

## PART I - FACE SHEET

<b>APPLICATION FOR FEDERAL ASSISTANCE</b>		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): 01/25/11	3. DATE RECEIVED BY STATE:	STATE APPLICATION IDENTIFIER:															
2b. APPLICATION ID: 11TN125713	4. DATE RECEIVED BY FEDERAL AGENCY: 01/25/11	FEDERAL IDENTIFIER: 11TNHNE001															
<b>5. APPLICATION INFORMATION</b>																	
LEGAL NAME: Santee Sioux Nation DUNS NUMBER: 145859674		NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes): NAME: Misty Thomas TELEPHONE NUMBER: (402) 857-2342 102 FAX NUMBER: (402) 857-2361 INTERNET E-MAIL ADDRESS: mnibozan@yahoo.com															
ADDRESS (give street address, city, state, zip code and county): RR2 Box 5191 Niobrara NE 68760 - 8593 County: Knox																	
6. EMPLOYER IDENTIFICATION NUMBER (EIN): 470533471		7. TYPE OF APPLICANT: 7a. Indian Tribe 7b. Tribal Organization (non-government)															
8. TYPE OF APPLICATION (Check appropriate box). <input type="checkbox"/> NEW <input checked="" type="checkbox"/> NEW/PREVIOUS GRANTEE <input 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: <b>Corporation for National and Community Service</b>															
10a. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER: 94.006 10b. TITLE: AmeriCorps Indian Tribes		11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT: Santee AmeriCorps Program 11.b. CNCS PROGRAM INITIATIVE (IF ANY):															
12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc): Santee Sioux Nation Reservation in Northeastern Nebraska in Knox County																	
13. PROPOSED PROJECT: START DATE: 07/01/11    END DATE: 06/30/14		14. CONGRESSIONAL DISTRICT OF:    a.Applicant <input type="text" value="NE 003"/> b.Program <input type="text" value="NE 003"/>															
15. ESTIMATED FUNDING: Year #: <input type="text" value="1"/>		16. IS A 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;">\$ 128,977.00</td> </tr> <tr> <td>b. APPLICANT</td> <td style="text-align: right;">\$ 80,151.00</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;">\$ 209,128.00</td> </tr> </table>		a. FEDERAL	\$ 128,977.00	b. APPLICANT	\$ 80,151.00	c. STATE	\$ 0.00	d. LOCAL	\$ 0.00	e. OTHER	\$ 0.00	f. PROGRAM INCOME	\$ 0.00	g. TOTAL	\$ 209,128.00	17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT? <input type="checkbox"/> YES if "Yes," attach an explanation. <input checked="" type="checkbox"/> NO	
a. FEDERAL	\$ 128,977.00																
b. APPLICANT	\$ 80,151.00																
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18. TO THE BEST OF MY KNOWLEDGE AND BELIEF, ALL DATA IN THIS APPLICATION/PREAAPPLICATION 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: Misty Thomas		b. TITLE: Director	c. TELEPHONE NUMBER: (402) 857-2342 102														
d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:		e. DATE SIGNED: 01/25/11															

## Narratives

### Executive Summary

The Santee Sioux Nation AmeriCorps Program offers many opportunities for members to learn, grow, and serve their community. We are also able to serve the community, expand existing services, and offer new programs to underserved populations through the AmeriCorps Program. The SSNAP is proposing to have AmeriCorps members help meet the needs of our service population in the areas of Education, service to elderly and Veterans, and we are also starting a recycling program in our community using the Santee AmeriCorps members and some of the youth at the school.

### Rationale and Approach

#### Problem/Compelling Community Need

The Santee Sioux Nation is located in North East Nebraska in a very rural and remote area without a lot of opportunity for economic development. This has taken a toll on unemployment and has also dampened motivation for educational attainment.

According to several studies and needs assessments completed on the Santee Sioux Nation our unemployment rate in 2005 was between 17% and 38.7% (Santee Sioux Nation Needs Assessment completed by the University of Omaha School of Social Work and The Analysis and Report Health Survey completed by the Social Science Research Center at Wayne State College).

The High School Drop Out rate for Santee Community Schools ranged between 3.51% in 2002-2003 and 21.74% in 1994-95 compared to the State of Nebraska's 2.1% in 2002-03 and 2.91% in 1994-95 (Nebraska Department of Education). The most recent drop out rate was 11.94% in 2005-2006 (Nebraska Department of Education).

The Santee Sioux Nation also has a lower educational attainment rate compared to national statistics.

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According to the Needs Assessment completed in 2005, of the 100 respondent's surveyed, 17% of respondents have less than a high school diploma or equivalent. The US Department of Labor reports that approximately 10% of US citizens had less than a high school diploma in 2005. We are confident that the Santee Tribal AmeriCorps Program will begin to address these needs of the Santee Sioux Nation.

Lack of Employment Opportunities was ranked number nine (9) in a community needs assessment completed in September, 2005. The 12 top perceived problems in the Santee community are as follows:

1. Adult diabetes
2. alcohol abuse
3. underage drinking
4. adult drug abuse
5. unplanned pregnancy
6. adult methamphetamine use
7. Youth drug abuse
8. Domestic violence against women
9. lack of employment opportunities
10. non-ceremonial tobacco use
11. obesity
12. unacceptable quality of drinking water

The needs that have been mentioned here are almost all related to lack of employment opportunities.

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A lack of employment opportunities increases rates of drug and alcohol abuse among youth and adults. Research shows that drug/alcohol abuse and relapse is directly related to stress (NI DA) and stress is increased by lack of employment opportunities. Other expressed needs are increasing services and programs available to youth, more and better services to the elderly and increasing opportunities for economic development on our reservation.

In the Analysis and Report of the Health Survey for the Santee Sioux Nation that was also conducted in 2005, the Top Critical perceived issues in the community were as follows:

1. Employment
2. At Risk youth
3. violence/crime
4. Education
5. Social/recreational activities
6. health
7. housing
8. transportation

And that top five critical problems affecting the respondents were as follows:

1. drugs
2. alcohol
3. diabetes
4. jobs
5. education

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We have received varying rates of unemployment for our reservation. The community needs assessment of 2005 states a 17% unemployment rate and the health survey completed in the same year states a 38.7% unemployment rate. In a feasibility study for a proposed resort on our reservation, completed more recently, the unemployment rate was nearly 25%.

Other community issues include a lack of job readiness skills and work ethic among a range of community members. Employment turnover rate is high among tribal positions partly due to a lack of job choice on the reservation.

### Solutions

Through the current Americorps Program we have seen a positive impact on the community, not only for the service members but also for the host sites and the community at large. Many members have noted in their journals from current and previous years that they have gained much in terms of job readiness skills, some direction in helping them choose potential career paths and improved work ethic.

For our program we will focus on Education, Opportunity, and Veterans. Our program has members serving in many areas of education: HeadStart, Santee Community School, Daycare, and Nebraska Indian Community College (NICC). Members in these areas work with youth and adults of all ages and have provided opportunities such as keeping the school library open longer hours, assisting with the After School Program, tutoring students at NICC, and working in the classrooms at HeadStart and have proven to be good role models. It is important to continue this positive trend in the community.

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Our focus for Opportunity is to continue working with the elderly, disabled, or economically vulnerable. Currently, members assist the elderly with daily activities such as cooking, cleaning, cutting wood for wood stoves, helping the elderly transition from nursing home care back to residential life, and provide socialization for home-bound elderly and disabled. Other ways service members have been able to assist is by making home improvements to very low-income community members.

An added focus area for our community would be working with Veterans and recruiting Veterans as Americorps members. Areas of needed service are assisting with the annual Veteran's Day Powwow and the newly established Santee Sioux Nation Warriors American Legion. They are currently establishing a charter and organizing meetings.

The Santee AmeriCorps members will also gain valuable work experience and training in their career field of choice. The AmeriCorps Program Coordinator will try to fit each AmeriCorps member to a placement that also fits well into their career field of choice. For example, if a member's goal is to be a teacher, they may be placed at the school for the service year. The Educational grant will also be a strong incentive for the members to continue on in their higher education journey.

The Santee Tribal AmeriCorps Program will recruit Santee Tribal members and others living on or near the Santee Reservation to become AmeriCorps members. We will also focus efforts on recruiting Veterans to become service members for the upcoming years. Members will be 18 years old and older. The Santee AmeriCorps program will recruit and retain 9 full-time and 2 half-time members to be

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placed at agencies and organizations throughout the Santee Community and these 11 positions will be coordinated by one full-time staff member.

### AmeriCorps Member Selection, Training, and Supervision

The Dakota Tiwahe Services Unit (hereinafter referred to as DTSU) Director and Office Manager will also be involved in the administration of the grant. The Director will supervise the Program Coordinator and the Office Manager. The Office Manager is responsible for order supplies, preparing vouchers for payment of accounts payable, and assisting with program reports. The Director will oversee both the office manager and the program manager to ensure timely submission of all reports to the Corporation for National & Community Service as well as any tribal reports upon request. The Program Coordinator will primarily be responsible for recruitment efforts, coordinating placements of AmeriCorps members, as well as coordinating all training and special member activities, initiating ordering of supplies, ensuring all background checks are completed, and supervising member placements.

All members will also be required to attend bi-weekly training and bi-weekly member meetings. For example, one week the members will be required to attend a training session and the next week they will have a member meeting. Training topics will include General Orientation, Ethics, Communication, Responsibility, Balancing Family School & Self, Money Management, CPR, Team Building, Age Appropriate Tutoring, Child Abuse & Domestic Violence, Goal Setting/Career Preparation, Diversity and Racism, and Team Building. Other topics may be identified by AmeriCorps Members. In the orientation training, all general AmeriCorps rules and regulations will be covered, including prohibited service activities. The Santee AmeriCorps program believes that the

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above mentioned training topics are necessary to adequately prepare members for further education, their careers, and for effective service in AmeriCorps.

At the bi-weekly member meetings, members will be able to share their experiences at service sites, reflect on journal entries, share encouragement with each other, voice concerns and receive feedback on program issues, brainstorm community events and activities to meet community needs, and plan and organize the community events and activities.

Santee AmeriCorps members will serve a valuable purpose in our community. They will serve in the local school as tutors and mentors through the after school program and in our youth centers, at the elderly Nutrition Center and in the homes of the elderly and disabled, in the HeadStart Program and Daycare Center, in the Nebraska Indian Community College, and Social Services Department. The elderly and disabled need opportunities for socialization and the AmeriCorps members can plan and organize social activities for the elderly as well as help with the cooking, cleaning, and general office duties at the elderly Nutrition Center. Our elderly and disabled are in great need of assistance in their homes and our youth are in great need of positive role models. Due to a lack of resources we have not been able to hire people in positions to assist our elderly and disabled community members.

Special events and activities may also be planned and organized by the Santee AmeriCorps Program, such as special holiday events, events to meet community needs such as youth camps, summer activities, sober social activities and events, and other community events. The special events and activities will be at the discretion of the AmeriCorps members, the DTSU Director, and Program Coordinator and may also require cooperation and support from other tribal programs and agencies. The Santee Tribal Chairman's Roundtable group was established in 2007 to get feedback from key



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community members and employees regarding the pressing issues of the tribe and brainstorm a plan and some activities to address the needs. This along with feedback from Americorps members and site supervisors, we were able to improve key program functions.

Tribal communities have had a long history of giving and sharing time and resources to each other and to the larger community as a whole. Before colonization our tribal people had strong values of helping each other, often taking care of others before taking care of our own personal needs. With the assimilation into predominant culture, we have lost some of this long-standing value. Everybody is busy working or going to school or both and nobody has time to share with others. We hope that the AmeriCorps program will help bring this value back since the AmeriCorps members will be serving their community and at the same time benefiting from their service in many ways.

We also hope to promote educational attainment with the individual service members as well as through the services they will provide to the schools (including Santee Community Schools, Santee Sioux Nation HeadStart Program, and the Takoja Tipi Daycare Center) through various tutoring, mentoring, and early childhood education placements.

We hope that the AmeriCorps Members will be a strong positive resource for the youth of our community. Our community is in need of volunteers to work and help in many areas of our community. Santee Community Schools, the Headstart program, the college, and the daycare could use AmeriCorps volunteers to assist with tutoring, mentoring, assistance in the after-school program, child/youth supervision, and general office duties.

The Santee AmeriCorps program wishes to meet the needs of the community and the individual

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AmeriCorps members. We hope that we will be advancing our tribal nation via the individual AmeriCorps volunteers as well as the services they provide to the community.

The Program Director will be responsible for the oversight of the Program Self Assessment and Improvement. She will work closely with the Program Coordinator on this portion of the Program. Throughout the year, the program will be assessed on member learning, member service, and member experience. The assessment will be based on evaluation tools completed by the members, by the site supervisors, and by community partners. Members will be asked to complete a pre and post assessment that will gauge their learning and performance. Members, site supervisors, and community partners will be asked to complete a bi-annual satisfaction survey. Also, throughout the program year members will be asked to write in journals to reflect on service activities and experiences. Site supervisors will also be asked to complete quarterly progress reports.

The Santee Americorps staff will work closely with the site supervisors to develop Americorps member training for their specific site. The staff will also work closely with site supervisors throughout the program to ensure members are receiving adequate training. Members will also be consulted to ensure that their needs are being met. Additional training will be implemented as needed. If further training is needed that may be acquired off-site and will require funding, the program coordinator and site supervisors will work together to find funding to send members to additional training if needed.

The program coordinator will make site visits at least one time per month. As the program goes on and it is deemed necessary for the program coordinator to make more frequent visits, they will do so. The program coordinator will visit with the site supervisor at each site visit and also observe the member at work. The program coordinator will also be able to touch base with the members at the

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monthly training and member meetings.

The program coordinator will attend an Americorps start-up institute and financial and grants management institute. The program coordinator will then train the site supervisors on program regulations before the members begin their service.

Members will also have more opportunities to provide feedback and receive feedback at bi-weekly member meetings at which members will planning and organizing group activities, events, and service. It is anticipated that the whole meeting will not be needed for programmatic planning, but will also be a time when members can provide feedback to program staff and receive feedback.

An annual open forum will also be planned for community feedback, including feedback from community partners and the tribal council. Most community feedback is provided verbally with very little written feedback from community members. The annual open forums have been valuable in receiving feedback from the community, service members, and host sites.

All of the satisfaction surveys, pre and post assessments, progress reports, journals, and open forum feedback will all be used to make program improvements throughout the year and especially at the end of the year. Through the pre and post assessments, progress reports, and journals we have been able to make changes to program implementation and improve job readiness skills and work ethic among service members.

Outcome: Performance Measures

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The Santee AmeriCorps program expects that the members will gain valuable training and life skills to better their lives and further their education while providing valuable services to the Santee Reservation and better the lives of Santee tribal and community members. The Santee Americorps program will ensure that all members are engaged in allowable activities and not engaged in prohibited activities through the orientation training session and on-going training sessions. This will also be made a part of their member agreements that they will need to sign off on prior to being accepted as a full Americorps member.

The following are expected outputs and outcomes on AmeriCorps members:

1. AmeriCorps members will gain valuable skills and knowledge through group trainings in life skills, career skills, and skills in higher education.
2. AmeriCorps members will gain valuable experience and job skills through service at service sites and group projects.
3. AmeriCorps members will have better morale and better work ethic.
4. AmeriCorps members will have an enhanced self confidence.
5. Members will have an increased civic knowledge and sense of responsibility to productive contributions to tribal life and community.
6. Members will be more likely to continue their own personal education.

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7. In addition to the outputs and outcomes on page 9 on the original proposal the Santee

AmeriCorps program will do the following:

1. AmeriCorps members will provide valuable service to community agencies that already serve our community and may allow these agencies to expand or improve their services to their target clientele (including children, adults, and elderly).

2. AmeriCorps members will provide valuable service to the entire Santee tribal community through group projects such as summer camps, drug and alcohol free social events, community clean up day, etc...

3. The Santee AmeriCorps project will increase the quality of life for the Santee tribal community through civic leadership, leadership, and role modeling civic leadership.

4. Also, as members complete their service terms and continue their education and use their education to provide further service to our community, the skills and knowledge acquired will continue to increase the quality of life for our tribal members.

The following are expected outcomes and outputs for the Santee Community:

1. AmeriCorps Members will provide valuable service to community agencies.

2. AmeriCorps Members will provide valuable service to the entire Santee Tribal community through

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group projects.

3. Increase quality of life for the Santee Tribal Community.

4. The AmeriCorps program will strengthen the Santee Sioux Nation through civic service, leadership, and role modeling civic behavior.

### Volunteer Generation

The Dakota Tiwahe Services Unit currently administers several groups and committees that serve in many capacities. All of the people serve on the committees and groups in a completely voluntary basis and are not compensated for their time. The Domestic Violence/Sexual Assault (DV/SA) program has an Advisory group and Domestic Violence Community Response Team (DVCRT). The Women's Advisory group is comprised of victims of domestic violence and other concerned community members and is responsible for advising the DV program on service delivery and grant writing. The DVCRT is composed of representatives from law enforcement, tribal court, clinic, and DTSU Staff. The DVCRT is responsible for ensuring proper and timely response to DV cases. The Child Protection Services (CPS) program has a Child Protection Team (CPT) that is comprised of representatives from law enforcement, tribal court, the school, day care, Headstart, drug and alcohol program, clinic, and other concerned community members. The CPT is responsible for advising program staff on service delivery, sharing information about common cases and clients, and ensuring comprehensive service delivery. DTSU also has a Quality Assurance Committee that also serves as a foster care review board, grievance hearing, and advisory capacity on Social Services related issues. The Quality Assurance committee is appointed by the tribal council and currently has two community members

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and the council is in the process of appointing more members to this committee.

The Dakota Tiwahe Service Unit also works with the Tribal Welfare Agency (Temporary Assistance for Needy Families -- TANF) to provide work experience for TANF Clients until meaningful employment can be secured. These volunteers/clients typically work for 20 hours per week providing any extra help that we need in and around our office.

DTSU also provides work experience for one summer youth worker. The summer youth worker also provides 20 hours of service per week. Both of these two types of extra workers that we have around the DTSU office allows permanent employees time to do other things and provides valuable work experience to the youth worker and TANF client.

DTSU has been able to establish a strong group of core members for each of the mentioned committees. Many of the committee members are service providers through a tribal department or other community agency. Other members are former victims and clients that DTSU has helped that have developed and made advancements in their lives and are now in a capacity to help others. We have not had very many problems recruiting and retaining group members to serve on the various committees.

### Partnerships and Collaboration

Through the active participation in the above names boards, committees, councils, and taskforce it is very easy for DTSU staff to engage collaboration and community support from the many other

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departments and agencies on the Santee Reservation. The Domestic Violence Community Response Team consists of key staff from law enforcement, the clinic, the tribal court, and other concerned community members. The Child Protection Team consists of committed members from the local school, tribal court, law enforcement, clinic, other DTSU programs such as Domestic Violence, and the drug and alcohol program. In a small community like ours, it isn't very hard to gain the support and cooperation of the local programs and agencies. The current DTSU staff has built a strong rapport with the other program staff and agencies.

DTSU often collaborates on local community events such as the sponsorship of the Yellow Ribbon Program for Suicide Intervention/Prevention, many youth activities such as the sponsorship of musical performers, sponsorship of annual powwow gatherings, and support for the Santee Sioux Nation Youth Council.

An AmeriCorps Planning team was composed of the following key people and will be the community partners throughout the duration of the Santee AmeriCorps Program:

Misty Thomas, DTSU Director

Brandi Castillo, Americorps Program Coordinator

Cindy Whipple, DTSU Employment Opportunities Caseworker

Bernadette Whipple, DTSU Employment Opportunities Case Aide

Arthur "Butch" Denny, Santee Sioux Nation CEO

Frank Whipple, Santee Sioux Nation Human Resources Manager

Lee Ickes, Santee Sioux Nation Economic Development Director

Jim Hallum, Nebraska Indian Community College



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Paul Sellom, Santee Community Schools Superintendent

This team primarily offered input in to the grant and committed the support of their respective departments and agencies. Misty Thomas is primarily responsible for composing the grant proposal. This team as well as additional members from other departments and organizations where members will be placed will serve as an advisory capacity to the program staff and will meet on a bi-annual basis. Many of the people mentioned above may also be service site supervisors.

In addition to the list of community partners, other community stakeholders of DTSU also consist of members of the Domestic Violence Community Response Team, Domestic Violence Community Advisory Board, Child Protection Team, and Quality Assurance Committee. Many of the community stakeholders remain the same over several years with small changes from year to year because we have such a small community the valuable committee members are often asked to serve on several board and committees because of their commitment, commitment to a good personal lifestyle, and ability to provide advise on a variety of subjects and topics. Those that are involved in the community tend to stay involved in the community over long periods of time.

### Sustainability

The Community has responded positively to the Americorps Program and service workers who have been placed at host sites. Host sites have been asked and are trying to plan, with their limited resources, to incorporate member positions into their annual budgets or provide future employment for members once they complete their service term. A few members have already gained permanent employment with their host sites now that their service term has been completed. With very limited

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resources available to tribal programs, they are doing their best to try and maintain positions for service members or to place future service members at their sites.

### Organizational Capability

#### Organizational Capability

The Santee Sioux Nation is a sovereign nation within the United States that was established in 1934. The tribe is governed by the Santee Sioux Nation Tribal Council. The current council consists of four executive officers including the chairman, vice chairman, treasurer, and secretary. These four executives devote all of their time to the management and administration of the tribal operation. In addition to the four executive officers, we also have four elected district representatives. The council is responsible for creating and passing laws and policies for all tribal members and tribal programs. Directly under the tribal council is the Tribal Chief Executive Officer (CEO). The CEO is responsible for the administration of all tribal programs and supervises all program directors including the Dakota Tiwahe Service Unit. The program directors are then responsible for supervising many individual program staff and administer a variety of program grants and contracts including federal, state, tribal and private foundation dollars.

#### a. Organizational Background

The Dakota Tiwahe Services Unit (DTSU) was established in 1995 by the tribal council to provide comprehensive social services to tribal members on and off the reservation. Over the years, the Unit has become responsible for the following programs: Child and Adult Protective Services, Indian Child Welfare, General Assistance, Independent Living, Native Employment Works, Domestic Violence and Sexual Assault. DTSU also added mental health services to our list of programs in 2006. At one time, the tribal Child Care program was also under the supervision and administration of the Dakota Tiwahe Services Unit however broke off into its own department in about 2000. Our current annual budget for DTSU is approximately \$900,000 and we currently have 12 full-time employees plus the

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AmeriCorps members. We were recently funded for a Demonstration Project from the Office on Juvenile Justice and Delinquency Prevention for the next 4 years for delinquency prevention and intervention using Equine Assisted Psychotherapy.

The Santee Sioux Nation AmeriCorps program has received funding from CNCS for the past 3 fiscal years. We are currently receiving \$129,995 for the 2010-2011 fiscal year of funding. This is 14% of our total departmental budget.

Our current AmeriCorps Program currently works with 9 sites and we place members at these various sites in the community. Our staff have discovered that having this many sites is very chaotic and difficult and therefore we would like to reduce the number of sites to 5 to be more manageable. The Program Director is responsible for all oversight and administration of the SSNAP and the Office Manager assists with administration. The Office Manager assists with financial reporting by tracking all match and preparing a report for the Finance Officer. She also assists by tracking spending in a cuff account and ordering all supplies and preparing timecards. The Finance Officer is responsible for preparing the financial report and submitting to CNCS. The Project Coordinator is responsible for the day to day Project Administration, member supervision, all required documentation, and coordination with sites, site supervisors, and members.

### b. B. Staffing

Misty Thomas is currently the Dakota Tiwahe Service Unit's Director. Ms. Thomas graduated in 2006 from the University of Nebraska-Lincoln with a Master's of Arts Degree in Sociology. While going to school part time at UNL, Misty also worked at the University in the Healing Pathways Project conducting American Indian Mental Health Research and managing various projects including developing a comprehensive prevention program and Honors Undergraduate Program for American Indian students interested in careers in mental health. Misty Thomas will be the Program Director for the Santee AmeriCorps Program. Ms. Thomas has been the Program Director for the Dakota Tiwahe

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Service Unit for over 4 ½ years.

Twila Chinana is currently the Office Manager for the Dakota Tiwahe Service Unit. Mrs. Chinana is responsible for assisting with administration of all DTSU programs and projects. Twila assists with preparing financial reports, ordering supplies, accounts payable, and cuff accounts for the DTSU.

Twila has assisted with the grant administration since it began in 2008 and is familiar with all of the project reporting requirements, allowable and unallowable costs, and AmeriCorps procedures. She has even filled in for Brandi when she has had to be out of the office.

Brandi Castillo is the current Americorps Program Coordinator and has been successful in recruiting members and placing them at host sites. She works closely with the members to coordinate activities, hold bi-weekly meetings and trainings, works with site supervisors, and organizes members' orientations. Brandi has been the Project Coordinator for the Santee Sioux Nation AmeriCorps program (SSNAP) since it began in 2008. Brandi is responsible for all site monitoring and compliance.

LaVonne Jones is the Financial Officer for the tribe and oversees the entire financial office for Tribal Programs. LaVonne has been with the tribe for 14 years and has 25 years of experience in financial management. LaVonne Jones oversees four other staff members in the finance office. All 4 of the key staff that has been mentioned above have been with the SSNAP since we were first funded in 2008 and are familiar with the AmeriCorps policies and procedures. All staff have worked with the CNCS Grant Manager, Rob Glazier, and other CNCS staff when technical assistance was needed. We also worked with ACKCO, Inc. for Training and Technical Assistance, but understand that ACKCO has not been re-funded due to funding limitations and our program will feel that our program will be negatively affected by this. However, we feel that our program is stable enough to be able to sustain our current program with the CNCS assistance that we receive. We also feel that the on-site reviews are helpful to ensure we are in full compliance of all AmeriCorps Policies.

## Narratives

The Dakota Tiwahe Services Unit currently administers several groups and committees that serve in many capacities. All of the people serve on the committees and groups in a completely voluntary basis and are not compensated for their time. The Domestic Violence/Sexual Assault (DV/SA) program has an Advisory group and Domestic Violence Community Response Team (DVCRT). The Women's Advisory group is comprised of victims of domestic violence and other concerned community members and is responsible for advising the DV program on service delivery and grant writing. The DVCRT is composed of representatives from law enforcement, tribal court, clinic, and DTSU Staff. The DVCRT is responsible for ensuring proper and timely response to DV cases. The Child Protection Services (CPS) program has a Child Protection Team (CPT) that is comprised of representatives from law enforcement, tribal court, the school, day care, Headstart, drug and alcohol program, clinic, and other concerned community members. The CPT is responsible for advising program staff on service delivery, sharing information about common cases and clients, and ensuring comprehensive service delivery. DTSU also has a Quality Assurance Committee that also serves as a foster care review board, grievance hearing, and advisory capacity on Social Services related issues. The Quality Assurance committee is appointed by the tribal council and currently has two community members and the council is in the process of appointing more members to this committee.

The Dakota Tiwahe Service Unit also works with the Tribal Welfare Agency (Temporary Assistance for Needy Families -- TANF) to provide work experience for TANF Clients until meaningful employment can be secured. These volunteers/clients typically work for 20 hours per week providing any extra help that we need in and around our office.

DTSU also provides work experience for one summer youth worker. The summer youth worker also provides 20 hours of service per week. Both of these two types of extra workers that we have around the DTSU office allows permanent employees time to do other things and provides valuable work experience to the youth worker and TANF client.

## Narratives

DTSU has been able to establish a strong group of core members for each of the mentioned committees. Many of the committee members are service providers through a tribal department or other community agency. Other members are former victims and clients that DTSU has helped that have developed and made advancements in their lives and are now in a capacity to help others. We have not had very many problems recruiting and retaining group members to serve on the various committees.

### Organization and Community Leadership

Our community currently does not have many opportunities to earn awards, however we hope to change that with the Santee AmeriCorps program volunteer recognition event. However, our organization has served on several boards, committees, and groups' including the Chairman's Roundtable (to address community problems), the Tribal Behavioral Health Task Force, Youth Community Response Team, and currently administers the Tribal Domestic Violence Community Response Team, DV Women's Advisory Group, Quality Assurance Committee, and Child Protection Team. The current DTSU staff has also involved in providing concrete suggestions for improvement to tribal codes (tribal laws) for tribal council approval (this process is very similar to state and federal lobbying for changes and additions to state and federal law. Two DTSU staff, including the director, has also been involved in starting a Tribal Mediation Program. The Mediation Program staff consists of all volunteer tribal staff and community members that attended 30 hours of mediation training. DTSU also has one staff member that is on the tribal council and Santee School Board. Another staff member is the Chair of the Board of Trustees for the Nebraska Indian Community College. We have one staff person that is on the volunteer fire department. The Program Director is also the chairperson of the Headstart Policy Council. Many of our staff wear many hats and have many responsibilities in our small community besides their regular job duties.

### Success in Securing Community Support

## Narratives

### Collaboration

Through the active participation in the above names boards, committees, councils, and taskforce it is very easy for DTSU staff to engage collaboration and community support from the many other departments and agencies on the Santee Reservation. The Domestic Violence Community Response Team consists of key staff from law enforcement, the clinic, the tribal court, and other concerned community members. The Child Protection Team consists of committed members from the local school, tribal court, law enforcement, clinic, other DTSU programs such as Domestic Violence, and the drug and alcohol program. In a small community like ours, it isn't very hard to gain the support and cooperation of the local programs and agencies. The current DTSU staff has built a strong rapport with the other program staff and agencies.

DTSU often collaborates on local community events such as the sponsorship of the Yellow Ribbon Program for Suicide Intervention/Prevention, many youth activities such as the sponsorship of musical performers, sponsorship of annual powwow gatherings, and support for the Santee Sioux Nation Youth Council.

### Local Financial and In-Kind Contributions

Slowly over time, types of funding for DTSU has become more diverse, expanded in scope, and increased in amount. The social services department (which is how the DTSU department started out as) has expanded from one or two programs to providing eight different programs within the DTSU and now receives funding from federal, state, and private foundations.

The Dakota Tiwahe Services Unit has also been successful in gaining the commitments and excitement for the AmeriCorps program from many agencies and departments in our area. The Santee Community Schools and Santee HeadStart Program are two of our strongest supporters and have consistently told the Director that they are willing to help out in any way. They too believe in the power and abilities of the AmeriCorps program.

## Narratives

### Wide Range of Community Stakeholders

The community partners were listed in the Community Involvement Section of this project proposal. In addition to the list of community partners, other community stakeholders of DTSU also consist of members of the Domestic Violence Community Response Team, Domestic Violence Community Advisory Board, Child Protection Team, and Quality Assurance Committee. Many of the community stakeholders remain the same over several years with small changes from year to year because we have such a small community the valuable committee members are often asked to serve on several board and committees because of their commitment, commitment to a good personal lifestyle, and ability to provide advise on a variety of subjects and topics. Those that are involved in the community tend to stay involved in the community over long periods of time.

### Enrollment

The Enrollment Rate for the first two years of the program are listed below (2008 and 2009) which are figured as (slots filled + refill slots) / slots awarded

Year 1 (2008):  $1/10 = 1.1$

Year 2 (2009):  $14/10 = 1.4$

### Retention

Retention Rate for the first two years are as follows and figured as # of exited member with award / # of members enrolled

Year 1 (2008):  $0/10 = 0$

Year 2 (2009):  $2/14 = .143$

For Year 1 the retention rate was low for the following reasons. The Americorps Program was a new program to our community and people were unfamiliar with how it worked. The Program Coordinator was hired in August 2008 and were able to do program start-up, recruit members, and enroll 10 members by February 2009. We then recruited and enrolled 11 members (9 full-time and 2



## Narratives

part-time) by July 2009. Santee is a small community and does not have a high number of places for service placement and it was difficult to place 21 members during the overlapping years.

In Year 2 , members became frustrated with the inability to place them at their preferred locations. There was also a difficulty with distribution of the living allowances. The program started by doing a flat rate every two weeks, but members then did not always complete their weekly hours. CNCS staff then stated we could distribute by an hourly rate based upon the number of hours completed per week to help encourage members to complete hours at their respective sites. Later, the Program Officer was told that we needed to go back to the flat rate and caused more frustration for workers since there was another change to their living allowances.

In the current Year 3, we have overcome these obstacles and have 10 member positions filled with their living allowances given at a flat rate. Four members are second year members and have become accustomed to Americorps. Through improved orientations and trainings, most current members are on track with weekly service time and it is predicted many will receive their education award at the end of their service term.

### Special Circumstances

The Santee Sioux Nation is located in the northeast corner of Nebraska along the Missouri River. There are only two roads going in and out of the small village (and one is a gravel road), allowing for very little economic growth. Our unemployment rate has decreased somewhat with the establishment of our local casino, however the casino provides mostly service oriented jobs that do not pay very well and therefore do not provide avenues out of poverty. As stated in a previous section, the unemployment rate is around 38 percent. The median household income for tribal members is also well below that of the state average. The Santee reservation is a resource poor community as there are no corporate resources in our community. The tribal businesses provide almost all of the for-profit businesses in our area. The Santee Sioux Nation also provides many services to non-native people on

## Narratives

or near the reservation as well, including domestic violence and child and adult protective services. Santee is located in a remote rural area that provides little for services on the reservation. There is a gas station under construction and grocery store located in the village and the tribal college is the only community college within 70 miles of our reservation. Access to basic services such as banking, post office, insurance and other retail stores are located in the village of Niobrara, 15 miles away or in Yankton, SD, 45 miles away.

Santee also has no philanthropic resources other than a community that provides volunteer services for various community events (as discussed in a previous section of the narrative). From Year 1 to Year 3 the Santee Sioux Nation has overcome obstacles and made adjustments and improvements to the AmeriCorps Program. It has been a positive experience for many members who feel they have gained much in terms of work experience and wanting to further their education. We hope to continue providing members with opportunities to serve and give back to the community.

### **Cost Effectiveness and Budget Adequacy**

Cost Effectiveness: The Santee Sioux Nation AmeriCorps Program is currently at 12,900 Cost Per MSY.

Budget Adequacy -- The Santee Sioux Nation AmeriCorps Program is currently at a 24% match rate for the member living allowance and support costs. The Santee Sioux Nation has learned from the past 3 years of the program administration that the 13,000 cost per MSY will never be adequate to meet all of the needs of the program and we have to match it with other program funding in order to meet the needs of the members and program goals.

### **Evaluation Summary or Plan**

Plan for Assessment or Improvement

## Narratives

The Dakota Tiwahe Service Unit conducts annual employee evaluations, monthly reviews of program expenses and budgets, has regular team (employee staff) meetings to address issues and concerns, and conducts annual internal file audits. The DTSU Director also works closely with the finance office to ensure sound financial management.

The Santee AmeriCorps program will also implement an internal evaluation program to gauge member service, learning, and experience. The Program Staff will use satisfaction surveys from the members, site supervisors, and community partners. Members will also be asked to complete pre and post tests. Site Supervisors will be asked to submit quarterly progress reports on members. Members will also be asked to keep journals to reflect on their service experience.

### Amendment Justification

N/A

### Clarification Summary

The Santee AmeriCorps program applied for Tribal Learn and Serve funding however received notice that the funding for this program has been eliminated, however we have a project that the school, the SSNAP, and the youth feel passionate about and we would like to continue with this plan without the Learn and Serve funding - and that is to start a Recycling Program in Santee. With this project, we had planned to engage the Santee Community School High School students in volunteer service during their PRIDE period at school. Through this program, we had planned to buy a recycling trailer, have recycling bins placed throughout the community and the Santee AmeriCorps members would serve as supervisors of the high school students to organize pick up dates, complete pick up, and then organize times and execution for the recycling trailer to be taken to Norfolk Nebraska's Recycling Center. We would hope to engage at least 20 high school students with this project, including the Santee Sioux Nation Youth Council Students. Students will also assist with Recycling Awareness.

## Narratives

Members also assist with the annual Community Clean up, and we often have at least 100 volunteers that help with this clean up every year.

Members have also requested help from community members during our annual Martin Luther King, Jr. Day event, however in the past we have only been able to recruit 2-3 volunteers.

Terms of Service: - During the member selection process, applicants are asked what type of service term that they are interested in and we also ask where they might want to be placed at. During this process we try to get a feel for the applicants interests and make member selection and site placement accordingly.

Member Activities: We anticipate about 8 members to assist with the Education initiative, and 3 to assist with the service to elderly and Veteran's initiative. However, on occasion the whole team has been engaged as a group in the service to the elderly and Veteran's, like on Martin Luther King Jr. Day this past year.

Members in the school and day cares provide extra assistance to students and children in the classroom, as well as teachers and school staff. The members at the day care assist with the daily care of youth, but also provide structured activities to the youth to help them learn. Members at the school have also assisted with coaching of youth sports teams.

Members at DTSU have assisted with transportation for clients, special events, such as the annual Domestic Violence Awareness Walk.

Members are not allowed to assist with General Office Duties.

## Narratives

Evaluation: The Project coordinator and Program Director are responsible for the project evaluation. This was in our previous budget and it has been removed from our continuation budget.

Criminal History Checks: Criminal history checks will be conducted on all members, employees who receive a salary, education award, living allowance, or stipend from this grant. Criminal history checks, Sex Offender Registry Checks will be conducted as well as FBI criminal history check for all those people working with vulnerable populations.

2011 Clarification Round 2:

The Program Director and Project Coordinator will develop an internal evaluation of the SSNAP. We will use the member's pre and post tests a part of our evaluation. The pre and post test evaluates members' self worth, confidence, positive attitude, ability and their level of contribution to their community. We will evaluate the site supervisors satisfaction with the program and will include ways that the SSNAP can improve as well as member satisfaction at middle and the end of their terms through satisfaction surveys. Progress will also be evaluated through the site supervisors performance evaluation of the members.

### Continuation Changes

## Performance Measures

### SAA Characteristics

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

### Priority Areas

- |  |                                     |  |                          |
|--|-------------------------------------|--|--------------------------|
| <input checked="" type="checkbox"/> Economic Opportunity |                                     | <input type="checkbox"/> Environmental Stewardship |                          |
| <i>Selected for National Measure</i>                     | <input checked="" type="checkbox"/> | <i>Selected for National Measure</i>               | <input type="checkbox"/> |
| <input 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 type="checkbox"/> Veterans and Military Families  |                                     | <input 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                      10

### Service Categories

Job Development/Placement

## National Performance Measures

**Priority Area: Economic Opportunity**

### Strategy to Achieve Results

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

The Santee Sioux Nation AmeriCorps Program Coordinator will work closely with the members that do not have a High school diploma or GED to ensure their progress towards obtaining a GED. Members are asked to sign a form of acknowledgement stating that they understand that they are aware that they are required to obtain their GED by the end of their service term. The Project Coordinator will have the GED instructor complete a monthly progress report to ensure member participation at least once a month.

### Result: Output

Result.

It is expected that approximately 3 members will not have their High School Diploma or GED prior to enrollment with the Santee AmeriCorps Program

Indicator: O13: Members without a high school diploma prior to service.

Target :Members without a High school diploma or GED prior to enrollment

Target Value: 3

Instruments: AmeriCorps application and interview protocol

PM Statement: At least 3 new members are expected not to previously have their GED or high school diploma prior to enrollment with the Santee Sioux Nation AmeriCorps Program

### Result: Intermediate Outcome

Result.

It is expected that 2 of the 3 members will complete the GED requirements as needed by the end of their service term.

Indicator: O16: Members that obtain a GED/diploma.

Target :Members without a high school diploma or GED prior to enrollment in the AmeriCorps Program

Target Value: 2

Instruments: Copy of their GED Certificate/Diploma upon completion; Post test survey

PM Statement: It is expected that 2 of the 3 members that do not have a high school diploma or GED prior to enrollment in the AmeriCorps program will complete the requirements for the GED certificate within the one year service term.

**Priority Area: Economic Opportunity**

### Strategy to Achieve Results

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

Members will gain valuable work experience through their AmeriCorps Membership placement and AmeriCorps monthly training that will lead to more permanent employment after their service term is completed.

### Result: Output

Result.

## National Performance Measures

Result.

It is expected that at least 85% of the people who are accepted for AmeriCorps membership will be economically disadvantaged who are unemployed prior to service

Indicator: O12: Members unemployed prior to service.

Target :AmeriCorps Members

Target Value: 9

Instruments: Applications

PM Statement: It is expected that at least 9 members that are accepted for membership will be economically disadvantaged

### Result: Intermediate Outcome

Result.

At least half of the members that complete their service term will obtain permanent employment after their service term is completed

Indicator: O15: Members that secure employment.

Target :AmeriCorps Members

Target Value: 5

Instruments: Post Service Questionnaire or follow up

PM Statement: 50% of the AmeriCorps members will be able to obtain permanent employment after they finish their service term with AmeriCorps



## Required Documents

**Document Name**

**Status**

Evaluation

Already on File at CNCS

Federally Approved Indirect Cost Agreement

Already on File at CNCS

Labor Union Concurrence

Already on File at CNCS