rural yard to prevent arson or fire, or companionship.

From time immemorial, native people have always honored the traditions of their Tribe including, taking care of their older ones. The Hoopa Valley Tribe is proposing to use AmeriCorps funds to support this initiative because the tribe does not have the economic support to achieve this by themselves.

Hoopa AmeriCorps (ANL) will conduct service projects within the Hoopa Indian Reservation that will consist of Honoring our Older adults within our community. The ANL program will work with different departments within the Hoopa Valley Tribe and other organizations that work closely with the older adult population. Because the members are predominately of native descent, the ANL program is uniquely sensitive to the cultural-based needs of the older adults in the community. Older adults are held in very high esteem within native communities as they are the ones who teach and preserve our culture. They are the healers and spiritual guides in most ceremonies within native communities.

DESCRIPTION OF ACTIVITIES AND MEMBER ROLES. 12 Fulltime ANL members will be addressing the needs of older adults 62 and older & disabled older adults whom are 59 & older for the next three years. 12 Members will begin and end in staggered terms, thus creating a year round corps. Members will begin this process by 1) recruiting older adults and agencies, departments & organizations to collaborate and disseminate information about the AmeriCorps Program. 2) 12 FT member(s) will help the older adults complete a AmeriCorps Service project application and obtain needed information to complete service project file. This application would be an the qualifying factor for a service project to be completed by the AmeriCorps members, which entails pertinent information such as: name, date of

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birth, proof of residency, services requested, referral information, etc. 3) The AmeriCorps Supervisor reviews the application for compliance and contacts the older adult for a site visit to assess how much time will be needed, tools needed, qualifications needed and how many AmeriCorps members will be needed. 4) Upon recommendation, the AmeriCorps Supervisor refers the application to the Program Director for final review 5) The older adult is placed on the work list for the AmeriCorps members in order of date received.

Outreach will be conducted on the Hoopa Valley Indian Reservation. Advertisements and information will be distributed to local organizations that involve the older adult population through flyers, Public Service Announcements, showcases and mail outs. These organizations include but are not limited to: Hoopa Tribal Administration, Hoopa Tribal Council, Hoopa Human Services, Kimaw Medical Center, Hoopa Senior Nutrition and Humboldt County Dept of Public Health.

The goal of the Hoopa ANL program is to honor the older adults of our community by providing them with assistance from a group of 12 dedicated and caring individuals . Secondly the members themselves will be trained and educated to serve as role models and learn how to protect and care for the older adults above and beyond their AmeriCorps experience. The projects completed will meet the goals of the community and address the needs of the older adults. The Hoopa Valley Tribe has a strong infrastructure with sound programmatic and fiscal oversight and has demonstrated its capacity to manage Corporation for National and Community Service grants and contracts throughout their past 11 years of ANL grants management.

Each day, 12 FULL-TIME members will begin with a daily orientation to the goals and project tasks at hand, a "Briefing". Next the members are organized at the site to effectively accomplish all of the tasks necessary for project completion. At the end of the day the members begin to clean-up the site and put

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away tools. The last task of the day is to have a "debriefing" where members have the opportunity to voice any safety issues or concerns, recognize accomplishments, offer ideas to make the project better for the next day, and fill out their service hour log sheets to accurately reflect the total amount of service hours performed. A member will spend 34 hours per week in direct service activities and approximately 6 hours per week in training.

SOLUTION

AMERICORPS MEMBER TRAINING

12 FTE members will be provided with onsite job and skill development prior to and during each project , training, and activity that is performed as an approved ANL activity. Members are required to wear service gear that visibly displays the AmeriCorps logo. This creates an atmosphere that promotes esprit de corps. ANL members receive orientation and training when they first start. During the first two weeks after entering the program, new recruits complete an intensive orientation process that includes through review of rules, regulations, policies and procedures of both the Hoopa Valley Tribe and the Hoopa AmeriCorps program. The trainings can best be described in three specific ways; pre service training, on site job specific training and Life After AmeriCorps training (which is specific skills and job search activities that will benefit a member after their term of service has ended.)

The preserves training is the first opportunity for members to see the program in action, set realistic expectations, form partnerships with other members, program staff and begin to build a strong sense of team. They are also assisted by staff in developing an Individual Learning Plan, establishing realistic goals in four domains: 1) service to the Hoopa Valley Community 2) Career interests 3) Interpersonal relationships and 4) personal goals for learning and acquiring new skills.

The goals of the orientation process are to provide an overview of program rules and expectations,

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providing a basic understanding of the mission and the goals of AmeriCorps, while building a community feeling and team spirit through interaction with fellow members. Members will also receive training on corps policies & procedures, through the contract review and Member handbook review; tool use, service related skill training, prohibited activities, grievance procedures, member rights and responsibilities.

ANL offers a wide variety of educational, emergency response, personal health and wellness and skill building opportunities for members all to prepare a member for their daily activities at the project site. These trainings sessions range from one hour (completing forms, journaling and photography) to 44 hours (First Responder, CERT, Over the Bank Ropes Rescue training & Wild land Firefighting training). 32 hours in Swift Water Rescue, 16 hours in Carpentry, chainsaw use and homeland security. 1-4 hour trainings will be offered throughout the year in health education (e.g., birth control, diet, STDs substance abuse, tobacco cessation and managing conflict/motions), as well as personal finances (e.g., banking budgeting insurance and taxes).

Specific trainings will include: Alcohol and Drug policy training, Sexual Harassment Training, Service Project preparedness training, chainsaw training, power tool training, Carpenter Union pre apprentice training, mandated reporter training on older adult abuse, Using your segal award & use of the AmeriCorps portal, diversity, leadership, communication, team building, resume writing, food handlers training, shelter operations, mass care, weather safety, sand bagging techniques, traditional talking circles, planned parenthood, rational native American sweats, cultural tours in the Hoopa Community, civic engagement, individual and group counseling.

ANL has found that a number of applicants have no high school diplomas and require additional assistance to obtain one through the program. While in the ANL program, members are allowed time each week to obtain their high school diploma.

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ANL members are also given personal journals, along with training in journaling techniques. By encouraging members to use their journals and making it safe for them to record their private feelings and thoughts about their AmeriCorps and life experiences allows staff to identify and successfully address many members' struggles with behavioral, emotional, physical and social problems that otherwise could have had adverse impacts on their program and retention rates.

Members who serve a second year will receive a similar but different training experience. Members serving a 2nd year will complete and document the program orientation trainings. However, they will undergo new training opportunities to choose from, such as 1) leadership 2) Swift water Rescue and Certification for a Tech II if it applies 3) Wilderness Survival Training and Certification and 4) Over the Bank Ropes Rescue Training.

The last few months of the program, training will shift to include a structured plan of Life After AmeriCorps curriculum from the Recruitment Officer and/or Program Director. Activities and trainings will include member preparation in job development efforts such as: focusing on preparing members through counseling, job-readiness classes, life skills, labor market awareness and assessment skills, additional resume training, how to use the segal award and AmeriCorps portal. Upon completion of the program members will walk away with a variety of trainings, skills, certifications, job readiness, awards, training certifications and job skill to use toward their future.

ETHIC OF SERVICE AND CIVIC RESPONSIBILITY . In order to encourage a better understanding of civic responsibility, members will complete a variety of trainings and tasks. Staff guide members through a learning process of civic knowledge, attitudes, skills, human rights, culture awareness, tribal responsibility, tribal sovereignty and activities that include citizenship in relation to making positive

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solutions in their community. Cultural presentations will be given by older adults in exchange for the work completed at their homes. In the past, some of the older adults are veterans of foreign wars, public officials and tribal council members.

One member, along with two members from TCCC are elected by vote from within the program corps and staff. Members are chosen to serve as an advisory committee to the staff in a structured setting. The members learn about policy, types of governments, effective citizenship, leadership and in return they make recommendations to staff about how to improve the program for success, attend at least one of the following meetings in the community: public hearings, tribal council meetings, city or local governmental council meetings, networking meetings and another meeting as deemed necessary for the Advisory committee to attend.

Members will have the opportunity to work in their own community where poverty is relevant has smaller community faith based organizations. Through the work completed, members will be given the opportunity to identify community problems, encourage increased volunteer involvement and use the knowledge they have gained through civic training to have solutions to some of the problems in their own community. Members will be provided with structured opportunities with staff to be able to reflect on and learn from their service. At the end of each day, the members will come together to hold a "Debriefing". The members will keep a written record of what they've accomplished for the day, quantifiable, daily challenges and solutions for the next day. Monthly, the Program Director will have a Corps meeting where members from AmeriCorps and another program known as TCCC will come together. The Corps begins by 1) Having the member Advisory Committee begin with a team building activity 2) Announcements 3) Recognition for training received the prior month, Monthly RESPECT Awards, incentives are given based on a reward chart, and 4) Closure with Kudos from each other. The Program Director assess the needs of members through reading their daily debriefing and will identify and

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additional training needed to incorporate it into the afternoon after the Corps Meeting.

AMERICORPS MEMBER SELECTION

ANL will recruit 12 FTE members from the community to participate in the program and complete service projects year round. Individuals selected as a member in the program must be 18 up to 50 years old, male or female, US citizens, and able to pass a physical interview test, criminal background check and a drug/alcohol test. Preference in selection will be given to applicants who are enrolled or descendants of Federally recognized tribes. While in the program members will receive a biweekly living stipend, minimal service gear, health coverage from the local clinic and California state benefits and child care. In the past 10 years, there have been many tribes represented by members from our community, including Hoopa, Yurok, Karuk, Paiute, and Gila River and non Indian. The program seeks to recruit individuals who want to make a difference in their own lives, improve the lives of others, and positively change the environment of the communities that they serve. Members are recruited from a diverse group of Tribal members, and although the program recruits federally recognized Indians, a large pool of applicants are also selected that represent other ethnic groups and races. 6 Members are selected at the beginning of each funding cycle and 3 more start 3 months into the program and 3 more start, 6 months into the program. Thus creating a year round corps, assisting with the supervision, growth of personal development with more one on one time with the supervisor and alleviates the impact of the financial constraints of the tribe.

Selection of members is also based on applicants who have a demonstrated commitment to community service, past performance in the ANL program, willing to work on personal development. The selection process also has to follow the Tribal hiring practices that provide equal opportunity to all applicants with a preference for Native Americans. A committee comprised of the AmeriCorps Supervisor, Recruitment Officer, and a representative from the tribe's personnel office or Tribal Employment Rights

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Office will hold interviews for applicants. The simplified application, screening, selection process is: 1) A brief group orientation along with the job description is made and handed out to potential applicants. 2.) A written application is completed, using the standard AmeriCorps applications, which the Recruitment Officer reviews for completeness, and thoroughly enough to meet minimum standards 3) An interview is scheduled and the applicant is contacted via post office mail and telephone 4) After the interview, scores a written assessment is provided on each applicant to the Director. 5) A review of the applicant is made by the ANL Program Director and selection is made based on the application, references, and interview 6) After selection, the applicant's information is sent over to the Tribe's Insurance department for a criminal background check for compliance. 7) The candidate is notified of acceptance or denial from joining the ANL and given the opportunity for the applicant to review and challenge the factual accuracy of a result before action is taken to exclude the applicant from the position. This process from beginning to end takes about 1 month.

The Hoopa ANL program recruits continuously throughout the year, while consistently utilizing the Tribe's Personnel Department of the Hoopa Valley Tribe to aid in the efforts of recruitment. This department advertises to all the 60 tribal departments and places advertisements in the local newspaper, free of charge. Other methods that ANL uses is the local Tribal Radio station, participates in recruitment outreach booths such as: High school career days, Health Fairs, Job Fairs, AmeriCorps portal, face book, tribal celebrations, college motivation days, flyers, posters in the community, email and mass mail outs. This program has created a decade of AmeriCorps members. Most people recruited into the ANL are by word of mouth or by a former AmeriCorps family member, parent or friend. It is truly unique, when you see the younger sibling or next generation ready to sign up for AmeriCorps based on a legacy created within the community or family due their successes from AmeriCorps.

AMERICORPS MEMBER SUPERVISION

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The AmeriCorps Supervisor FTE is responsible to ensure that all 12 members in staggered start and end dates are properly trained regarding prohibited activities and ensuring that members comply with the provisions of the grant. The AmeriCorps Supervisor will start the grant year out with tentatively 6 FT AmeriCorps members. In 3 months, the program will bring on another 3 AmeriCorps members and in another 3 months, 3 more members will begin their 1700 term of service, for a total of 12 FT members. Thus allowing the AmeriCorps supervisor time to develop, outline goals, and work on personal development with a smaller group. Members whom have shown leadership and are close to ending their term of service or a second year member will serve as a leader to other members on the team. This could include driving and supervising a smaller team group of 3-5 members. This empowers members by allowing them to provide leadership, personal growth and individualism.

The AmeriCorps Supervisor will work with the Corps members on a daily basis both out in the field and in classroom instruction, thus creating a year round corps while always providing guidance to the AmeriCorps members. The Program Director spends 124 hours annually, overseeing the AmeriCorps Supervisor and program by providing oversight and guidance. The Program Director is a "working director" whom not only performs all program and fiscal management duties, but also supervises field work projects periodically so the AmeriCorps Supervisor has some relief. Although this practice began out of necessity, The Program Director soon realized that firsthand supervision of the AmeriCorps members increase her awareness of their developmental needs, as well as the needs of Tribal older adults, disabled individuals and the community as a whole. The Recruitment Officer, spends 111 hours per year on recruitment, selection, maintaining member files for Grant compliance and prepares payroll. All Hoopa AmeriCorps program Staff maintain current certification in First Aid and CPR and job description that reflects minimum qualifications to each of their positions. The program is well established and staff keep abreast of new trainings in technology and education to keep up with the changing times. The AmeriCorps office is located in the same office of another AmeriCorps program,

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known as the AmeriCorps*Hoopa Tribal Civilian Community Corps.

The Hoopa ANL program staff will conduct an orientation on prohibited service activities during the first month of a member's term of service. These prohibited activities in addition to other program requirements are included in the "Hoopa AmeriCorps on Native Lands Member Handbook" that will be distributed to each member to utilize throughout the year. The list of prohibited activities, requirements, code of conduct, sanctions and other pertinent information as outlined in the AmeriCorps Regulations will be documented within the "member contract" and will be dated and signed by both the member and Program Director prior to the first day of the member's term of service.

OUTCOME: PERFORMANCE MEASURES: The Hoopa AmeriCorps program has selected primary Performance Measurements in the "Other Human Needs" Service Category, in particular services to those considered the most needy and vulnerable on the Hoopa Valley Reservation--older adults (62 years of age and 59 & older with 75%disabled). Performance targets for the 12-member, non-residential AmeriCorps crew will include providing at least 20 hours (two 1/2 days) of service to each of 80 different older adults residing on the Hoopa Indian Reservation. These support services will include: creating gardens, planting seedlings or pruning vegetation with older adults at their home, minor outside home repair for basic home safety such as: cleaning out rain gutters, cleaning wood stoves, fixing minor damage to porch, stairs, railings, pot holes in drive way, clear a pathway from their parking area to house, cleaning and removing unwanted trash/debris in yard, cutting brush around home to prevent the older adults from arson or wild land fire (fire reduction). Members will also build upon cultural preservation with the older adult(s) by helping them gather and/or prepare traditional foods and materials such as: acorns, fish, basket weaving materials, eels. Included in this, a large component of this strategy to achieve this result: To have logging decks of wood donated by the Hoopa Forest Industries. The members will cut and deliver the wood to older adults; to be used for firewood for heat.

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Members will also help older adults cut existing wood at their home to be smaller and easier to handle.

INTERMEDIATE OUTCOME: Percent of people referred to AmeriCorps to include: Hoopa Tribal Administration, Hoopa Tribal Council, Hoopa Human Services, Kimaw Medical Center, Hoopa Senior Nutrition Center and Humboldt County Dept of Public Health. INDICATOR: Increase the capacity of the community organizations to be able to provide more services to older adults. TARGET: 20 older adults will report that they were referred by an identified organizations. INSTRUMENTS: The older adult is required to complete an AmeriCorps service project application prior to requesting services from the AmeriCorps members. This application asks the older adult : "Were you referred by another organization? If so, please identify." Older adults in immediate need of AmeriCorps services are required to have a letter documented from the organization why it is an emergency for the older adult to receive services from AmeriCorps in less that the 24-48 hours. The older adults are served based on date received of completed application. The daily work list is approximately 2-3 weeks out before an older adult receives services from AmeriCorps.

RESULT OUTPUT: 80 Older Adults will receive services form AmeriCorps members to allow them to live independently. INDICATOR: Individuals receiving independent living services. INSTRUMENTS: Older adult time Logs, Older adult Service Project Application, Older adult Files, thus measuring impact. ANL makes monthly reports to the Tribal Chairman, 7 Tribal Council and external evaluator and in the Corporation's annual Grantee Progress Report via EGRANTS. Our performance measure targets were based on the last 10 years of ANL's accomplishments and the communities need. That was through data, surveys, face book, networking meetings, demand from the community (older adults) , from the Office of Emergency Services and the Hoopa Tribal Council.

VOLUNTEER GENERATION: ANL has taken an active role in mobilizing volunteers from within its rural and small community of around 2000 people. They have recruited and will continue to recruit

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outside volunteers to assist with the regular small group of volunteers on the Hoopa Indian Reservation.

Some activities that volunteers be recruited from: The family members of older adults receiving services from members, Humboldt State University Volunteer Recruitment Fair, Big Time Pow Wow in Arcata, CA; recruiting other local AmeriCorps programs both state, national & tribal; Hoopa High School, Hoopa Elementary School, Service Learning programs within the local colleges.

AmeriCorps will be engaging native communities and citizens of all ages and backgrounds, including those with disabilities and strengthening our democracy, this growth in the number of natives volunteering represents a once in a generation opportunity to sustain a significant upsurge in citizen engagement. Hoopa AmeriCorps believes that by teaching members in their program to assist the need of elders in going to help increase the number of volunteers on the Hoopa Valley Reservation. This effort will allow volunteers to gain a wealth of knowledge and enhance their individual skills through their service experience with Hoopa AmeriCorps. With those increased skills, the volunteers can be a tremendous asset to Hoopa AmeriCorps and the elders they are volunteering for by helping to increase long-term capacity communities.

PARTNERSHIPS, COLLABORATIONS & SUSTAINABILITY: In order to build sustainability, all project sponsors on the Hoopa Reservation provides their own project related materials, training and instruction towards the work site, while sharing traditions and cultural teaching to the members. In the past 11 years, some elders would reimburse money towards gasoline to assist the. The program in reaching their home. ANL is the past 11 years has built upon numerous successful partnerships and collaborations. The program has been successful in obtaining its match sources from partnerships with local organizations that provide training for free or at a discounted rate to the program. These are identified in the budget narrative. The program also exchanges services for goods (e.g., Members would clear a non elders property in exchange for the wood to give to eligible older adults for heat in the home or they would have to provide a cultural teaching to the members.) ANL has a total match of over 50%

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and is meeting that match. Some with in-kind services and also with cash match from the Hoopa Valley Tribe.

Trainings provided to members are a result of collaborations with Kimaw Medical Center, Department of Public Health, Hoopa Tribal CCC (National Tribal Residential Program), American Red Cross, Indian Health Services, Hoopa Tribal Forestry, Hoopa Wild Land Fire, Hoopa Tribal Insurance, Tribal Employment Rights Office, College of the Redwoods, Hoopa Yurok Vocational Technical Education Program, Hoopa Tribal Museum, Willow Creek Resource Center, Northern California Carpenters Union, Traditional Native American Ceremonial Leaders, Community Prevention Initiative, Office of Emergency Services, Consumer Credit Counseling Services, AmeriCorps State programs, Humboldt State University and Hoopa Education Program.

PLANS FOR SELF ASSESSMENT AND IMPROVEMENT. The Hoopa ANL program has contacted and agreed to contract with an independent evaluator, Tribal Management Consultant Suzanne M. Burcell, MBA, MA Education, who is employed at Humboldt State University as Director of the Indian Teacher & Educational Personnel Program. Ms. Burcell will help the Hoopa ANL staff and the Hoopa Valley Tribe to identify strengths and weaknesses within the program, as well as to identify obstacles and remedies for overcoming them. She has served as the external evaluator of the Hoopa-Yurok Vocational-Technical Education Program for the past five years. Additionally, Hoopa ANL has worked with Project STAR in performance measurement, which has led to the development of tools that will allow for both the members and project partners to provide feedback that will benefit the member, community, and Hoopa ANL.

The Hoopa community has a vital role in identifying needs and service activities, beginning with the Hoopa Valley Tribal Council, the largest employer in the Hoopa Valley Indian Reservation. They are responsible for ensuring that all individuals are represented by the Tribe and through council area meetings.

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COMMUNITY INVOLVEMENT. Community partners and stakeholders will continue to be utilized throughout the three-year program period, as they are responsible for written surveys and other reports that identify program weaknesses and strengths.

RELATIONSHIP TO OTHER NATIONAL AND COMMUNITY SERVICE PROGRAMS. Hoopa ANL prides itself in collaborating with other Corporation-supported programs and utilizes the CNCS database of programs to identify potential programs to collaborate with for training of members and meeting community needs through the direct local service projects. The Volunteer Center of the Redwoods (VCOR) is a local non-profit organization that recruits volunteers and supports volunteer recruitment activities throughout Northern California. VCOR also is a corporation-sponsored AmeriCorps, VISTA, and Senior Corps Programs. Hoopa ANL is affiliated with this organization and has utilized this partnership to enhance the services provided to include the Hoopa Valley Indian reservation and AmeriCorps Program. Additionally, the Hoopa ANL and the Hoopa Tribal Civilian Community Corps collaborate daily to meet the needs of the local Indian reservation and surrounding Native communities.

The Hoopa ANL program performs service activities unique only to Native Communities. The members perform culturally sensitive service projects that were developed as a result of the personal relationships that have been developed throughout the past years. These types of projects can be replicated by other CNCS programs that develop the same type of relationships with the sponsoring organizations that the Hoopa ANL has with its people.

Organizational Capability

The primary contact for the grant application is Leonard Masten, Chairman of the Hoopa Valley Tribe. The secondary contact is Tahsanchat Ferris-Wilson, Program Director the Hoopa AmeriCorps program.

ABILITY TO PROVIDE SOUND PROGRAMMATIC AND FISCAL OVERSIGHT.

The Hoopa Valley Tribe is located in Northwest California. The Hoopa Valley Indian Reservation is the

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largest reservation in California and was established in 1864. The Tribe has been managing grants and contracts under Public Law 93-638 for over 38 years. Since 1988, the Hoopa Valley Tribe has been at the forefront of the Self-Governance movement. The Tribe was one of the original five tribes to takeover the management of Bureau of Indian Affairs activities under a Compact of Self Governance. The Tribe was the first tribe in the Nation to enter into a Self Governance agreement with the Department of Health and Human Services and Indian Health Services. The Hoopa Valley Tribe currently manages most of its programs under a Compact of Self Governance with both the Department of the Interior and the Department of Health and Human Services. The Tribe has an annual funding agreement under Title IV with the Bureau of Indian Affairs and Title V with Indian Health Services of P.L. 93-638, as amended, with the Bureau of Reclamation to manage fisheries activities on the Trinity River both on and off the reservation. The Tribe also has grants and contracts with the Environmental Protection Agency, U.S. Department of Education, U.S. Department of Agriculture, Corporation for National and Community Service and numerous other Federal and State agencies. The Hoopa Valley Tribe is in the 12th year of managing the Hoopa AmeriCorps grant and in the 10th year of managing another AmeriCorps Residential program (Hoopa Tribal Civilian Community Corps). Both of these programs are grant funded National Tribal programs funded by the Corporation for National and Community Service.

BOARD OF DIRECTORS, ADMINISTRATIONS AND STAFF

The AmeriCorps Program has had success at obtaining full Tribal Council and community support. The Hoopa Tribal Chairman has presented awards of appreciation to the Hoopa AmeriCorps Program. The Hoopa Valley Tribe submits annual organizational wide audits as required by OMB Circular A-133. There have been no significant audit deficiencies. The Hoopa Valley Tribe has established a complete administrative infrastructure that includes (1)Chairman, (7)Tribal Council, Personnel Department, Fiscal Department and Office of Tribal Attorney. These departments provide essential support services for the proper management of grants and contracts. Hoopa AmeriCorps only has 2 ½ years to report

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on as they are currently still active in their third year grant. Hoopa AmeriCorps has a diverse group of staff, which has been a proven tool success of the program. Hoopa AmeriCorps has one FTE key staff position known as the AmeriCorps Supervisor ; and two oversight positions known as the Program Director and Recruiting Officer.

The AmeriCorps program will be under the direction and guidance of Tahsanchat Ferris-Wilson, Program Director whom has been in this position since February of 2010 but has been the Assistant Director to the previous Program Director since 2000. She manages AmeriCorps activities relating to personnel, fiscal; community resources; public relations; emergency operations, program development, budget and grant writing & compliance. She spends 124 hours of her time annually, monitoring the Hoopa AmeriCorps Program as outlined in the budget narrative and her remaining time overseeing another AmeriCorps Residential program. Tahsanchat has been committed to working with the Hoopa AmeriCorps Program since late 2003 and with Hoopa Tribal Civilian Community Corps since late 2000. Tahsanchat is a Hoopa Tribal Member who grew up of the reservation in Santa Rosa, California, but returned to the reservation in 1997. She attended Empire Business College of California Superior Courts and College of the Redwoods. Some of her past experience included Marketing, Working for Fresno County, Hoopa Tribal Administration, Hoopa Development Fund Department, Hoopa Fisheries and K'ima:w Medical Center. She is also involved with community as she has served on the Headstart Parent Policy Council, Hoopa Housing Board of Commissioners, Hoopa Development Fund Board, Mad River Youth Soccer Board, Hoopa Recreation Committee, Hoopa High School Site Council, Klamath Trinity Joint Unified School District Advisory Council, Trinity Valley Elementary Site Council, Associate Student Body Class Advisor, CNCS EGRANTS Planning Committee & AmeriCorps TTA Planning Group. She has also provided technical assistance on Conference Calls to Tribal AmeriCorps Programs. The AmeriCorps Supervisor, Timothy Kyle FTE 100% of this grant is responsible for monitoring the daily program functions, daily projects, immediate supervisor to members, collects data, trains and provides

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instruction to 12 members daily, enforces tool use and safety procedures. He reports directly to the Program Director. Tim grew up off the reservation in Eureka, California but returned in 2009. He is a Hoopa Tribal Member. Some of his past experience includes working for Simpson Timber Company for over 20 years. He also attended the local, College of Redwoods to earn his degree as a Certified Substance Abuse Counselor. He has volunteered his time toward Pop Warner Youth Football and hosting Traditional Ceremonial Sweats. The Recruitment Officer, spends 111 hours per year on recruitment, selection, maintaining member files for Grant compliance and prepares payroll. Leslie is an AmeriCorps alumni and previously served two years at the Hoopa TCCC program. Leslie grew up in Carson City, Nevada and is a member of the Washoe Tribe. Some of past experience include: attending College of the Redwoods, working for the Bureau of Indian Affairs, volunteering time for Hoopa Youth Soccer and Hoopa Headstart. All Hoopa AmeriCorps program Staff maintain current certification in First Aid and CPR and job description that reflects minimum qualifications to each of their positions. The program is well established and staff keep abreast of new trainings in technology and education to keep up with the changing times

In 2005, the Hoopa AmeriCorps office located on Pine Creek Road had caught on fire due to old wiring. Since then, Hoopa AmeriCorps has been utilizing office space at the Hoopa Tribal Civilian Community Corps located in Hoopa, CA. The designated area is on a prime real estate located near the Trinity River with (1) office building located on it. for Hoopa AmeriCorps. The program receives the use of this office space as an Inkind donation from the Hoopa Valley Tribe as a courtesy from Hoopa TCCC. This office space is approximately 1600 square feet. This building is equipped with a conference room, restroom and office spaces. Hoopa AmeriCorps is utilizing the once known "Conference Room" for their office. This office is used for staff to perform the general duties of AmeriCorps and conducts daily meetings with the members. AmeriCorps has a storage unit which holds all work tools and a work yard that holds all wood for elders in need. The Hoopa Tribal Insurance Department has passed and approved all

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buildings to ensure safety and fire codes.

RAISING FUNDS TO SUPPORT SERVICE ACTIVITIES AND INITIATIVES.

In this grant application: Inkind is from Hoopa Forest Industries, Hoopa Tribal Employment Rights office, Hoopa Tribal Insurance, Kimaw Medical Center, Department of Public Health & Planned Parenthood from Eureka and Willow Creek, CA, Humboldt County American Red Cross, Redding Indian Health Service, Hoopa Forestry Department, Hoopa Yurok Vocational Training Education Program, Hoopa Museum, Elders, Tribal Historians and Traditional dance people from Hoopa, College of the Redwoods, Western Community Policing Institute, Office of Emergency Services and the Northern Ca Carpenters Union, Northern California Indian Development Council, Humboldt County Dept of Public Health, Hoopa Human Services, Community Prevention Initiative and the Hoopa Valley Tribe is providing the cash match.

In the past 5 years, AmeriCorps has received the following funding:

June 15, 2010

CNCS \$155,968 Applicant \$181,052 Total \$337,020

May 2009

CNCS \$148,772 Applicant \$119,607 Total \$268,379

April 2008

CNCS \$181,233 Applicant \$74,386 Total \$255,619

2007 and 2006 unavailable in EGRANTS was in the old WBRS database that is no longer used.

Cost Effectiveness and Budget Adequacy

Decrease Reliance on Federal Support: Each year, including this proposal TCCC decreases the amount of

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federal funding with in-kind from the Hoopa Valley Tribe and seeks to collaborate with other federal, state, tribal and non-profit organizations to share the costs of the identified community needs.

Although most organizations TCCC serves are also rural and economically distressed. This poses a real challenge in Indian Country where the need is tremendously greater than the inner cities. In the next three year the program plans to collaborate on programs with the same mission of TCCC and seek out tribes and organizations that are in dire need but have not utilized TCCC.

Corporation Cost per Member Service Year:

The current Cost per Member Service Year is \$24,647. Hoopa TCCC has lowered the MSY every year by utilizing resources and many years of experience of administrative staff. Hoopa TCCC is a full time residential program for "At Risk" individuals, where the costs per member are somewhat higher. This program has staggered member start dates all year long. This program is located in a rural economically distressed Indian Reservation with no competitive market for comparison shopping for electricity, food, supplies, gas, etc. Due to the nature of the program, a higher number of individuals come through the program for which TCCC asorbs the additional costs for travel and criminal background checks.

TCCC staff attends trainings, conferences, and workshops that have led to their individual development as "trainers of trainers," which means that once a staff member receives training, they have the ability to train members and other staff in the subject areas, promoting efficiency and cost-effectiveness.

Diverse Non Federal Support:

TCCC has obtained diverse amounts of non-federal support in the past 5 years. TCCC continues to build on these relationships and will increase the support from these organizations in the next three years.

These in-kind contributions begin with the Tribal Employment Rights Office that will be providing training on sexual harassment. Tribal Insurance will provide training on the workers compensation

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policy and Motor Vehicle Policies. K'ima: w Medical Center will provide training in substance abuse prevention and policies, teen pregnancy prevention, dietary awareness, First Responders and CPR/First Aid. They also will provide members with dental and medical services on the Hoopa Valley Indian Reservation, fill their prescriptions, provide transportation to their appointments, and provide drug and alcohol testing while enrolled in the program.

The State of California will provide members with medical insurance for personal medical/dental coverage off the reservation and cover prescriptions in the state of California. The Department of Public Health located in Eureka and Willow Creek, CA, will provide training in STD awareness, tobacco awareness, AOD, cultural awareness, personal health and family planning.

Humboldt County American Red Cross will provide training in CPR/First Aid, mass care, shelter operations and disaster preparedness. The Indian Health Service located in Redding, CA, will provide training in Food Handlers Certification/ Blood Bourne Pathogens.

Hoopa Wildland Fire provides Basic Firefighter instruction and upon passing the pack test certifies the member to fight fires with their red card. The Hoopa Forestry Department will provide training in small engine maintenance (chainsaw) and will reimburse TCCC for all mileage incurred while working on Forestry projects.

Rescue one, will provide Swift Water Rescue and Wilderness Survival at a discounted rate. Hoopa Yurok Vocational Technical Educational Program will assist members in preparing applications for college admission and financial aid, utilizing the computer lab to research future jobs and colleges.

The Northern California Carpenters Union, Local 451, will provide training in carpentry skills, Hazmat,

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math, safety awareness, tool use and maintenance. The Hoopa Museum will provide training in Hoopa cultural awareness and sensitivity, engaging members in civic awareness.

Local Paramedic and certified trainer, Rod Johnson through North Coast EMT'S will provide Community Emergency Response Teams, First Responder and Over the Bank Ropes Rescue training at a discounted rate to the program. This training teaches members that when they return to their communities after TCCC, they can build their own CERT teams.

BUDGET ADEQUACY

TCCC has provided great detail in the budget narrative. The narrative is in line with the performance measures and program activities. Project sponsors on and off the Hoopa Reservation will be providing materials, onsite instruction, orientation to work sites, and on-site supervision. In the past 8 years, most project sponsors have been required to provide food, lodging and gas reimbursements while members are working on their projects. Now that TCCC has established many long-term community relationships with their project sponsors, we require all project sponsors to provide food, lodging and gas while working at project sites. These project sponsors include a variety of stakeholders including but not limited to the Hoopa tribe and its 50 departments, Yurok Tribe, Karuk Tribe, Bureau of Land Management, Six Rivers National Forest Service, Natures Compassion, and Indian Health Service.

Hoopa TCCC has been utilizing 28 acres located at 143 Campbell Field Road in Hoopa, CA for the past 8 years. This designated area is prime real estate adjacent to the pristine Trinity River and includes four modular buildings, weight room, tool shop and a storage unit. At first, Hoopa TCCC was leasing this property, but as the tribe began to realize the importance of TCCC in Indian Country, they provided these facilities as an in-kind contribution to the program. The members will be residing at the dorms 7 days per week 24 hours per day. The four TCCC buildings are handicapped accessible and include a

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kitchen/lounge which members use for classroom trainings, or to prepare and cook meals, serve food, eat, watch TV, access computer/internet/telephone, vending machines and a pool/ping pong table. One male and one female dorm house 18 members each. Locked dorm rooms include a bed, dresser, and locking closet for each member. Each dorm has a washer/dryer unit and restrooms with showers. The fourth building is used for staff to perform the general administrative duties of TCCC. This building is equipped with office spaces for the administrative TCCC staff and a conference room. One office is used for the Hoopa AmeriCorps on Native Lands Program. The facility also comes equipped with a storage unit which holds all work tools. The Hoopa Tribal Insurance Department has approved all buildings to ensure compliance with safety and fire codes.

Evaluation Summary or Plan

HOOPA TRIBAL CIVILIAN COMMUNITY CORPS (TCCC)

EXTERNAL EVALUATION REPORT FOR YEAR ONE and Year TWO

SEPTEMBER 1, 2007 -- AUGUST 31, 2008

by Suzanne M. Burcell, MBA, MA Education

EMAILED TO AMERICORPSAPPLICATIONS@CNS.GOV

EXCEEDED CHARACTER LIMIT

Amendment Justification

N/A

Clarification Summary

Clarification items:

Requested May 2011

* Section I-G. Training not funded by th CNCS funds that have a zero balance in the budget are

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trainings that are provided to the program and have been requested by CNCS to be placed in the budget narrative so that it may align with the program narrative. Although it cannot be included in the budget for either 1) it cannot be counted in the budget because it is included in the US Dept of Interior Indirect Negotiated Rate Contract or 2) it is received from another AmeriCorps program or 3) it is a federally funded source.

The program begins and ends members in staggered terms throughout the year. Therefore several trainings including chainsaw training are offered more than one time per year so that it accommodates the staggered enrollment periods for members. The trainings that cost money are only offered one time per year due to budget restraints.

Outside Trainers that provide training to TCCC are not paid more than \$750 per day. Rather it is for a period of days as identified in the budget and paid by each member.

Match: The program submitted a waiver to the Program Officer for the CNCS CFO to waive the request for our tribal program. This was approved for the three year cycle and we were told that we would not need to submit this again until the new grant application was submitted. The program was approved 36% match.

Programmatic Clarification:

Executive Summary: TCCC is a 1700 hr F/T Tribal AmeriCorps Residential Program that provides trainings, work experience & an education award upon completion to 30 members residing on the campus in Hoopa, California. TCCC selects individuals, predominately, Native American Indians ages 18-24 from any of the 50 states in the U.S. Members begin/end in staggered terms, thus creating a year

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round corps. TCCC specializes in completing service projects in 5 areas: Environment, Education, Public Safety, Unmet Human Needs & Disaster Response

Member Service Period: Since the Corps is year round and members begin and end at staggered terms, this creates an available team or teams year round. Thus having an overlapping effect to ensure all projects are completed and community/project sponsors are completely satisfied with the work completed by TCCC through a written evaluation.

Performance Measure Clarification: In the continuation application instructions, programs were informed that they did not need to revise the performance measures. Although, we did make the amendments in them as requested.

member Development Intermediate Outcome: The difference between achieving success and completing a percentage of competency standard is that achieving success is defined by the program as mastering most of the qualities (90%) that are as used on the member competency standard review form utilized by staff and completing a percentage of competency standards means less than or 70% or less of the total questions asked of the review form.

Requested May 2010

**Living Allowance is below the required minimum.

Response: This is a residential program 24/7 x 9 months year round with members all year long, serving in staggered start/end dates. Members are provided with room and board, transportation, service gear and health insurance. Since they are provided more with a residential program, the stipend

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should reflect a lower amount since their basic living costs are covered.

**The application states that there are 5 issue areas but they only list four.

Response: Hoopa TCCC teams will perform service projects addressing 5 different issue areas: (1) homeland security/disaster response & recovery (2) environment, (3) education and youth development, (4) unmet human needs. (5) public safety

**Define Unmet human needs.

Response: This is service projects that meet the definition of identified project sponsors. The need could be building/renovating/demolishing affordable housing for low income communities or cultural & traditional buildings/places, helping with a large community events, packing and distributing food for local food banks, building playgrounds or landscaping for schools/parks, etc.

** Clarify if members rotate sites throughout the 9 months or if they stay at one permanent site and describe how projects are selected.

Response: Members are housed at one campus located in Hoopa, CA at the TCCC Campus. Members travel to projects from the TCCC campus. If they are over 65 miles, the program director will make a determination to establish it as a spike (overnight stay) for the team. Projects are selected by a criteria set by the program, which is rolemodeled after NCCC. These projects must demonstrate a compelling community need, benefits to members working on the project, must meet the criteria project sponsors (such as tribal government, state agencies, federal agencies, etc.),

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**Define the difference between project sponsors and site supervisors, and explain how Project Sponsors fit into the supervisory structure of members.

Response: Project Sponsors are representatives of organizations that fill out the TCCC request for project proposals and meet the qualifications of project sponsors. The site supervisors are individuals that may or may not work for the organization identifying the projects. They are the individual whom works with the TCCC team on a daily basis to implement the daily functions of the project to its completion. This does not take the place of staff but provides guidance and technical support of the project to staff and members.

** Clarify if members are recruiting other members.

Response: Members assist in recruiting members by being involved with the Staff Recruitment officer in recruiting at booths, fairs, projects and assisting with mass mail outs of newsletters and informations. The create a net work of peers through facebook and etc.

** Clarify if members are supervising members.

Response: Members are predominately AT Risk. Therefore they do not supervise each other. Occasionally a member demonstrates leadership qualities and provides additional support to members in a days capacity. Does not take the place of staff.

**Clarify the difference between Hoopa AC and Hoopa TCCC.

Response: The programs are very different. The Hoopa AC focus on community projects that meet the

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needs of elders residing on the Hoopa Indian Reservation and recruits members of 18 and older. An older generation program. Members do not live at the program and show up each day to work and go home afterwards.

TCCC has an age limit 18-24 focus on National projects across the United States in 5 different identified areas. Members receive a much more extensive training to be able to respond to disasters and different areas and rural areas across United States. Members are recruited from different tribes across the United States along with young adults from Hoopa. Members live there 24/7 in staggered term for 9months.

**Clarify the performance measures completion rates/percentages.

Response: TCCC reached 100 % completion rates of projects completed.

** Provide detail on who TCCC has built partnerships with.

TCCC has built relationships with Blue Lake Rancheria, Northcoast Redwood Community Regional Center, Ca State Parks- Patricks Point State Parks, Rural Area Veternarian Services, Oregon Bureau of Land Mgmt, Karuk Tribe Enviromental Agency, Hoopa Tribal Environmental Agency, Hoopa Food Distribution, Hoopa Tsemeta Nursery, Hoopa Forestry Department, AmeriCan Red Cross, Northern Ca Indian Development Council, Ca Indian Basketweavers Association, Federal Emergency Mgmt Agency, Ca Dept and Transportaion, Hoopa Wildland Fire, Hoopa Public Utlities Dept, Hoopa Fisheries Department, Hoopa Traditions, Hoopa Child Development and Head Start, Kimaw Medical Center, Hoopa Volunteer Fire, Hoopa Career and Technical Educational Program, Klamath Trinity School District, Hoopa Housing Authority, Natures Humanitarian Compassion Group, Grand Canyon National Parks, Pomo Tribe and UC Berkley, Humboldt State University, local traditional basketweavers, Yurok

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Housing Authority.

** Explain how the program builds capacity of organizations.

Response: TCCC is located on a reservation that is very rural and isolated. The community is economically distressed and the employment rate is very high. This tribe and surrounding tribes/areas are in the same conditions. When TCCC works with these partners, they help the organization provide services to the community to keep afloat to operate. They enhance the amount of services once or never provided to the communities and the recipients.

**Please explain how the organization (not program) assesses and improves itself.

Response: The Hoopa Valley Tribe has a strong infrastructure built on over 50 different ordinances that govern this program and others located on the Hoopa Indian Reservation. The Hoopa Tribal Council govern and amend these ordinances as needed and hire managers to oversee these ordinances through their departments. Such as the CFO governs the Accounting procedure manual which entail fiscal accountability, property & procurement, audits, federal funding & grant & compliance, etc.

** Please explain how you are addressing member retention.

Response:* Invite members to join staff in brainstorming strategies for reducing attrition, including suspensions, and consult with other AmeriCorps/CCC programs around the country to identify additional strategies. Some of these strategies might be "structural"; e.g., limit the number of new members admitted at the same time from the same community, especially if application and interview information reveals strong in-group identity, leadership/followership, and cohesiveness that could

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interfere with group members' expected development of an AmeriCorps/TCCC identity, leadership/followership, and group cohesiveness. The potential for challenging new authority figures and disregarding TCCC rules and social norms may be heightened when, in the group's estimation, it would be detrimental to the program's performance to suspend an entire group of violators all at once. When there is strong solidarity among members who choose to violate rules as a group (even partially as a result of peer pressure), the prospect of any negative consequences is less foreboding and less effective as a deterrent than in the case of independent decisions to commit individual violations. The perception of "safety in numbers" and/or the group philosophy that "we're all in this together" can be minimized when small numbers of members (two to three) are recruited from the same community at the same time.

Other strategies for reducing attrition might include increased involvement in artistic, recreational, and social activities off-campus after work hours and on weekends. If such activities are very limited in the local community, the TCCC program might co-sponsor some of these activities in partnership with other community organizations, so that TCCC members do not feel confined to campus nor tempted to engage in illicit activities on or off campus. For many "at risk" young adults, bad choices are made when good choices are perceived to be absent or unattractive. TCCC members should be asked to identify the artistic, recreational, and social activities they would enjoy after work hours (and in which they would not be allowed to participate if their work week included infractions). They also should be made aware of the resources available to facilitate their participation in such artistic, recreational, and social activities; and, if those resources are inadequate, they should be given opportunities to contribute personal resources and raise additional external resources (e.g., extra earned income and/or small grants) for this purpose.

Although the Hoopa TCCC program is "residential" and targets "at risk" populations for participation, it

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is well to remember that TCCC members are adults--their acceptance into the Hoopa TCCC program signifies a mutual recognition that they can be expected to perform as responsible adults in service to communities in need. In discussions with program staff, this evaluator noticed some inconsistency in levels of confidence and/or willingness to trust Corps Members to "behave themselves" and "stay out of trouble" during unsupervised, non-TCCC-related activities off campus. Particularly for those TCCC members who are striving to demonstrate they can make good choices as adults, it is important for staff to provide such opportunities and convey high expectations of them.

Efforts to confine TCCC members' use of free time to campus in order to prevent them from "getting into trouble" off campus deprives members from demonstrating that they are responsible adults both on and off campus, with and without supervision. To avoid the perception that program staff are distrustful, overly restrictive, and inappropriately assuming a "parental" role toward TCCC members, this evaluator recommends that, upon successful completion of their orientation period, members should be given opportunities to demonstrate the levels of responsibility they can/cannot handle. In the event of rule violations, program policies and procedures for progressive discipline should be followed consistently, including suspension as appropriate for serious violations.

** Please clarify the weekly activity on page 21.

Captain John High School and the Even Start Program of Hoopa provide training one day a week to those in the program who need to obtain their High school diploma or GED.

Response: As a requirement in the AmeriCorps Provisions, Members whom do not have a highschool diploma must enroll into school to obtain one and the program should allow for it. Members whom do not have a Highschool diploma enrolled into TCCC, will enroll into the local adult school, known as Captain John or Even Start. On Wednesdays, these members go to school all day long and not with the team to work. When traveling on spike, members will take their homework with them to work after

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hours, not missing a day of work at the service site.

Continuation Changes

Year TWO Continuation Changes.

PLANS FOR IMPROVING ENROLLMENT

TCCC initially planned to recruit 30 full time members. Successful strategy: In year one TCCC decided that members would complete their targeted 1700hours of service in nine months and their start dates would be staggered-so new members might benefit from serving concurrently with more experienced members. This was intended to increase peer support & reduce homesickness previously identified, as well as facilitate year round training & community service instead of just having a 10 month program.

TCCC's member recruitment was 100%. Of the 54 potential applicants, 24 did not start for valid documented reasons that were due to uncontrollable circumstances.

During this next year, TCCC will continue to network with agencies such as Sacramento NCCC, STEAD Job Corps, Chemawa Indian Boarding School, Sherman Indian Boarding School, California Indian Manpower Consortium, Indian Country Today, Northern California Indian Development Council, our identified project sponsors, Warm Springs Work Force Development Council, Tribal Assistance for Needy Families, Positive Indian Family Net work, College of the Redwoods, Humboldt State University, Hoopa High School, 24 California different Tribes and in the Corporation's online Recruitment site known as EGRANTS. The program now recruits on FACEBOOK, which has been most helpful in getting the word out faster, with this new era.

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PLANS FOR IMPROVING RETENTION

TCCC aims for continuous improvement through several faucets: 1) Hold monthly staff meetings between TCCC & three elected (by vote of members & staff) AmeriCorps members that provide recommendations from the Corps. 2) Staff from TCCC and other local AmeriCorps programs collaborate once a month to exchange ideas that are effective or non effective, receive trainings & wellness. 3) The program works with an external evaluator whom provides recommendations year round and documents it with an official year end report 4) Staff attend personal development trainings, AmeriCorps conferences, peer clinics and focus groups to better themselves and assist in developing ideas for success.

Retention Rates: Altogether a total of 30 members participated in the program during our last reporting year. 22 of 30 members (73%) achieved success. Of these, 11 members completed 1700 hrs/full educational award (37%). 8 members(27%) are currently active with a scheduled completion date in 2011. 2 members (6%) were suspended. 1 members received a partial award (3%). 8 were exited without an Award (27%) for non program compliance.

TCCC is already committed to addressing specific member needs in order to help prevent small issues & concerns from becoming larger issues. This objective has a positive outcome that leads to member satisfaction in specific ways using a variety of methods. Members with leadership abilities lead the group on wkly team trips to town to do their biweekly shopping. Future plans for retention include inviting members to join in brainstorming strategies, staff meetings, creating a member advisory council, & consulting with other AmeriCorps programs to identify strategies that could improve the quality of the program.

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Successful strategies last year included: limiting the number of new members admitted at the same time from the same community, increasing involvement in artistic/recreational/social activities off campus after work hours/weekends, requiring the 1st 40 hours of independent service hours to be scheduled by staff & having a success chart to reward the performance of members at a regular monthly corps meeting held by the director. Thus in return this next year, members no longer have to wait 9 months and 1700 hours to graduate. Members can now get their 1700 completed as soon as possible. This has led to many members becoming extremely motivated. During the past two months, the program has seen a tremendous change towards members becoming more motivated.

Staff Training & Development

Staff are required to obtain trainings side by side with members. Since there are only 5 key staff, they rotate to accommodate the office and members out in the field. This helps with retention because through their journals some have stated " It's nice to know staff care. They will get be right next to us and learn with us. They are afraid to show us what they do and don't know."

Member Development

TCCC will continue to focus on successful strategies such as being able to identify & respond to the educational, emotional, physical and other needs of members, TCCC provided personal journals. By performing periodic reviews of members' journal entries, staff have been able to identify/address a number of personal risk indicators. Through a collaboration with College of the Redwoods, members were enrolled into Native American History. This past year, the program sought out cultural and traditional methods of healing to promote RESPECT and EMPOWERMENT through several cultural projects and trainings. Although, many members and staff still have very different beliefs systems. This enables the program to have a better understanding of the population they are

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working with.

The program also has a very good way of explaining the program's expectations to each members. The program is consistent in their disciplinary process. Firm but understanding. The program believes that RESPECT goes a long ways. We communicate and don't yell.

Supervision

Hoopa TCCC has a mechanism designed for the daily direct oversight & leadership for individual members which cover 24hours/7 days per week. TCCC has a restricted life which does not tolerate drugs or alcohol, curfew checks, cleanliness, and safety of the Corps. When the Corps is traveling on "spike", the leader will monitor all activities, even during down time to ensure that the name of AmeriCorps and the Hoopa Valley Tribe is being held to the highest standard.

Data Collection

TCCC has an extensive filing system with records kept on every member & project performed. In year two, the program transitioned from entering/exiting member's data from WBRS to EGRANTS. This process has simplified the data entry process, thus allowing the program to focus on more programmatic needs. The program encounters some errors in EGRANTS due to technical support challenges but overall meets their deadlines in EGRANTS. Future solutions include: Finding a computer program that reminds them to exit those suspended members out of EGRANTS within the two year time limit. TCCC would like to note that approximately 10 percent of applicants apply through the AmeriCorps portal, while the other 90% still apply by a paper application. Most applicants do not have access to the internet or do not understand how to use theAmeriCorps portal process or they apply but the program cannot find their application submission.

Performance Measures

SAA Characteristics

- AmeriCorps Member Population - None
- Geographic Focus - Rural
- Geographic Focus - Urban
- Encore Program

Priority Areas

- | | |
|---|---|
| <input checked="" type="checkbox"/> Education | <input type="checkbox"/> Healthy Futures |
| <i>Selected for National Measure</i> <input type="checkbox"/> | <i>Selected for National Measure</i> <input type="checkbox"/> |
| <input checked="" type="checkbox"/> Environmental Stewardship | <input type="checkbox"/> Veterans and Military Families |
| <i>Selected for National Measure</i> <input type="checkbox"/> | <i>Selected for National Measure</i> <input type="checkbox"/> |
| <input type="checkbox"/> Economic Opportunity | <input checked="" type="checkbox"/> Other |
| <i>Selected for National Measure</i> <input type="checkbox"/> | <i>Selected for National Measure</i> <input type="checkbox"/> |

Grand Total of all MSYs entered for all Priority Areas 12

Service Categories

- | | | |
|------------------------|---|---|
| Disaster Response | Primary <input type="checkbox"/> | Secondary <input type="checkbox"/> |
| Other Education | Primary <input type="checkbox"/> | Secondary <input checked="" type="checkbox"/> |
| Other Environment | Primary <input checked="" type="checkbox"/> | Secondary <input type="checkbox"/> |
| Housing Infrastructure | Primary <input type="checkbox"/> | Secondary <input type="checkbox"/> |

Environment

Service Category: Other Environment

Measure Category: Needs and Service Activities

Strategy to Achieve Results

Briefly describe how you will achieve this result (Max 4,000 chars.)

a.) # Members: 30

b.) Days per week: 5

c.) Hours per day: 8

Duration or Interval: A range of projects will be completed throughout a 12 month period that will last for 3-4 weeks at a time.

Description: Rotating Members throughout the year will perform environmental restoration tasks such as: removing invasive & non invasive weeds, rebuilding & restoring traditional villages, trail

Briefly describe how you will achieve this result (Max 4,000 chars.)

building, removing unwanted vegetation by using small machinery and hand tools, remove slash to prevent Wildland fires, beautification and garbage's removal at campsites/parks/trails/highways/schools/.native lands, thin & release in forest lands, packing/weeding seedlings, planting trees, building trails, cleaning up illegal dumpsites & around homes, fire reduction around homes, removing trash/debris/pollinates from streams, creeks & rivers, and all other activities involving awareness of promoting, 'going green .' Approved projects also include: restoring cultural & traditional Native American sites/land and trails, hazardous fuels reduction, removal of non-evasive & evasive plants/unwanted vegetation, removal of garbage, beautification, public access trails, wetland restoration, reforestation/planting/weeding, cleaning the creeks, streams & rivers, road side clean up and cultural awareness camps/functions, environmentally friendly construction projects to be determined by the Director as a qualified service site. Members will be responsible to complete tasks under the supervision of a TCCC Team Leader. Project Service Site Sponsors include but are not limited to: Bureau of Land Management, Hoopa Forestry Department, Six Rivers National Forest Service, Wildland Fire Department, Environmental Protection Agency, Indian Tribes, Community Based organizations, national non profits schools, local municipalities, federal and state governments and national and state parks. Service sites will be selected based on applications submitted by sponsoring agencies showing a community need and approved for compliance with the TCCC program by the TCCC director.

Results

Result: Output

Provide service to communities in need of environmental restoration projects.

Indicator: Number of project completed.

Target: 15 projects will be completed.

Target Value: 15

Instruments: Service Project Database System (SPDS) in computer program known as ACCESS. Same database that the National Civilian Community Corps uses to collect data on the number of projects. In addition to this, a file with quantifiables, project completion report and a Portfolio from the team will maintained by the Project Manager. PM Questions in relations to environmental restoration.

As a Land Management Professional, or other appropriate professional, has certified that there has been environmental improvement on a scale of 1-5. 1 being the lowest and 5 being the highest. The project sponsor will answer n/a on questions that dont pertain. The scoring matrix will reflect

Result: Output

totals that summarize only questions asked to find an average.

Is the outcome of this project going to improve or protect water quality?

2. Is the outcome of this project going to improve or protect air quality?

3. Is the outcome of this project going to improve or restore the condition of the ecosystem?

4. Did this project increase the community awareness to protecting the environment?

5. Did this project improve energy efficiency or reduce energy consumption?

PM Statement: Corps members will work in teams to provide leadership to each other, community members and volunteers, in environmental restoration projects. Each year 15 projects will be completed.

Prev. Yrs. Data

Result: Intermediate Outcome

Successfully complete environmental restoration projects.

Indicator: Number of projects that pass inspection by the environmental restoration service site

Target: .) # Members: 30

b.) Days per week: 5

c.) Hours per day: 8

Duration or Interval: A range of projects will be completed throughout a 12 month period that

will last for 3-4 weeks at a time.

Target Value: 12

Instruments: Environmental Restoration projects: Site Supervisor Project Review: To collect data on Acceptance score. 70% is equivalent to a point system of questions asked to the project sponsor upon completion of the project. The questions are on a 1-5 point system rating the team, leader and program on team effectiveness, successful quantifiable completion, impact and interaction with project sponsor and community, knowledge of project and implementation, timeliness, effectiveness, leadership and candid feedback from the project sponsor ways to improve the program or members. This service site review also measures the completion and effectiveness and implementation of the projects awareness given to members and completion of the natural and cultural resource protection projects. PM Questions in relation to environmental restoration.

As a Land Management Professional, or other appropriate professional, has certified that there has been environmental improvement on a scale of 1-5. 1 being the lowest and 5 being the highest. The project sponsor will answer n/a on questions that don't pertain. The scoring matrix will reflect totals that summarize only questions asked to find an average.

1. Is the outcome of this project going to improve or protect water quality?

2. Is the outcome of this project going to improve or protect air quality?

3. Is the outcome of this project going to improve or restore the condition of the ecosystem?

4. Did this project increase the community awareness to protecting the environment?

5. Did this project improve energy efficiency or reduce energy consumption?

PM Statement: Year One: 12 of 15 projects will score 70% on Service Site Review

Year Two: 12 of 15 projects will score 70% on Service Site Review

Year Three: 12 of 15 projects will score 70% on Service Site Review

Prev. Yrs. Data

Result: Intermediate Outcome

supervisor and/or sponsor.

Member Development

Service Category: Other Education

Measure Category: Participant Development

Strategy to Achieve Results

Briefly describe how you will achieve this result (Max 4,000 chars.)

Members will receive skills development training.

Results

Result: Intermediate Outcome

Members will perform to program standard.

Indicator: Number of members who perform to standard.

Target: Hoopa TCCC will recruit nationwide, targeting Native American youth between the ages of 18-24, to participate in the program. 30 members will be selected.

Target Value: 19

Instruments: Member Competency Standards Review: To collect data on skill mastery.

PM Statement: Members will perform to program standards.

Year One: 65% of members who achieve success will complete 70% of Competency Standards

Year Two: 65% of members who achieve success will complete 70% of Competency Standards

Year Three: 65% of members who achieve success will complete 70% of Competency Standards

Prev. Yrs. Data

Result: Output

Members will receive skills development training.

Indicator: Number of members and types of training, certification, skills, knowledge acquired.

Target: Members: 30, Days per week: 1, Hours per day: 8, Duration or Interval: Training will be offered throughout the members 9 to 10 month service year. Description: TCCC will recruit nationwide, targeting Native American youth between the ages of 18-26, to

Target Value: 19

Instruments: Time Logs: To collect data on each members number of trainings, certifications and classes obtained.

PM Statement: 19 Members will receive skills development training.

Year One: 25 Members will receive a trainings throughout their service year.

Year Two: 25 Members will receive a trainings throughout their service year.

Year Three: 25 Members will receive a trainings throughout their service year.

Prev. Yrs. Data

Required Documents

Document Name

Status

Evaluation

Already on File at CNCS

Federally Approved Indirect Cost Agreement

Sent

Labor Union Concurrence

Not Applicable