In 2013, Congress commissioned the National Museum of the American Indian to oversee the process of creating a memorial dedicated to Native American Veterans. This year, on September 21, 2019, a groundbreaking ceremony was held for the Smithsonian’s National Native American Veterans Memorial in Washington D.C. The memorial was designed by tribal member, Harvey Pratt, Cheyenne Peace Chief.

Construction has begun for the Warrior’s Circle of Honor and the memorial will be unveiled in 2020. Harvey states, “The timelessness of this memorial fits our ancestors, it fits us now and it will fit us in the future. All veterans are welcome. It is a place for healing, comfort and strength.”
October 5, 2019

Good morning Tribal Members!

Welcome to the Annual Tribal Council!

Tribal program directors and their employees have been busy this year, persisting to facilitate changes, while they continue to bring services to Tribal members. Please keep our programs in your thoughts as they strive to find new and innovative ways to improve and develop their programs. I invite you to read through this year’s Report to the People to find out what the programs have been up to and how they stand ready to facilitate positive change for our communities.

Once again, I encourage all tribal members to be active parties in our communities and government, in order for the Tribes to evolve and move forward in a positive way. Likewise, I encourage all tribal members to speak well of the diligent employees of the Cheyenne and Arapaho Tribes who work hard daily to bring services to our Tsistsistas and Hinono’eí people. It is through their skill, creativity, and ingenuity that we are able to move forward, always remembering “Tomorrow Starts Today.”

Thank you,

Governor Reggie Wassana
EXECUTIVE BRANCH

EXECUTIVE DIRECTORS

Department of Administration ....................... Teresa Dorsett
Department of Business ................................ Nathan Hart
Department of Education ............................. Carrie Whitlow
Department of Enrollment ........................... Breanna Faris
Department of Health ................................. Gloria Bellymule-Zuniga (acting)
Department of Housing ............................... Orville Whiteskunk
Department of Labor .................................... Erwin Pahmahmie
Department of Social Services ...................... Kateri Fletcher
Department of Transportation ...................... Angela Blind
Department of Treasury ............................... Easton Yellowfish (acting)

LEGISLATIVE BRANCH

LEGISLATORS

Cheyenne District 1 .................................... Burl Buffalomeat
Arapaho District 1 ..................................... Billie Sutton
Cheyenne District 2 .................................... George Woods
Arapaho District 2 ..................................... Kendricks Sleeper
Cheyenne District 3 .................................... Ronald Redshin
Arapaho District 3 / Speaker ....................... Patrick Spottedwolf
Cheyenne District 4 .................................... Byron Byrd
Arapaho District 4 ..................................... Winslow Sankey
DEPARTMENT OF ADMINISTRATION

COMIT

Summary: 2019 has been a year of progress for COMIT. We have corrected outstanding issues, implemented new systems and processes, and are proceeding with several high-level projects to move the Cheyenne and Arapaho Tribes into the future with updated technology and the tools required for all staff to operate their programs effectively and efficiently. Below is a list of accomplishments that COMIT has achieved thus far this year.

1. New Telephone System (Dec. 2018): The entire VoIP telephone system was removed/replaced with an updated phone system with added features and functionality. The new phone system comes with better desktop phones, more call features, and better manageability from the administrative side. The system change was part of the current SIP HVS network implementation, which was put in place at the same time. Additionally, overall monthly network and phone costs were reduced by approximately $3k per month, freeing up that capital for better use in other vital areas.

2. Set up Emergency 911 Access (Dec. 2018): Located and installed two analog POTS lines into the MP114 primary telephone gateway. Provisioned phone numbers and configured system for automated re-routing for 911 access. The purpose of this is to allow emergency calling during Internet outages. The VoIP phone system that provides communication to our desk phones is dependent on the Internet being available. In the event of an outage, this solution provides an emergency route so the desk phones can still make emergency calls when needed.

3. New Firewall Installation (Dec. 2018): A firewall is a security appliance that connects between the local network and the Internet. It is the primary line of defense against hackers and others who wish us harm. The existing firewall that was in place when I arrived had an expired license and could not be modified. This means that any issues with our Internet or staff needing access to blocked websites was not possible due to the expired license. The replacement firewall had been purchased but needed to be installed and configured. The installation was completed in December 2018 and has been performing well thus far.

4. New Backup Installation (Jan. 2019): There were no system backups of any kind taking place when I arrived in September 2018. This was a very serious problem and could result in complete loss of all Tribal data accumulated over the years if there were ever a major system failure. A new backup solution was immediately installed, configured, and tested. We have full and incremental backups, as well as cloud backups running daily now. While this is a good first step, it is very important to look into getting a disaster recovery setup implemented that will provide complete redundancy in the event of a disaster. As it stands now, we have no way to quickly recover in the event of a disaster that resulted in our equipment being destroyed.

5. COMIT Guidelines Update (Jan. 2019): The COMIT IT guidelines were in need of updates. The new guidelines were written and advertised via global email distribution.

6. New COMIT Transit Van (Feb. 2019): Because we service Clinton, Watonga, Canton, and all other areas where tribal offices are located, the mileage expense for our technicians constantly driving their own vehicles was quite high. For the first time in the history of this department, a new transit van was procured, virtually eliminating our mileage expenses and staff wearing out their own vehicles.

7. Clinton Food Distribution (Feb. 2019): Food Distribution opened a new store in Clinton at the old Smoke Shop building. Coordinated with that construction to provide an attachment to our network for the computers and registers. Installed the necessary equipment and made the connections to get their systems online. Once that was completed, I built a new database for their Automated Inventory System application and placed it on the Clinton primary server. Then we provided the workstations and register computers with links to the new database and checked to make sure it was operational.

8. Substance Abuse Paging (Feb. 2019): Substance Abuse had an overhead paging system that was operational with the old phone system and they needed it working again. I coordinated with MiTel and AT&T to find the correct adapter to make the system work with the new phone system. I then installed that equipment to make it operational.
9. **System Application Deployment Server (Mar. 2019):** We needed a method to deploy updates, applications, icons, and other programs to the workstation computers and servers. PDQ Deploy was the chosen solution. It was installed on a new server and is now operational, vastly improving our ability to keep the computers up to date and synchronized with necessary programs and patches.

10. **Team-Viewer Installation (Mar. 2019):** We needed a way to remotely connect with client staff computers to assist in working on various issues more quickly. Previously, technicians would have to physically arrive on site at every location where someone had requested IT assistance, causing unnecessary wait times for our customers. We chose “Team-Viewer” for our remote assistance application. With it, we can now quickly perform a remote session when someone puts in a help ticket. Once remotely connected with their computer, they can show us the problem they are having and we can quickly resolve it in minutes rather than the customer waiting in line for hours or days to have a simple problem fixed.

11. **Housing GPS Fleet Tracking:** The Housing Department requested a way to remotely track their fleet vehicles. After looking at various solutions, they chose to use Fleet-Complete by AT&T. I coordinated the ordering of the equipment and ensured everything arrived and was installed to get it completed. The system is operational.

12. **Server Management Support:** Many of the servers on our network are out of date and need replacement, repair, and/or upgrades. It has been a long time since any focus has been put into server maintenance and we are now way overdue for repairs. This is a full time project all by itself. Rather than hire a full-time server engineer, we decided to contract support from Summit Technology Group. The cost was less than a full time staff engineer and they are working under my direction to keep the current servers maintained, while also working methodically to assist me in replacing the aging servers and to upgrade the servers that can be upgraded as quickly as possible without downtime for staff who need access to those systems.

13. **COMIT Office Renovation (April 2019):** The COMIT offices were badly in need of an update. Our offices were very unprofessional looking. The wallpaper and carpet was at least a couple decades old and the blinds were falling off the windows. I worked with the O&M department to get the offices renovated. A new logo for the department was created for the program, which was made into signage for the front window and entry wall. The new flooring and paintwork was completed and the offices look far more professional for staff as well as visitors.

14. **Server Battery Backups (May 2019):** After a few weather events and power outages, it was discovered that our current battery backups were not operational at all. The generator provides long-term outage power, but a battery backup is needed to prevent the systems from shutting off during the initial stage of the outage while the generator is starting up. The network was constantly going offline during even small thunderstorms. Without a battery backup system for the servers and network switches, we are at risk of those systems crashing every time an abrupt power outage occurred. After assessing power and load requirements, a new set of battery backups were procured and installed. We have not had a single outage resulting from power disruption since that time.

15. **Email Host Conversion (Jun. 2019):** The company hosting our Office 365 email system storage had monthly recurring costs for this service that seemed excessively high. I got quotes and found that we could switch those same services over to a different company and cut our monthly email expenses by over $1200 per month. The conversion to the new hosting company is completed and operational.

16. **New Email Domain (Jul. 2019):** The Tribes procured a new domain name (@cheyenneandarapaho-nsn.gov) for our emails and asked to have it implemented. The project to implement this change was challenging and technical. It was decided to make the new email address everyone’s primary email address, but keep the old @c-a-tribes.org
domain as a backup alias. This way everyone will still receive vital emails no matter where they are sent, which ensures zero lost messages. Once implemented, the new email address domain became the default email for all outgoing and incoming emails. This was accomplished with no down-time for staff.

17. Housing Network Addition (Jul. 2019): The Housing Department needed to add some offices in the warehouse behind their main building. This would require new fiber optic cabling, wall jack cabling, and network equipment. Coordinated with the necessary vendors to accomplish the cabling work. Then I configured the network switch and installed the equipment and patch cabling. The new network has been installed and is now online.

18. Education Building Cell Booster (Jul. 2019): There had been complaints about the cellular reception at the Housing building for quite some time. To correct the issue, we installed cellular signal boosters throughout the building. This equipment takes the outside cellular signals and amplifies them into transmitters inside the building. The difference in cellular reception now is like night and day compared to the way it was.

19. WiFi Active Directory Integration (Jul. 2019): As it was, our WiFi was not properly serving the staff with access to wireless Internet. We needed a solution to have staff log into the WiFi access points with their work credentials. This would add a layer of security to ensure the proper individuals were accessing our network, while also providing leadership with the ability to audit the browsing patterns of their staff to ensure an efficient work environment. This was accomplished using Active Directory integration with the Meraki Wireless management system. Once installed and tested, staff were able to log into the access points with their work credentials.

20. Staff Embroidered Logo Shirts (Aug. 2019): I thought it was important to have our staff in COMIT look more professional. Having a professional appearance improves the overall impression of our department by staff needing assistance, while also providing a positive self-image for the technicians working for COMIT. I had the new COMIT logo converted to an embroidery image and contracted a company to procure new polo shirts with the logo embroidered on the left breast. The shirts have made a surprising difference in staff morale, appearance, and even quality of work.

21. Server Replacements (Aug. 2019): The server for our Clinton locations was old and on the brink of complete failure. A new virtual server was created in the VMWare environment with the latest operating system. It was provisioned with all necessary services and deployed during off-peak hours to avoid unnecessary down time. It is now operational and running quite smoothly. We are in the process right now of gathering information about the Littleraven database server. A new virtual replacement server has been built. Once we have everything ready, all the services will be moved over to the new server. The old server will be decommissioned and the new server will be brought online. There are 24 more servers that need to be addressed in this way.

22. Cheyenne and Arapaho Tribal Website: We have been assigned custody to care for, maintain, and update the tribal website, www.cheyenneandarapaho-nsn.gov. This will be a full-time capacity for someone and a Website Administrator was hired to fill this role. Beals Cunningham had been managing the website and the transition of ownership has begun. A plan of action going forward will be developed to make our website a success and to get the biggest possible return on our investment.

CONTINUING PROJECTS

Below is a comprehensive list of the projects that are still ongoing:

1. Increase Internet Speed (Bandwidth): I have been working closely with Ty Todd from the Business Office to coordinate the procurement of a larger amount of Internet bandwidth. We have suffered with slow Internet speeds for too long and we are starting the negotiation process with various providers to come up with the best solution to this issue. We don’t have a time-frame for the upgrade as of yet, but hope to have the project completed soon.

2. Cell Phone Management: Currently we have 281 staff-issued tribal cell phones. We need a way to remotely manage these phones and there is currently no solution for this in place. We are looking at some options and should have something installed in the next few months. Doing this will allow us to remotely reset passwords, install applications, and troubleshoot issues on tribally owned cellular phones. Currently if a user forgets their password to log into the phone, we have no way to help them without completely wiping the phone and starting from scratch.
3. Equipment Recycling: Over the years we have accumulated quite a pile of old unused servers, switches, and other equipment that is no longer needed. We found a recycling company that will take our equipment for a small fee and attempt to resell it in order to offset some or all of that fee. The contract language is currently under review by the Attorney’s Office and once complete, we plan to get this equipment recycled and out of our back room so we can better utilize the space and make room for new projects.

4. Tribal Assistance Program: The Tribal Court has been awarded the use of the background investigation and fingerprint capabilities with the Open Fox/NCIC applications through the US Department of Justice. They will be receiving a new Fingerprint Station and three copies of OpenFox, which will give them access to the NCIC background investigation database. I am working with the Court and the US Department of Justice to ensure this system is properly implemented. We are meeting regularly and should have it up and running before the end of the year.

5. Server Consolidation/Replacement: A plan is in place to have all the tribal servers updated and/or replaced with new state of the art systems within the next year. We have replaced two servers and have 24 remaining in the inventory. The project is ongoing and will also include the consolidation of several file servers into one powerful file server. This will reduce congestion and confusion about which server provides file sharing to various staff and departments. This overall project will bring us to a stable, reliable, and up-to-date infrastructure moving forward.
DEPARTMENT OF ADMINISTRATION

ELDER CARE

Mission Statement
To enrich the lives of our tribal elders and contribute to their quality of life

Departmental Staffing
Elder Care Program has seven staff members. Six out of the seven staff members are tribally enrolled and are elders

Services Provided
- $150 monthly food assistance
- 90-day rental or utility assistance, up to $200 on current amount
- Medical Supplies/Equipment, quarterly, up to $200 on one service
- Medical/Hospital visits, twice yearly, up to $200 on one invoice after insurance, *no cosmetic
- Prescription assistance, quarterly, up to $200 on one prescription, *no narcotics
- Eyeglass assistance, every two years, up to $200 on one pair, *no eye exams paid for
- Dental assistance, twice yearly, up to $200, current invoice after insurance, *no cosmetic
- Summer cooling assistance incentive up to $150 on current electric bill, *one-time yearly

Tribal Elders served with food assistance for January 2019-October 2019
Elder Care Program is currently serving clients nationwide along with clients in Guam, Thailand, Italy, United Kingdom & Canada.

<table>
<thead>
<tr>
<th>Month</th>
<th>Elders Served</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>January</td>
<td>2,046 elders</td>
<td>$306,900</td>
</tr>
<tr>
<td>February</td>
<td>2,063 elders</td>
<td>$309,450</td>
</tr>
<tr>
<td>March</td>
<td>2,077 elders</td>
<td>$311,550</td>
</tr>
<tr>
<td>April</td>
<td>2,089 elders</td>
<td>$313,350</td>
</tr>
<tr>
<td>May</td>
<td>2,101 elders</td>
<td>$315,150</td>
</tr>
<tr>
<td>June</td>
<td>2,112 elders</td>
<td>$316,800</td>
</tr>
<tr>
<td>July</td>
<td>2,117 elders</td>
<td>$635,100 ($300 food assistance for July 2019)</td>
</tr>
<tr>
<td>August</td>
<td>2,129 elders</td>
<td>$319,350</td>
</tr>
<tr>
<td>September</td>
<td>2,136 elders</td>
<td>$320,400</td>
</tr>
<tr>
<td>October</td>
<td>2,144 elders</td>
<td>$321,600</td>
</tr>
</tbody>
</table>

~Thank you for letting us serve you~
The Elderly Nutrition Program provides a healthy nutritious meal to Native American Elders 55 and over in a dine-in home style setting, we encourage elders to remain active and socialize with other elders around the community. We serve 4 days out of the week Tuesdays-Fridays from 12:00pm-1:00pm. We are located at 10331 N 2274 Rd in Clinton, Ok. We serve approximately 28-35 elders a day. We serve those who are under 55 y/o at a cost of $5.00, we also have home delivered meals for eligible elders who needs assistance with at least two daily activities (ADL) due to physical disabilities or health issues along with an application followed with a Dr.’s statement. A spouse or caretaker of homebound elder can also receive a meal if requested by elder receiving a meal. We have incentives for the elders who on a regular basis congregate here for lunch, we’ve taken two trips so far. First trip was to the Anadarko Fair parade with lunch at Munoz Restaurant, our second trip was to view the Oklahoma City Botanical Garden with lunch at Golden Corral 10 elders participated. The program offers to the elders to help keep them involved socially, physically.

*sewing* *bingo* *puzzles* *table board games* *dietary tips for healthy eating*

We do surveys to see what elders prefer types of foods, etc. In the near future we plan to have more bingo’s outings as was suggested by elders. We have in plans as we have been invited to visit the Apache Tribe Elderly Center A.O.A. for lunch. In the past we have had a sewing class for shawl, fringing class with 7 elders who participated. Our program is funded by Federal funds and Gaming. Administration on Aging established by Title VI-Older American Act which establishes grants to Native Americans for nutrition services, supportive services and family caregiver support services.

**The Cheyenne and Arapaho Native American Caregiver Program** is a federal program funded through the Administration on Aging, Title VI (Part C) Grant. The Program assist family caregivers who are caring for an elder who relies on a caregiver for at least 2 ADL’s (activities of daily living) and grandparents who have legal custody of a grandchild/children who they provide care for. The N.A.C. program also offers information on other available services, assistance to caregivers in gaining accesses to the services and respite care. Applicants must be the primary caregiver of the elder (person requesting services for the elder). Requirements for the program are the elder must be 55 years of age or older, member of a federally recognized tribe, and the respite provider chosen by the caregiver and elder does not reside with elder. Identification is needed by all parties on application. Applicant must live within the service area, which we service 11 counties.
Greetings my name is Alan Fletcher, Director of the Cheyenne & Arapaho Emergency Management Program. The Cheyenne & Emergency Management program assists our Cheyenne & Arapaho Community with Rescue & Recovery during Natural Disasters such as Tornados, Floods, Fires, & Severe Weather. As well as Man-Made Incidents & Disasters that may endanger the lives of our Tribal Members such as Chemical Spills & Explosions.

The Cheyenne & Arapaho Emergency Management along with the Executive Offices & Department of Administration Tribal Programs, as well as Local, State, Federal, & Tribal Emergency Response Agencies have teamed up to better serve our Cheyenne & Arapaho Tribal Members during their time of need.

For example, this past year we had several incidents that affected our Cheyenne & Arapaho Tribal Members as well as employees of our tribal programs. Through our unified Command & relations we have with our various partnering agencies, we were able to provide & ensure the safety & wellbeing for everyone that may have been in a hazardous situation.

This past winter we initiated our Winter Weather Safety Operations, the Cheyenne & Arapaho Emergency Program monitored the weather & road conditions upon verification the winter weather conditions were severe & thru the direction of the Executive Offices & Department of Administration either closed or delayed the opening of the tribal offices.

Your Cheyenne & Arapaho Tribal Programs such as Security, Operations & Maintenance, also the Departments of Transportation and Business cleaned the walkways & entrances as well as the roadways to prevent injuries.

We also had our Language & Culture Program on standby to open the community halls in case of power outages & our Cheyenne & Arapaho Tribal Community needed a safe warm place to stay.

This past spring, we had several Severe Weather Situations that had disrupted the livelihood of our Cheyenne & Arapaho Tribal Communities.

Friday May 24th the Kingfisher Community received substantial rainfall which caused flooding, Operation Flood Rescue & Recovery was initiated.

Pictured are members of the Intertribal Emergency Management Coalition, developed in 2004, and consisting of Tribal Emergency Management agencies throughout northwestern Oklahoma. The Coalition recently met at Concho and shared information and ideas on improving emergency response for member tribes. Participants of the Coalition include representatives from over 22 Oklahoma tribes and representatives from the Southwest Center for Public Health Preparedness, U.S. Attorney’s Office, Oklahoma State Department of Health, Oklahoma Office of Homeland Security, and Oklahoma Department of Emergency Management.
Your Cheyenne & Arapaho Tribal Programs R.E.Sp.E.C.T, Language & Culture as well as the Department of Transportation assisted with vehicles to provide Cheyenne & Arapaho Tribal members transportation from Kingfisher to the Cheyenne & Arapaho Community Hall where Red Cross had set up a shelter with cots, food & counseling. Saturday May 25th the El Reno Community was hit with a tornado that had endangered the lives of our tribal members; Operation Tornado Rescue & Recovery was initiated.

Thankful for the assistance & teamwork of Greg Spottedbird, Anthony Sage from the Language & Culture program for assisting with the rescue of our Cheyenne & Arapaho Tribal members that were in the tornado. Also appreciate the teamwork of the Departments of Administration and Treasury, the HOPE program, and the Social Services Program for assisting our Cheyenne & Arapaho Tribal Members with Emergency Temporary Shelter.

Once the Emergency Shelter was established at the Motel 6 in El Reno, the HOPE Program assisted the Storm Families with emergency food, hygiene, & clothing allowances. Lucky Star Casinos from Concho & Clinton provided lunch & dinner for the Storm Families for the first couple of days until Red Cross was able to set up & assist with the remainder of the meals, Counseling & other unmet needs the Storm Families were in need of.

The Cheyenne & Arapaho Tribes & our partnering agencies such as State of Oklahoma Emergency Management, FEMA, & numerous Volunteer programs have assisted our Storm Families with their recovery efforts. Such as mold clean-up & debris removal from the homes that were affected by the Kingfisher Flood. As well helped our Storm Families that were in the Tornado reestablish their homes.

C.A.E.R.S
The Cheyenne & Arapaho Emergency Management program has teamed up with the Cheyenne & Arapaho Tribal Programs Security, EMS, EPA, Fire Management as well as Lucky Star Casino Security, & the Bureau of Indian Affairs Law Enforcement & Fire Management to create:

C-heyenne & A-rapaho E-mergency R-esponse S-ervices
With the assistance of the Department of Business we are currently working on our radio communications, so we can deploy in an efficient & timely manner to Emergencies & Disasters within our Cheyenne & Arapaho Communities.

Now the we have established C.A.E.R.S we are collectively working on various safety programs & drills for our Tribal members & employees, Such as Active Shooter Awareness, CPR & First Aid, and other safety operations.

Your Cheyenne & Emergency Management Program stands ready to assist our Cheyenne & Arapaho Tribal Communities during their time of need during & after a Natural or Man-Made Incident or Disaster. Should I be of any assistance don’t hesitate to contact me. Haho, May Maheo/Bada Continue to Bless Everyone.
The HOPE Program has continued to work in a productive manner so we can provide the best possible service to our tribal members. The Concho and Clinton offices assist approximately 700 plus tribal members each month with food, rent, utilities, deposits for rent and utilities. We also assist with Medical ICU and funeral applications all day. Our program is open from 8:00 am to 3:00 pm daily, with the Concho office remaining open through lunch, while the Clinton office is closed form 12:00 pm to 1:00 pm for lunch. We continue to do our very best to assist and serve our clients on a case-by-case basis according to the guidelines.

In May of this year, some of our tribal members experienced severe flooding in the Kingfisher area and a tornado in El Reno. We were able to assist the affected tribal members with food cards and temporary shelter. The amounts for Temporary shelter is approximately $22,457.00 and Food card assistance is approximately $6,005.00. Other assistance given for those affected was rent and deposit assistance and utility deposit assistance.

**MISSION STATEMENT**

The mission of the Cheyenne and Arapaho Tribes H.O.P.E. Program is to selflessly assist low-income tribal members with supplemental assistance during genuine crisis situations and increase the understanding and significance of self-sufficiency in daily living.
The mission of The Cheyenne and Arapaho Tribes Office of Records Management is to establish and promote an effective way to keep & store tribal records for now and the future.

Program staff consists of (1) Records Management Office Director, (1) Records Management Clerk I, and (1) Records Management Clerk II and (1) Records Clerk III. Funds received are utilized for office space cost, staff salaries, and other expenses related to keeping the Records Office functioning. The RM office is located at the Tribal Administrative Building at Concho, Oklahoma.

We work with many departments and have records officers that we stay in contact with as needed. Each branch of our government has many departments with documents and files that we store and archive, ultimately preserving our tribes’ history. We will continue to contact and/or assess these departments/programs in order to have all documents in one centralized location.

The Office of Records Management will continue storing and archiving records and providing the community with information upon request.

As of September 16, 2019

Document Request filled and completed
Request for boxes (NEW)
Boxes of shred from Tribal Departments
New in coming documents in process
174 Boxes sent to storage
DEPARTMENT OF ADMINISTRATION
OPERATIONS & MAINTENANCE

During 2019, the Operations & Maintenance program has focused on building improvements and employee safety. All Maintenance and Grounds Maintenance employees attended a 10 Hour OSHA safety course and further training is planned for 2020.

In April, we began use of Maintenance Care ticket software, which allows employees to submit work requests directly to O&M. With this software, we can assign requests to employees, track how long it takes to complete a task, track completed and uncompleted tickets and track inventory used for each work request. From April to September 12, 2019, O&M has received 477 work requests, 449 of which are closed, 6 are pending approval and 16 are new requests.

This year, the sidewalk in front of the Tribal Administrative Building was widened and a canopy installed overhead per request of the Executive Branch. Other improvements to this building were renovation of the Executive Conference room and of the ComIT offices. Repairs to the exterior of the Complex were begun and are ongoing until complete.

Other repairs/renovations completed in 2019 include:

- Renovation on the old courthouse for use by the Department of Health.
- Replacement of wheel chair ramp at El Reno Indian Health Services.
- Repair of flooring in lobby at El Reno Indian Health Services
- Numerous HVAC repairs at Clinton, Canton, Concho, Watonga.
- Roof repair at Watonga Community Hall.
- Transformer repair and electrical line replacement at the Education Building.
- Paint, repairs and mowing at Concho, Colony and Barefoot pow-wow grounds.

Future building improvement plans include exterior renovation, replacement of hallway flooring, landscaping, replacement of several exterior windows as well as possible renovations of the Burial Program, lobby and Large Conference Room at the Tribal Administration building, roof, HVAC and other repairs to the Canton Gym, and minor repairs to other facilities.

Program improvements we would like to see for 2020 include updated Grounds Maintenance equipment, training for maintenance staff in areas such as electrical, HVAC, flooring, building repair and preventive maintenance.

Future goals are to purchase a lift for replacing flagpole rope, exterior light bulbs and light bulbs in community hall and gyms. Presently, we are renting a lift each time needed or borrowing from Lucky Star when they have one available. Other goals are to complete building improvements and repairs at the Complex and other buildings, sidewalk replacements where needed for safety of employees and visitors, replacement of doors at the Education building and Legislative Wing and general improvement of the appearance of all Tribal facilities.

Water Treatment Plant—Ural Richey, Jr., Acting Water Plant Supervisor

During 2019, the Water Plant replaced several manhole covers that weren’t functioning, and more are planned to be replaced in the future.

No deficiencies have been received this year and all lab tests have shown no bacteria. The Water Plant continues to produce excellent, clean water.
Upcoming projects are installation of 8” water line that will increase productivity and bring lines to standard, smoke testing of the sewer system to detect any possible leaks, upgrading pumps and a third water well and wellhouse.

Future goals are to purchase a jetter for the sewer system instead of relying on outside vendors and purchase of a tractor and brushhog for maintaining the well sites and the lagoons.

We would also like to meter all buildings for tracking usage and possible billing for water service. Other goals are to repair the backwash pond and the two non-functioning water towers. Repair of the towers would give us more storage for water, which will aid in fire suppression and during times of high water usage.
This year the Personnel Department completed their department of 7 full-time staff members by welcoming a new Lead Receptionist/File Clerk and Director of Personnel. The entire Personnel Department staff is committed to providing exceptional service and assistance to all employees and Tribal Members of the Cheyenne and Arapaho Tribes, all community members and any guests who visit our office. The Personnel Department office is open Monday through Friday, 8am to 5pm and closed for lunch every day from 12pm to 1pm. Our primary function is to support an employee from the beginning until shortly after they part from the Tribes, this includes, but not limited to; the recruitment process, the onboarding process, continual benefits administration, employee training, conflict resolutions and employee relations. The Personnel Staff are also tasked with the responsibility of answering the main phone line for the Tribes and connecting callers to the appropriate person/department and to manage the distribution of Internal/External mail to departments and programs. The department acts in accordance to the Constitution and policies of the Cheyenne and Arapaho Tribes as well as applicable Federal, State, and Grant requirements. This May, we enhanced our onboarding process by including a pre-employment drug test and are presently in the process of finalizing a newly revised Employee Policy Handbook to forward for final approval. We look forward to rolling out the new handbook early next year. Currently, we have a total of 694 employees; 401 are Cheyenne and Arapaho Tribal Members, 131 are members of Other Tribes, and 162 are non-tribal. (See table A)

In the coming year, the department plans to provide training in the following areas: Respectful Workplace/Harassment Prevention, conducting performance evaluations and disciplinary actions, the utilization of the Paycom System, and Supervisor Training. Also, we will be revamping the New Hire Orientation, updating our annual performance review process, and reviewing all job descriptions so they are up-to-date. It is the continued mission of the Cheyenne and Arapaho Tribes’ Personnel Department to develop, implement and support programs and processes that add value to the Tribes and its employees, leading to improved employee welfare, empowerment, growth and retention, with commitment to the Cheyenne and Arapaho Tribes, its employees and prosperity of tribal members. Our six core values are: Employee Focus, Respect, Communication, Competence, Resourcefulness, & Team Spirit.
The Cheyenne and Arapaho Tribal Tribune’s (CATT) Mission Statement

The purpose and mission of the Cheyenne and Arapaho Tribal Tribune is:

- To publish a bi-monthly newspaper that is inspirational, informative, educational, and professional and is accurate, truthful and unbiased.
- To publish positive developments, progress and services of tribal programs, tribal citizens and tribal events both locally and nationally.
- To promote tribal culture and heritage, showcase academic and personal accomplishments of tribal citizens.
- To provide a positive avenue for tribal citizens to publish news and for tribal programs to provide information regarding tribal services.

Services to Tribal Citizens:

FREE black and white advertising for services/businesses. For color receive 25% discount. (EXCEPTION: All political advertising must be purchased.)

Publish Birth Announcements, Anniversaries and Birthday Greetings free of charge

FREE SUBSCRIPTION to the Tribal Tribune-mailed out bi-monthly (Only 1 issue PER HOUSEHOLD)

Media avenue to publish upcoming dances, powwows, celebrations

The Tribune is always looking for news stories of tribal members’ accomplishments, awards, events, athletic stories, etc.

GOALS REACHED:

The CATT has actively built up an online presence with over 1,000 followers on Twitter (#CATribalTribune) and through Wordpress.com with digitally generated articles.

The CATT was awarded 8 National Media Awards this year for work published in 2018, making this the 10th year the CATT has consecutively been recognized on a national level for their work published in the CATT.

Our subscribers list has increased, both with Tribal citizens and paid subscriptions, making our total monthly distribution 13,400

A fully established list of freelance journalist contributors

FUTURE GOALS:

Top priority for a future goal is the publishing of an Elder’s Keepsake Magazine with every elder’s Life Journeys stories we have published along with a treasure of photos.

A fully operational online Newspaper Content Management site that is being updated hourly – posting videos, blogs, stories and offering another avenue for advertisers. Researching different content management sites that are fully self-operational for a minimum yearly fee.

Staff:

Editor-in-Chief
Rosemary Stephens
405-422-7446 / 405-201-3143
rmstephens@cheyenneandarapaho-nsn.gov

Reporter/Ad Sales
Latoya Lonelodge
405-422-7608 / 405-201-8559
llonelodge@cheyenneandarapaho-nsn.gov
DEPARTMENT OF ADMINISTRATION
PLANNING AND DEVELOPMENT

The program includes a staff of 11 employees including a Director, Assistant Director and support staff. The Program involves several components for Research Planning documents, Grant Writing, and Facility Expansion and Construction.

Research Component: The Tribal Planner is responsible for researching and compiling documents that serve as valuable guidance tools in the tribal planning process, grant writing and economic development projects for the tribe’s future. These documents include: Comprehensive Economic Development Strategy (CEDS), Land Use Plan, Base Studies, and Master Plan. A CEDS committee was established and currently revising the 5-year document. A Master Plan for the tribes has begun with several planning meetings with an Architectural and Engineering Firm that specializes in Tribal Master Plans.

Grant Writing Component: The grant office staff includes a Grant Writer and Grant Research Specialist whose responsibilities are to research and identify funding opportunities for the purpose of securing grants specifically related to tribal government services and any program improvements. Also, to develop funding sources to support existing and planned program activities as well as organize the development, writing, and submission of grant proposals to third-party entities for the development and growth of the Cheyenne and Arapaho Tribes.

Facility Expansion/Construction: This component is responsible for construction projects that help to develop a tribal community with the necessary facilities and supporting infrastructure for programs that will offer services to tribal members. Some of these types of projects can be for health and wellness, head start, child care, substance abuse, water, sewer, and gas infrastructure.

The Planning & Development Program:
Will work cooperatively with the Tribes Executive Office, Legislature, Department of Administration Office, Department of Business, Tribal Transportation Program, Environmental Protection Agency Program, and other departments/programs to assure progress for the Cheyenne and Arapaho Tribes.

Current/Planned Development Projects include the following:

- Concho Head Start Center – Complete September 2019
- El Reno IHS Clinic Expansion – Current Design and Planning Phase
- Canton Sewer Lagoon Design – Contract with Department of Business
- Concho Child Care Exterior Renovation – Start September 2019
- Clinton George Hawkins Treatment Center Expansion & Renovation – Completion February 2020
- Fonda Community Hall – Completion December 2019
- Tribal Justice Center Construction Phase-II – Environmental Assessment in progress
- Concho Emergency Youth Shelter Expansion – Environmental Assessment in progress
- Kingfisher Community Hall – Property purchased February 2019
- Concho/Canton Infrastructure – Research and planning stage
DEPARTMENT OF ADMINISTRATION

PROCUREMENT GRANTS AND CONTRACTS

MISSION STATEMENT
The Procurement, Grants & Contracts Office is the central department (clearinghouse) responsible for overseeing, monitoring and maintaining an inventory of all federal and state grants and contracts administered by the Cheyenne and Arapaho Tribes. In addition, the Procurement, Grants and Contracts Office is responsible for the management of the Procurement Office. The Procurement Office has the responsibility to formulate and implement procurement management procedures and guidelines that ensures systematic practices, procedures and responsibilities for the economical and efficient purchase of materials, supplies, equipment, contracts and services in support of the Cheyenne and Arapaho Tribes’ programs. These services are provided for in order to expedite the Tribes economic, social, cultural, health, educational, community and development goals.

PROCUREMENT POLICY (REVISION):
The procurement policy has been revised to meet the new OMB Super Circular federal guidelines and was submitted to the legislature for approval. However, the legislature has suggested the policy be reviewed again.

At this time, the PG&C staff has an obligation to follow all federal purchasing requirements, and have implemented the practices of the new OMB Super Circular to meet certain federal grants and contracts purchasing requirements.

The following are the new purchasing thresholds for all grants and contracts:

**Micro Purchases:** Informal procurement policies and procedures for goods and services less than $10,000.00 (only one quote is needed).

**Small Purchases:** Informal Procurement policies and procedures for goods and services that exceed $10,000.00 but is less than $250,000.00 (Two quotes/bids are required).

**Major Purchases:** Formal Procurement policies and procedures for goods and services that exceed $250,000.00 (Tribal programs/departments are not involved in the Bid Process for ANY purchase that exceeds $250,000.00 – PG&C will solicit for bids).

PROCUREMENT

The procurement management system is the process of obtaining needed goods and services from individuals and agencies outside the Tribal organization utilizing guidelines that are in conformance with Federal regulations, regardless if the goods and services are purchased by Federal or Tribal funds. It ensures the economical and efficient purchase of materials, supplies, equipment, contracts and services in support of the Cheyenne and Arapaho Tribes’ Programs. The term “procurement” includes both contracts and modifications for construction or services, as well as purchase, lease or rental of supplies and equipment.
PG&C assists programs in procurement of goods and services.

### Purchase Orders:

Purchase orders are processed daily for all tribal programs whom are federally and tribally funded.

Purchase Order’s Issued: **3,555**

Total amount of all purchases is: **$20,759,029.87**

### GRANTS AND CONTRACTS

- **Total # of Funding Agencies:** 11
- **Total # of Grants and Contracts:** 55
- **Total Amount of Federal & State funding:** $32,801,951.00

The total funding amount includes several multi-year grants and contracts awards.

### PROGRAM STAFF

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Email</th>
<th>Office #</th>
</tr>
</thead>
<tbody>
<tr>
<td>Melissa Hamilton</td>
<td>Director</td>
<td><a href="mailto:mhamilton@cheyenneandarapaho-nsn.gov">mhamilton@cheyenneandarapaho-nsn.gov</a></td>
<td>(405) 422-7731</td>
</tr>
<tr>
<td>Jason LaPierre</td>
<td>PG&amp;C Specialist</td>
<td><a href="mailto:jlapierre@cheyenneandarapaho-nsn.gov">jlapierre@cheyenneandarapaho-nsn.gov</a></td>
<td>(405) 422-7545</td>
</tr>
<tr>
<td>Virginia Reyes</td>
<td>Procurement Tech</td>
<td><a href="mailto:vreyes@cheyenneandarapaho-nsn.gov">vreyes@cheyenneandarapaho-nsn.gov</a></td>
<td>(405) 422-7523</td>
</tr>
<tr>
<td>Theodore Nibbs</td>
<td>Compliance Officer</td>
<td>t <a href="mailto:nibbs@cheyenneandarapaho-nsn.gov">nibbs@cheyenneandarapaho-nsn.gov</a></td>
<td>(405) 422-7565</td>
</tr>
<tr>
<td>Kayla Whitehorse</td>
<td>Office Clerk</td>
<td><a href="mailto:kwhitehorse@cheyenneandarapaho-nsn.gov">kwhitehorse@cheyenneandarapaho-nsn.gov</a></td>
<td>(405) 422-7401</td>
</tr>
<tr>
<td>Silvia Gaines</td>
<td>PG&amp;C Support Tech</td>
<td><a href="mailto:sgaines@cheyenneandarapaho-nsn.gov">sgaines@cheyenneandarapaho-nsn.gov</a></td>
<td>(405) 422-7602</td>
</tr>
</tbody>
</table>
Mission Statement

The Cheyenne and Arapaho Tribes Property & Supply program strives to provide accurate accountability and documentation for all transactions made regarding tribal property in an organized and timely manner to better assist our tribal programs operate efficiently.

The Property and Supply program continues to assist the tribal programs and departments with the inventorying of tribal and federal assets. We continue to work with programs and their property custodians with any excess, surplus, transfers, and/or disposals throughout the year. Our program WASP barcode software system helps us to keep track of our tribal property information. Property is marked by our WASP barcode system by property tagging and engraving, including taking pictures of property. All property in excess of $500 or more is tagged and put into our WASP software system.

Approximately 80 programs submit an annual inventory for auditing and accountability purposes. Our program performs an annual physical inspection of their programs inventory. We are currently in this process of meeting with programs to physically check their inventory as well as do physical inspections on vehicles, heavy machinery/equipment and trailers.

This year Property & Supply was able to conduct a successful Silent Vehicle Auction to auction off inoperable vehicles, from various tribal programs. A total of 24 vehicles were scheduled to be auctioned off from a variety of different styles of vehicles such as, emergency vehicles, pickup trucks, vans and sedans. Each vehicle was displayed at the Oklahoma Indian Nations Powwow Grounds for potential bidders to bid on with the opening date set to begin at 8:00 AM on May 7, 2019 and the last bid accepted and closed at 4:00 PM on May 13, 2019. Our vehicle auction brought in over $14,000 to the tribes that was put back into the programs and services.

Every year we hold trainings for the property custodians and directors/executive directors to attend our Cheyenne and Arapaho Tribes Property & Supply Policies and Procedures. This year our training will be held this October 2019. The Property and Supply program will continue to work with the programs/departments to ensure inventory control of our tribes’ assets.

Property and Supply Program Staff:

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Email</th>
<th>Office number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marcy Bhatti</td>
<td>Director</td>
<td><a href="mailto:mblind@cheyenneandarapaho-nsn.gov">mblind@cheyenneandarapaho-nsn.gov</a></td>
<td>405-422-7563</td>
</tr>
<tr>
<td>Carmen Topetchy</td>
<td>Admin Asst.</td>
<td><a href="mailto:ctopetchy@cheyenneandarapaho-nsn.gov">ctopetchy@cheyenneandarapaho-nsn.gov</a></td>
<td>405-422-7534</td>
</tr>
<tr>
<td>Chieko Buffalo</td>
<td>Vehicle Inventory</td>
<td><a href="mailto:cbuffalo@cheyenneandarapaho-nsn.gov">cbuffalo@cheyenneandarapaho-nsn.gov</a></td>
<td>405-422-7535</td>
</tr>
<tr>
<td>Leonard Williams</td>
<td>Inventory Specialist</td>
<td><a href="mailto:lwilliams@cheyenneandarapaho-nsn.gov">lwilliams@cheyenneandarapaho-nsn.gov</a></td>
<td>405-422-7533</td>
</tr>
<tr>
<td>Anthony Laster</td>
<td>Inventory Specialist II</td>
<td><a href="mailto:alaster@cheyenneandarapaho-nsn.gov">alaster@cheyenneandarapaho-nsn.gov</a></td>
<td>405-422-7800</td>
</tr>
</tbody>
</table>
DEPARTMENT OF ADMINISTRATION

R.E.Sp.E.C.T.

The R.E.Sp.E.C.T. (Recreation and Sports for Elders and Children of the Tribes) Program has been in operation for over 12 years and is currently undergoing some challenging restructure in order to re-create a program capable of providing services consistent with the original vision of the program. We are looking forward to the months ahead as we attempt to breathe new life into the program!

Events Held This Year:

- 11th Annual Doyle Lonelodge Basketball Tournament—January
- Easter Egg Hunt for Youth and Elders—April (964 participants at Clinton & Concho)
- Youth Leadership Forum—April (40 participants at Concho)
- Spring Fling – March (100 youth Watonga)
- 2019 National UNITY Conference—July (40 youth participants at Orlando, FL)
- 5th Annual Respect Invitational—June
- Co-Ed Youth Kickball League—June
- Co-Ed Youth Basketball League – March (1st-2nd, 3rd-4th, 5th-6th grade)
- Sports & Fitness Camp- June 10-12th (77 youth participants)
- PE Headstart- Concho (held on Tuesdays and Thursdays)
- Summerfest- August (680 participants)
- Labor Day Festivities—September (180 participants at Colony)
- Elders Day Out- September (150 elder participants)

Assistance for Sports-Related Activities/Services

- Adult Assistance
- Athletic Shoes
- Camp & Clinic Assistance
- College Student Athlete Assistance
- Community Event Assistance
- League Uniform Assistance
- National & International Assistance
- Ring & Jacket Assistance
- Sports Frames Assistance
- Team Roster

The program assisted approximately 868 applicants with these services.

Employees

Jessi James – Wellness Tech/Events
Jerilyn Longknife- Events
Jean Bear- Office Manager
Caleb Gilbert- Wellness Tech
Eugene Blackbear III – Wellness Tech
Jake Reynolds- Wellness Tech
Lucian Twins Jr. – Clinton Coordinator
Rick Bear- Wellness Tech-on call
The Cheyenne and Arapaho Tribal Security Program takes pride in the fact that we are entrusted to provide safety and security for tribal members, employees, tribal properties, equipment, buildings & livestock throughout the Concho, Clinton, Colony, Canton & Hammon areas. Tribal Security receives many requests to help with various events throughout the tribe; anything from family wake services & funeral escorts to family fair days, 5K runs, Summerfest Activities, powwows, Respect basketball tournaments, Tribal Court proceedings, & BIA assistance. As tribal security, we are often times the first responders to a number of different incidents.

We have attended trainings and certification programs and will continue to update our credentials in such things as CPR, AED, and First Aid certifications. Our officers have received interdepartmental trainings pertaining to tribal land, tribal jurisdiction, tribal properties, tribal programs/departments, policies of the Cheyenne and Arapaho Tribal Security program, and report writing skills. After interdepartmental trainings and probationary periods are successfully completed, our security officers then receive CLEET training from the SOR training center in Moore, Oklahoma. The SOR CLEET training meets the standards for the states requirements for security officers, law enforcement, private investigators, and bail bonds enforcement officers. In this training they will complete Use of Force Phases I and II, then continue to Unarmed Security Officer Training in Phases I and II.

After classes are completed, officers take a live hit of law enforcement issued pepper spray, then run a standard officer course and place handcuffs on an individual with pepper spray on the face, eyes, nose, mouth & ears. This complete training is to ensure the ability of making proper judgement calls on various incidents that may occur. It also teaches the officer to remain safe and keep any innocent bystanders safe as well.

The program has plans to attend active shooter trainings soon, to ensure the safety of tribal employees and campus visitors at all times.

The program’s level of training can never become complacent due to new issues happening every day.
DEPARTMENT OF BUSINESS

Nathan Hart, Executive Director

Agriculture
Randy Hawk, Farm & Ranch Manager

Business & Development
Ty Todd, Director

Construction
Brad Blackcrow, Supervisor

Fire Management
Jeffery Elizondo, Coordinator
DEPARTMENT OF BUSINESS
AGRICULTURE

Approximately 9,000 acres of Tribal lands are now being managed by Department of Business Agriculture. The Agriculture program manages 450 bison and is working to expand the bison operations by focusing on a 3-year plan to accomplish the following:

- Convert 2,000 acres of previous crop land into grasslands to support the bison operations.
- Clean up approximately 4,000 acres of tribal lands by removing invasive plant species and repairing erosion problems.

The Agriculture program will construct a meat processing facility at Concho that will have the capacity to process 3,000 head of livestock annually. The facility will primarily focus on processing bison, but will also accept cattle from local producers and will process seasonal wild game. A feed manufacturing facility will be constructed at Concho to produce custom forage cubes for bison. The facility will also produce forage cubes for cattle producers.

The Department of Business worked with the USDA Natural Resources Conservation Service in 2019 to install a Soil Climate Analysis Network (SCAN) unit on Tribal lands. The SCAN unit is an automated remote site which collects soil moisture and soil temperature data along with precipitation, wind, and solar radiation data. This data is used for the management and prediction of climatic issues affecting natural resources.
The Department of Business operates by the guiding principles set out in the Tribes’ 5-Year Comprehensive Economic Development Strategy. The Department continues to explore new business opportunities for the Tribes. The priority in 2019 was to create the proper legal structure for establishing and operating tribal businesses. The Department worked with the Executive and Legislative branches to form the Cheyenne and Arapaho Business Development Corporation.

May 2019, The Legislature passed the Resolution creating the Cheyenne and Arapaho Business Development Corporation.

June 2019, The Legislature passed the Resolutions confirming the Governor’s nominations to the Cheyenne and Arapaho Business Development Corporation Board of Directors.

July 2019, The Corporation conducted the first Board of Directors meeting.

**The Cheyenne and Arapaho Business Development Corporation Board of Directors:**

Board Chairman and CEO. Nathan Hart, Cheyenne and Arapaho Tribal Member, Executive Director, Cheyenne and Arapaho Department of Business, Concho, OK

Board Vice-Chairman. Richard West, Jr., J.D., Cheyenne and Arapaho Tribal Member, President and CEO of the Autry Museum of the American West, Los Angeles, CA

Board Secretary. Lorna Carter, Cheyenne and Arapaho Tribal Member, Process Systems Group Manager, Alfa Laval, Inc., Houston, TX

Board Treasurer. Eric Trevan, PhD, Gun Lake Potawatomi Tribal Member, Faculty, Evergreen State College, Olympia, WA.

Board Member. Steve Cardwell, Cheyenne and Arapaho Tribal Member, President and Managing Member, Brenco Industrial Services, LLC., Dallas, TX
The Department of Business Construction is managed to support the projects of other Tribal departments and programs. Construction activities are primarily earthwork and site preparation. Construction projects completed and in-progress for 2019 include:

- Canton Gymnasium parking lot (worked with the Tribes’ Department of Transportation)
- $1.2 million road improvement project in Concho (working with the Tribes Department of Transportation)
- Construction of a new sewer lagoon for the Lucky Star Casino in Canton
- Site preparation and dirt work for the Watonga Lucky Star Casino expansion and hotel
- Site preparation and dirt work for Lucky Star Casino administration building in Concho
- Site preparation for industrial park in Concho
- Colony old school clean up
- Agriculture pond repairs and rangeland invasive species removal
- Tribal Lands erosion repair

A construction company will be incorporated in the Fall of 2019 under the Cheyenne and Arapaho Business Development Corporation. The new company will begin bidding on work beyond of Tribal projects. As of September 2019, the Cheyenne and Arapaho Business Development Corporation is working on finalizing contracts for work totaling $7.2 million outside of the current Tribal work.

The Department of Business Construction is also building capacity to move into contracting with the federal government through the small business 8(a) program.
DEPARTMENT OF BUSINESS

FIRE MANAGEMENT

Wildland Firefighting: The Cheyenne and Arapaho Fire Management program has 17 participants in Wildland Firefighting and is actively recruiting additional members. The Wildland Firefighting Crew currently operates with the Bureau of Indian Affairs Southern Plains Region Fire Management.

A Cooperative Agreement is currently in place between the Tribes’ Fire Management Program and the Bureau of Indian Affairs. Under this agreement, the Tribes get reimbursed for providing fire management services to the BIA.

A Memorandum of Understanding is in place with the Cedar Lake Fire Department to provide mutual aid assistance in fire, emergency and natural disaster services.

In January 2019, the Tribes co-hosted a fire training workshop and hands on burning at Concho. Eighteen rural fire departments and prescribed burn associations from across the state attended the training.

Prescribed Burns: The Fire Management program has worked with the BIA to do prescribed burns on tribal lands and tribal member allotment lands. Personnel in the Tribes’ Agriculture Program have received prescribed burn training and also participate in prescribed burns on Tribal lands. The Fire Management crews have participated in prescribed burns on over 5,000 acres in 2019.

The Concho Agency, Bureau of Indian Affairs assisted the Cheyenne and Arapaho Tribes with a prescribed burn in April 2019 on 778 acres of tribal lands near Hammon.
DEPARTMENT OF

EDUCATION

Carrie Whitlow, Executive Director
DEPARTMENT OF EDUCATION

CATV

Cheyenne and Arapaho Television is the only Native owned and operated TV station in Oklahoma. Located in Concho, our station has been in partnership with the nations only Native network, First Nations Experience (FNX) for nearly 8 years providing Native American and Indigenous programming via PBS (Public Broadcasting Station) which airs in almost 2-dozen states. Our main objective is to preserve the Cheyenne and Arapaho culture, traditions and language.

Cheyenne and Arapaho Radio is also available on Apple and Android application devices broadcasting Native Voice 1, National Native News, Powwow music, contemporary music by Native Americans and non-native recording artists.

This year CATV recorded twenty-two community pieces featuring Tribal programs and participants in nearly all of C&A territory communities. To begin 2019, CATV live-streamed the first Elder’s Powwow in Weatherford to our Facebook channel. We’ve covered and reported momentous events such as groundbreakings of the Community Hall in Fonda, Watonga Casino & Hotel, Clinton’s Substance Abuse Center and Nan Blassingame’s Fashion Show benefit dance.

It is CATV’s focus to inform tribal members and educate our youth through media productions such as “Don’t Crash Your Dreams” mock car crash PSA. CATV partnered with Tradition Not Addiction to educate young drivers about the dangers of drinking and driving. In July, CATV was requested by Southern Plains Tribal Health Board and Tradition Not Addiction to create a powerful PSA bringing awareness to Native American youth about exercising tradition and culture to battle opioid addiction in Native country. A casting call was advertised and we composed an all-Native American cast. This PSA now airs on Good Health TV and in tribal clinics all across the country. In August CATV attended the Heartland Emmy Awards in Oklahoma City for our nomination in Best Children/Youth/Teen Program or Special category for Season 1 of Frybread Flats. Next year we will have submitted Season 2 of Frybread Flats for consideration with determination to bring an Emmy Award to the tribe.

“Word of the Day” is an animation language tool created by Content Producer Adam Youngbear to help children and adults learn Cheyenne and Arapaho while enjoying the visual stories. Eight WOTD’s have been created so far and has been a success. You can find unlimited access to our videos and media productions on social media such as Facebook, YouTube and Vimeo.

Most recently, our services have been requested by the Oklahoma State Department of Education to produce eight PSAs featuring Native American students in Oklahoma, which will be completed at the end of September. We will continue to do similar projects highlighting Native American youth for programs and other Native American entities.

Our continued participation in NAJA (Native American Journalists Association) mentoring in TV, radio, and print/online for Native college students provides inspiration to Native youth in the video production industry.
DEPARTMENT OF EDUCATION

CHILD DEVELOPMENT

Program Services

Childhood Development Centers

The Cheyenne and Arapaho Child Development program operates two Child Care Centers, Concho Child Development Center and Clinton Child Development Center. The Centers are licensed by the State of Oklahoma and are rated 2 STAR facilities. The Centers have met required criteria in providing quality child care.

The Concho Center is licensed to provide childcare services to 40 children with three classrooms; infant, toddler, and preschool/school age. The Clinton Center is licensed to provide childcare services to 30 children with three classrooms also; toddler, preschool, and the afterschool program. Children receive high quality, daily educational services from qualified caregivers through the tribal child development centers. The Child Care Program runs Monday thru Friday and is open year round.

Concho Center received a complete interior remodel during the program year thanks to an increase in federal funding.

Cheyenne and Arapaho Tribal Child Care Subsidy Program

The purpose of the Tribal Child Care Subsidy program is to financially assist eligible families with the cost of child care. To qualify for the program, the child must be a member of a federally recognized tribe, reside within the 11 county service area, and parent(s) must be employed, attending school/training program or a mix of both. Eligibility is based on family size and family income. Sliding fee scales apply. Parents may choose the type of child care that best suits their needs. Currently those options are; two tribally operated child care centers, family-based licensed providers, relative care providers and other center-based providers within the service area. All Child Care providers must be licensed by the OKDHS or Registered relative care providers. Once a family is determined eligible subsidy will assist with child care payments to their approved child care provider. Childcare services consist of full and part-time childcare provided by the tribal based centers and the tribal subsidy program that allows parental choice on approved childcare providers.

Number of Consumers Served

The total amount of consumers served by the Cheyenne and Arapaho Child Development Program during the year was 129 children and 97 families. The Child Care program continued to improve direct services by supporting teaching staff through ongoing staff development and training. Children received child care at the tribally operated centers, with relative care providers, and at other OKDHS Licensed facilities. Cheyenne and Arapaho families are provided excellent early childhood educational services through the Child Care program.
Philosophy and Long-Range and Short-Range Program Objectives

The Cheyenne & Arapaho Head Start Program’s philosophy is to provide high quality early childhood services for children and families that reflect the traditional culture in all service areas. This is accomplished through an individualized, nurturing environment where children and families are capable of developing strong relationships within their homes, the Head Start program and the community.

Head Start provides opportunities for individuals to become lifelong learners and partners in the educational process and leadership within the Cheyenne & Arapaho tribal community. The overall goal of the Head Start Program is to support families and community members within the service area in learning the skills and resources needed to be informed consumers of choices for their own and their children’s lives. The Head Start Program serves to enhance the role of parents as the primary educator and advocate for their child/children. With this overall goal, the program has established content area service goals and objectives.

The program will include an environment to enhance each child’s social/emotional development, cognitive development, physical development, and language development in English and their native language.

The program will bring a greater degree of social competence to all children and families to enable them and empower them to become strong, independent and self-sufficient by providing all children and families with the education, health and nutritional services needed to learn and succeed.

Program Approach

The Cheyenne & Arapaho Tribes Head Start Program operates a center based program, five days per week, six hours per day at three centers with eight classrooms. The Cheyenne & Arapaho Tribes Head Start program is funded for 133 children.

The program operates three (3) centers located in the communities of Canton, Concho, and Clinton. The Concho Center (57 children) and Clinton Center (45 children) operates three (3) classrooms each and the Canton Center (31 children) operates two (2) classrooms for a total of eight (8) classrooms. The program provides center-based Head Start services in a full day, part year program option.

Classes are held Monday through Friday from 9:00 am to 3:00 pm. The program provides transportation for all enrolled children residing in the program’s service area.
Program Contacts

Director – Jeniece Felton (405)422-7636
Assistant Director-Pam Sutton (405)422-7637
Education Manager-Misty Corwin (405)422-7634
FCP/Transportation Manager-Bernice Chapel (405)422-7632
Administrative Assistant-Deborah Hayes (405)422-7635
Data Entry-Evana Wilson (405)422-7886
Canton Head Start Center (580)886-2817
Center Supervisor – Shelene Washington (580)445-4233
Clinton Head Start Center (580)331-2362
Center Supervisor – Ellisa Perez (580)445-4229
Concho Head Start Center (405)422-7647
Center Supervisor – Kristy Peffer (405)990-3945

2018-2019 Program Data

Total Cumulative Enrollment 159 children
Transportation Services Received 159 children
Children who received dental care 147 children
Disabilities Services 18 children
Preschool/Kindergarten transitions 29 children

Program Funding for 2019

Program Operations $ 1,263,266
Training & Technical Assistance $ 17,024
Non-Federal Share $ 320,073
Child and Adult Care Food Program $ 66,571

The Head Start Program applied for and received funding from the ICDBG grant for the construction of a new 9,000 square foot facility for a new Concho Head Start Center. The center was completed in August of 2019. It houses three Head Start classrooms and offices to include the administrative staff.

The Head Start program accepts applications throughout the year. We do have children drop and slots open, so we encourage you to fill out an application so that your child can be placed on our waiting list. The Head Start Program is in need of volunteers; please call our office or centers if you’re interested in volunteering.
The Cheyenne and Arapaho Higher Education Scholarships are available to enrolled tribal members throughout the United States. Application deadlines are June 1st for Fall semester; November 1st for Spring semester; and April 1st for Summer semester.

Higher Education staff are working on creating fillable applications that can be completed on the computer and directly email to the Higher Education staff. Currently, students are required to mail in their original scholarship application with their original documents. We hope to make the change by December 2019.

- Services that are available to tribal members are:
  - Full and part time scholarships
  - College preparation for local high school students
  - Concurrent College class assistance for textbooks and fee’s
  - ACT fee assistance
  - High School Graduation assistance of $100 to be used for graduation expenses
  - Back to School events and student meetings for local colleges
  - Incentive awards for college students who complete full time status with Grade Point Average of 3.00-3.49 ($100), 3.30-3.99 ($150), and 4.00 ($250).
  - Incentive Awards for attainment of Degrees: Associates ($300), Bachelors ($400), Masters ($500) + a Pendleton, Doctorate Degrees ($1,000) + a Pendleton.

**Fall College Fair** – Held on November 13, provided for all High School students at Redlands Community College. Colleges throughout the state of Oklahoma attended as well as Haskell Indian Nations University. Students met with college and received information.

**Junior-Senior Christmas Event**: Incentive event held for High School Juniors and Seniors at Main Event Center in Oklahoma City, OK.

**Spring Conference** – Held on March 16 at the Frisco Conference Center in Clinton, OK. Information was provided for Juniors and Seniors about the Higher Education Scholarship Program, Federal Financial Aid, Cheyenne and Arapaho Cultural Knowledge, Health Insurance, and the Military. Artist Steven Paul Judd provided a group painting activity with the students.

**Annual Graduation Banquet** - Held on May 9th at the Frisco Conference Center in Clinton, OK. The Keynote Speaker was Nicholas Barton, a tribal member of the Cheyenne and Arapaho Tribes. Honored Educator was Linda Hulbutta, Director of Indian Education for El Reno School District and Wanda Whiteman, retired Coordinator of the Higher Education Scholarship Program. 1 Doctorate degree was honored, 3 Master’s degree, 14 Bachelors degree’s, and 8 Associate Degrees. As well as 75 High School graduates.

**Retirement of Wanda Whiteman** - Wanda Whiteman retired as the Higher Education Coordinator on May 31st after serving over 30 years at the Tribe.

**OKPromise Workshop** – Held on June 24th at the Department of Education Computer Lab. This event was for parents to enroll their 8-10th graders on the OKPromise program with the assistance of Higher Ed staff and a representative from the OKPromise program.
The Cheyenne and Arapaho Tribes Johnson O’Malley Program is funded by the Bureau of Indian Affairs. The Tribes contract with the Bureau of Indian Affairs, and receive funding on a calendar year basis. Every 3 years the contract process is renewed and submitted to the Bureau of Indian Affairs for their approval. The Tribes Johnson O’Malley is in the 2nd year of the 2018-2020 contract.

The Johnson O’Malley Program currently serves eligible Native American Indian students in grades Head Start through 12th grade who attend one of the three tribal Head Start Programs, and who attend a Public School in their respective community. We serve students who reside in the tribal service area such as Canton HDS, Clinton HDS, Concho HDS, Arapaho, Calumet, Canton, Clinton, Darlington, Elk City, El Reno, Enid, Geary, Hammon, Kingfisher, Leedey, Mustang, Piedmont, Seiling, Thomas, Watonga, Weatherford, Woodward, and Yukon. We served students who attend schools in Arnett, Cashion, Okarche, Ft. Supply, Lomega, Maple, Merritt, and Sharon-Mutual. In 2018-2019 school year we served the following students.

<table>
<thead>
<tr>
<th>Eligible JOM Students PK-12</th>
<th>Tribal Students Out of Area</th>
<th>CDIB II C&amp;A Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>2,105 Served</td>
<td>115 Served</td>
<td>228 Served</td>
</tr>
<tr>
<td>2019 Federal Budget</td>
<td>2019 Gaming Budget</td>
<td>2019 Mid Year Budget</td>
</tr>
<tr>
<td>$156,800</td>
<td>$249,618</td>
<td>$15,000</td>
</tr>
<tr>
<td>Pre-Packaged School Supply</td>
<td>Bulk Backpack Purchase</td>
<td>Meals for Back to School</td>
</tr>
<tr>
<td>$67,751</td>
<td>$66,093</td>
<td>$10,475</td>
</tr>
</tbody>
</table>

The Johnson O’Malley Program assist all eligible Native American students in grades PreK-12th grade within the Tribes jurisdiction with basic school supplies and a backpack for the beginning of the school year. We assist students with other requests throughout the school year with eyeglass assistance, athletic & uniform assistance, Senior graduation expenses, ACT/SAT fees, extracurricular activities, parent/student activities, cultural related activities, student activities, and incentive awards for Senior awards, and honor roll, and attendance. JOM does provide assistance to C&A students who live outside the jurisdiction with gaming revenues, based on availability of funds. We do assist Cheyenne & Arapaho CDIB II students. CDIB II students must complete an application with our office, and submit a copy of the CDIB II document from the enrollment office. CDIB II students receive assistance through gaming funds only.
This year the Tribes JOM Program received an Exemplary Award from the Bureau of Indian Education. The award was presented at the 2019 OK JOM Conference in Durant, OK. If you would like to know more about the JOM Program, please contact our office at 405-422-7658, 405-422, 7639, or 405-422, 7566.
The Language Program just successfully completed their Administration for Native Americans (ANA) grant, in July. For the last 3 years we put all of our focus into this Master-Apprentice project with the hopes of creating speakers within the program, we were able to produce 5 conversationally fluent speakers. This would not have been possible if it were not for our fluent Cheyenne and Arapaho speakers. We are extremely thankful for each one of them. We are incredibly proud of the program’s accomplishments. The Cheyenne apprentices traveled to our fluent speaker’s homes to have immersion sessions. We have been unable to find any fluent Arapaho speakers here in Oklahoma so we had to rely on the Northern Arapaho Tribe to be our Master speakers. They had to have video conferences with Arapaho fluent speakers to have immersion sessions.

3 years ago, the program started an afterschool program in conjunction with the El Reno Indian Education program. We entered two teams to compete in the OCIE Challenge bowl, which was held in Okmulgee, Ok. We also entered them in the Oklahoma Native American Youth Fair held at Oklahoma University’s Sam Noble Museum. The group sang a Cheyenne hymn and an Arapaho hymn. Every student that participates in the afterschool program can introduce themselves, tell you who their families are, where they live and their tribes in both Cheyenne and Arapaho. They are learning how to use the language in their daily lives, for example; “where did you go?” “I went to school,” in both languages. This year we started an afterschool program with Darlington School. The Language Program provides language for the children that attend our daycares in Concho and Clinton. We also provide language instruction to the teachers and students at all the Head Start Centers.

We just recently began working with the Foster Care Program to provide language instruction for Foster families.
The Language Program teaches language classes in the following communities once a month; Canton, Clinton, Concho, Geary, Hammon, Kingfisher, Seiling and Watonga. It doesn’t matter your level of knowledge of the languages, everyone is welcome to attend these classes; youth, adults and elders. We also provide our languages to the employees of the tribe in the following communities; Concho, Clinton and Watonga. We also welcome any speakers who would love to help us with our goals. Our main goal is to become functionally fluent in our languages and to preserve our precious Cheyenne language and Arapaho language. For more information, call 405-422-7425.
DEPARTMENT OF EDUCATION

LANGUAGE AND CULTURE

NAGPRA

NAGPRA REPRESENTATIVES / SANDCREEK REPRESENTATIVES

FRED MOSQUEDA

ANTHONY SPOTTEDWOLF

CHESTER WHITEMAN

EUGENE BLACKBEAR JR.

CONSULTATION WITH THE CITY OF BOULDER, CO, NAMING OF A PARK AND DISCUSSING WHO WAS IN THE AREA, WHAT TRIBES. F.MOSQUEDA, C.WHITEMAN, K. SUTTON, LEGISLATOR B. SUTTON. ATTENDEES

CONSULTATION WITH LITTLE BIG HORN NATIONAL PARK, DISCUSS REMAINS THAT ARE IN STORAGE ON PARK PROPERTY, AND THE ASPHALT ROAD THROUGH THE STATIONS. WAITING ON RESPONSE FROM CROW TRIBE ON REMAINS. ATTENDEE - C.WHITEMAN

CONSULTATION WITH FT. GUERSNEY, MEDICINE WHEEL AND REMAINS. ATTENDEE – F.MOSQUEDA

NAGPRA TRAINING, RENO, NV. ATTENDEE – E.BLACKBEAR JR.

CONSULTATION WITH SANDCREEK STAFF, DISCUSSION WAS ABOUT ENTRANCE TO PARK FROM HIGHWAY, SIGNAGE, CAPITAL (DENVER) MONUMENT, SANDCREEK MONUMENT (WAR RECORD NAMES) OFFICE AT THE SITE. ATTENDEES, GOV., LT GOV, LEG.SPEAKER, LEGISLATOR RONALD REDSHIN, F.MOSQUEDA, E. BLACKBEAR JR, C.WHITEMAN

FILMING AT SANDCREEK TWO TRIBAL MEMBERS DOCUMENTARY.

LITTLE BIG HORN NATIONAL MONUMENT 143RD VICTORY OVER US CALVARY CELEBRATION, HARDING, MT. ATTENDEES GOV. WASSANA, E.BLACKBEAR JR., L. NELLS, K. LITTLECOYOTE, G. SPOTTEDBIRD AND NUMEROUS OTHER ATTENDEES.

CONSULTATION WITH LITTLE BIG HORN NATIONAL MONUMENT, DISCUSSION WAS ABOUT THE TRAIL AROUND THE PARK ON HOW BEST TO GET THIS PROJECT COMPLETED WITH LITTLE TO NO DAMAGE TO THE PRISTENE PROPERTY AROUND THE PARK AREA. ATTENDEES, E.BLACKBEAR JR., C.WHITEMAN, N.CHEYENNE DELAGATION, AND THE SIOUX DELAGATES.

TELECONFERENCE WITH CITY OF BOULDER, CO., ABOUT MOU REVISIONS TO BRING THE DOCUMENT FORWARD FOR THE 17 TRIBES TO WORK WITH. ATTENDEES, CITY OFFICALS, AMY MCMAHON, TRIBAL LAISON, G. BRIGGS, SO. UTE, AND C.WHITEMAN, SO. CHEYENNE NAGPRA.
The School Clothing Program was established to provide Cheyenne and Arapaho Tribal students, between the ages of 3-18, with funds to purchase clothes for school.

Our program is funded by Gaming with supplemental funds provided by the Tax Commission. This year we are able to provide each eligible applicant with $200 each for Head Start to 5th grade and $300 each for 6th through 12th grade to go towards the purchase of clothing. All enrolled tribal members who are between the age of 3(by Sept 1) and 18 and who are enrolled in Head Start through 12th grade for the 2019-2020 school year are eligible for the supplemental funds allotted for School Clothing. We started taking applications on April 22nd, 2019 and will continue to accept them until October 31st, 2019.

As of September 16th, 2019 the School Clothing program has been able to provide funds for 2,136 Cheyenne & Arapaho students.

The School Clothing Program Coordinator, Kristen Korstjens, is the primary contact for all questions, comments, and application requests. The contact number for the School Clothing Program is (405) 422-7445. Applications can be mailed to; Cheyenne and Arapaho Tribes Education Department, C/O School Clothing Program, P.O. Box 170, Concho, OK 73022, E-mailed to; schoolclothing@cheyenneandarapaho-nsn.gov or you may submit the application personally to the Tribal Education Department in Concho, OK. The Education Department is located next to the Community Hall.
STEP - STATE-TRIBAL EDUCATION PARTNERSHIP Year 4

The State-Tribal Education Partnership (STEP) Program continues to work in tandem with public schools, communities, parents, youth and the state department in creating an atmosphere that encourages our tribal students. We are currently serving Canton, Calumet, Hammon, Watonga, Darlington, El Reno and Kingfisher. Our education specialists visit their select schools weekly, offering support to students, and parents while facilitating conversations with school administrators. Our primary offices are located in Concho and staff drive out to their school districts utilizing government vehicles that are leased with federal grant monies. STEP also provides Professional Development, workshops for Native American month, and activities to create a better picture of the actual events of the Oklahoma Land Run.

In 2019, the STEP Program reached out to Oklahoma City schools to assist with a tribal student who transferred there. These visits were set up to help acclimate the student to the new school and to help them find the resources to be successful. Our program has also assisted with families out of state in finding resources within their State Department of Education.

Our program also participated in Tribal Consultations with the Education Administrators. We continue to work to provide assistant to American Indian children in our public school system so that they may have a healthy and happy education journey.

NYCP- Native Youth Community Project Year 1

The Native Youth Community Project is a grant the Cheyenne and Arapaho Tribe’s education department received in 2018. NYCP is a 4-year grant working with Clinton Public Schools, grades 3rd through 8th. A few goals for NYCP is to increase the children’s GPA, college and career preparation, tutoring, mentoring, increasing parental involvement and provide cultural education. The first year of this grant we have hired a school social worker and education specialist specifically for Clinton Public Schools. All NYCP staff has met with Clinton Public School’s administration, principals and counselors to better serve all American Indian student’s at that district. Our NYCP program hosted a Summer Bash to introduce ourselves and our partners to the Clinton community. We had over 140 parents and students attend our event in June 2019. To begin our school year, August 8, 2019 until September 12, 2019, our school social worker has already received 13 referrals from Clinton schools. Most of her referrals are truancy issues and behavior issues. The social worker is housed at Washington Elementary and works very closely within the school. The education specialist goes to three schools: Southwest Elementary, Washington Elementary, and Clinton Middle School three times a week. NYCP is working on community and parental involvement and will be hosting parent engagement nights one night a month. Our first parent night for this school year will be September 25, 2019 at Clinton Middle School. We have 118 total American Indian students grades 3rd through 8th as of September 16, 2019.
The Native Youth Community Project is a federal grant that was awarded to the Cheyenne and Arapaho Tribes in collaboration with the Absentee Shawnee, Muscogee Creek, Northern Cheyenne and Citizen Band Potawatomi. Together these tribes work with TEDNA to promote early college and career readiness beginning at a 6th grade following into the 10th grade. The schools currently in agreement with the Cheyenne and Arapaho Tribes are the El Reno School District and Darlington Public School serving Indian Education students. The Education Specialist for the Cheyenne and Arapaho tribes is Tashina Tahdooahnippah, M.Ed. Currently the program meets with students 2-3 times a week teaching curriculum over college and career readiness during school hours.

TEDNA-NYCP is in the fourth year of the grant, with our Cheyenne and Arapaho Tribes sites being a 100% retention rate from year 1 to year 4. On average, the education specialist will have a case load of 200+ students. Throughout the year, students will engage in activities and lessons related to college and careers with emphasis on American Indians. The program currently operates on 36 lessons in total.

Over the year TEDNA-NYCP has worked with partners to ensure opportunities are made available for students to excel in academics to prepare them for college. With ACT as an active partner students take practice tests and questionnaires provided to help identify strong points and college pathways. Students actively in the program are required to participate in the Unit Lesson plans participate in presentations and research projects.

TEDNA-NYCP has also worked in meeting with parents during College and Career Readiness events to discuss monitoring student internet usage, college prep, and general financial aid information. During Parent Night students showcase their knowledge in the curriculum as well as some Cheyenne and Arapaho Languages taught during lesson plans. As the program progresses students will continue research covering tribal governments and occupations. High school students will work on preparing portfolios in order to prepare for life after graduation.
The Department of Enrollment oversees 2 vital functions of our Tribal government: Enrollment and the Burial Program. This is a summary of the services provided for 2019.

ENROLLMENT is responsible for maintaining an accurate, up-to-date record of all of tribal members and their contact information.

- **4,817** mail, telephone, or fax correspondence
- **2,090** CDIB & tribal ID requests
- **2,835** visitors served in office
- **137** new members enrolled

The Burial Program assists families with funeral costs, service planning, and headstone costs. This program also maintains 9 cemeteries across the service area.

- **80** tribal member deaths
- **64** funeral assistance grants
- **77** meal & transportation assistance
- **32** headstone assistance grants
DEPARTMENT OF
HEALTH
Gloria Bellymule-Zuniga, Acting Executive Director

Community Health Representative Program
LaDonna Roman Nose, Director

Diabetes Wellness
Gloria Bellymule-Zuniga, Director

EMS-Emergency Medical Service
Ann Wilson, Director

Health Education
Deborah Ellis, Director

PFS/TNA—Partnerships for Success/Tradition
Not Addiction
Rachel Ramos, PFS Prevention Specialist
The Department of Health is committed to the promotion of health and wellness among the Cheyenne and Arapaho community. The people are our most valuable resource and health, wellness and safety of the community are of utmost importance. I was assigned as the interim/acting Executive Director of Health April 15, 2019. As signature authority for DOH the duties as interim are to review and forward budgets, check requests and purchase orders to appropriate departments. Additionally, participating in monthly health board meetings to ensure the community voices are heard. The Department of Health consists of the following:

<table>
<thead>
<tr>
<th>Department</th>
<th>Program Director</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Health Representatives</td>
<td>LaDonna Romannose, Program Director</td>
</tr>
<tr>
<td>Emergency Medical Service</td>
<td>Twila Wilson, Program Director</td>
</tr>
<tr>
<td>Health Education Department</td>
<td>Deborah Ellis, Program Director</td>
</tr>
<tr>
<td>Diabetes Wellness Program</td>
<td>Gloria Bellymule-Zuniga, Program Director</td>
</tr>
<tr>
<td>Partnerships for Success</td>
<td>Raquel Ramos, Program Director</td>
</tr>
</tbody>
</table>

The Department of Health consists of the following departments:

- Community Health Representatives (CHR)
- Emergency Medical Service (EMS)
- Health Education Department (HED)
- Diabetes Wellness Program (DWP)
- Partnerships for Success (PFS)
DEPARTMENT OF HEALTH

COMMUNITY HEALTH REPRESENTATIVE PROGRAM

Indian Health Service Contract Number: #124620140033
Date of Award: January 1, 2019-December 31, 2019
Amount of Award: $739,321

Purpose of Award: The purpose of the Community Health Representative Program is to be an advocate and facilitator for individuals and families to gain access to comprehensive healthcare services for the members of the Cheyenne and Arapaho Tribes and other federally recognized tribes residing within the CHR service area. The goal is to provide a continuum of services to the communities through health education, case management, referral, and follow up service and provision of support staff. The CHR is often the first vital link for the patient to gain access to the health care system. The CHR serves as advocate and facilitator for the individuals and families to obtain health care and provide support designed to enhance the quality of life for our people we serve.

Funding: The CHR Budget of $739,321 is for personnel cost associated with the CHR Program. These cost include staff salaries, health insurance, fringe benefits, indirect cost payments, GSA Lease/Mileage, cell phone service, medical supplies as well as office supplies and equipment.

Program Activities: The CHR Program continues to host Community Health Screenings, Health Fairs, School Screenings, Community Awareness Walks, Free Car Seat Events, Legislative Community Meetings/Screenings and HIV/Aids Testing. These projects include screening for blood pressure, blood glucose levels, height and weight and blood tests. The CHR Program continues to partner with the Oklahoma Blood Institute to provide Blood Drives for tribal employees. The CHR Program also provides a flu clinic for employees and community members who utilize I.H.S.

Meetings/Trainings: The CHR Program continues to partner and collaborate with other Tribal programs including local and state organizations. Partnerships include Department of Health Programs, Tribal Transportation Program, Tribal Respect Program, Food Distribution Program, Tribal Health Board, OAACHR Association, Western Tribes of Oklahoma, Native American Injury Prevention Coalition, Safe Kids of Oklahoma, Oklahoma Department of Health, and the Oklahoma Blood Institute.

Comments: The Cheyenne and Arapaho CHR Program has been entering data into the CHR Resource and Patient Management System (RPMS) program since 2000. The CHR data exported to the CHR Data Mart is used to support resource allocation. It provides verifiable data that the Office of Management and Budget (OMB) and Congress require to justify the CHR Program Budget. Congress each year through reporting of program performance measures include the number of patient contacts and the number of chronic disease services the CHR provide.

The Data Mart is a tool that provides aggregate (no personal identifiable information of patients), secure data for a Tribe to monitor CHR services. Each Tribe that exports its CHR PCC data can track services provided, health problem, age, gender, location of service, chronic disease measure, referrals made by/to CHR, in downloadable color charts with graphics.

The CHR Data Mart is a superb tool for management to identify and track services, monitor individual CHR Service by quarter, plan for needed services, assessments, and may be useful for grant writing, and other health related activities/projects.

CHR Program Staff: 1 Director, 1 Administrative Assistant, 1 CHR Dispatcher, 1 Data Entry Clerk, 6, CHR Generalists, and 1 Van Route Driver.
DEPARTMENT OF HEALTH

DIABETES WELLNESS

OKLAHOMA - According to the Centers for Disease Control and Prevention (CDC), in 2014, approximately 451,000 people in Oklahoma — **14.3% of the population** — had diagnosed diabetes, and many suffered from serious diabetes related conditions such as heart disease, neuropathy, and eye, foot and skin complications. In addition to the human toll diabetes places on the people of Oklahoma, it also places a large financial burden on the state’s healthcare system. In 2013, the staggering estimate of direct and indirect cost of diabetes in Oklahoma was approximately $2.84 billion. Since 2002, OK has had a faster rise in diagnosed DM and obesity than the United States [U.S.] average. In fact, OK has the sixth (6) highest obesity rate in the nation [32.2%] and eighth (8) for lack of physical activity. American Indians and Alaska Natives have diabetes at 2.8 times the rate of the general U.S. population.

Cheyenne & Arapaho DWP- The five year grant cycle ends in year 2020 and a competitive cycle will begin in 2021 the Cheyenne and Arapaho Diabetes Wellness Program (DWP) submitted the grant application August 28, 2019 for grant year 2020. The C&A DWP will be notified of funding by IHS through a Notice of Award for year 2020 in November 2019. Through a needs assessment given to the tribal leadership and legislators in funding year 2016 they identified services such as foot care; nutrition; education; eyeglasses; physical activity; and buffalo was an important aspect of the Diabetes Mellitus (DM) prevention and management throughout tribal jurisdiction. DM related education helps to delay or prevent the diagnosis of diabetes and reduces the risk of complications. The Best Practice the DWP Selected for grant year 2019 was “Diabetes-related Education” DM education helps reduce the risk for developing diabetes and its complications; includes nutrition education, physical activity education, and any other diabetes related education. Throughout the year activities have been to provide services as well as fulfilling the selected best practice of education of Diabetes in the community. The staff provided school screenings, co-hosted the weight loss challenge activity, hosted the annual chili cook-off, collaborated with DOH programs in providing nutrition education for the summer safety health fair, Oklahoma Indian Nations Buffalo Run, Canton Powwow, CHR’s Bigfoot Hustle and the DWP Annual Elders Conference.
Over 9 months of the grant year 2019 Diabetes services and diabetes and nutrition education were provided:

<table>
<thead>
<tr>
<th>December 2019</th>
<th>Services/Individual</th>
<th>Foot Exam &amp; Shoe Distribution</th>
<th>Buffalo</th>
<th>DME</th>
<th>Eye Glasses</th>
<th>Fitness/Gym</th>
</tr>
</thead>
<tbody>
<tr>
<td>DM Registry = 423</td>
<td>Includes: One on One visits with Nurse, RD, Optometry, and fitness consults, Biggest Laser consults, MNT consults, Nutrition Community Education &amp; Events e.g. Annual Elders Conf. Collaborations with IHS, DOH and other Programs e.g., Health Education, CHR, Zumba Classes, Green House Project &amp;</td>
<td>Clients received foot exams, foot care education and wellness shoes every 6 months. Foot Exams = FE</td>
<td>Includes 202 on the Buffalo Registry of this # there are 107 DM and 95 that are At-Risk Elder’s. (Clients receive buffalo every 3 months). If zero buffalo - no buffalo was available at Economic Development.</td>
<td>Durable Medical Equipment include: Rollators, Wheel Chairs, Bed Side Commodes, Shower Chairs</td>
<td>Clients receive glasses 1 time per year. Other Includes JOM, Elder Care for Non DM, Private</td>
<td>Activities, Number of visits to gym per month Fitness Coordinator (FC) Fitness Assistant (FA)</td>
</tr>
<tr>
<td>DM Registry = 423</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At-Risk Registry = 704</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>January</strong></td>
<td>864 (MNT 8) (NE 192)</td>
<td>16 FE (16 shoes)</td>
<td>17</td>
<td>2</td>
<td>4 DM (20 other)</td>
<td>Fitness coordinator - 212 contacts. Fitness Asst – 223 Contacts includes month activities = 435</td>
</tr>
<tr>
<td><strong>February</strong></td>
<td>664 (MNT 3) (NE 186)</td>
<td>4 FE (3 shoes distributed)</td>
<td>0</td>
<td>0</td>
<td>7 DM (31 other)</td>
<td>FC 217, FA 229 = 450</td>
</tr>
<tr>
<td><strong>March</strong></td>
<td>924 (MNT 7) (NE 587)</td>
<td>13 FE (12 shoes distributed)</td>
<td>0</td>
<td>6</td>
<td>5 DM (22 other)</td>
<td>FC 191, FA 285 = 476</td>
</tr>
<tr>
<td><strong>April</strong></td>
<td>554 (MNT 5) (NE 193)</td>
<td>8 FE (8 shoes distributed)</td>
<td>0</td>
<td>2</td>
<td>8 DM (17 other)</td>
<td>FC 95, FA 47 Gym visits = 142</td>
</tr>
<tr>
<td><strong>May</strong></td>
<td>455 (MNT 17) (NE 55)</td>
<td>18 FE (18 shoes distributed)</td>
<td>0</td>
<td>1</td>
<td>4 DM (22 other)</td>
<td>FC 22, FA 131 Gym Visits 82</td>
</tr>
<tr>
<td><strong>June</strong></td>
<td>691 (MNT 4) (NE 350)</td>
<td>9 FE (9 shoes distributed)</td>
<td>0</td>
<td>1</td>
<td>3 DM (27 other)</td>
<td>FC 16, FA 223, Gym visits = 93</td>
</tr>
<tr>
<td><strong>July</strong></td>
<td>792 (MNT 5 ) (NE 63 )</td>
<td>24 FE (23 shoes distributed)</td>
<td>27</td>
<td>3</td>
<td>17 DM (37 other)</td>
<td>FC 42, FA 95 Gym visits = 82</td>
</tr>
<tr>
<td><strong>August</strong></td>
<td>779 (MNT 5 ) (NE 63 )</td>
<td>18 FE (18 shoes)</td>
<td>52</td>
<td>8</td>
<td>13 DM (20 other)</td>
<td>FC 14, FA 597 Gym Visits 63</td>
</tr>
</tbody>
</table>

**School Screen**

<table>
<thead>
<tr>
<th>Total Students</th>
<th>Weatherford – 165 (March)</th>
<th>Seiling – 0</th>
<th>Geary – 0</th>
<th>Darlington – 114 (March)</th>
<th>Watonga -0</th>
<th>Hammon – 9 (March)</th>
<th>Canton –0</th>
<th>Arapaho/Butler – 8 (Feb)</th>
<th>Total = 296 Youth</th>
</tr>
</thead>
</table>

**TOTAL**

<table>
<thead>
<tr>
<th>5,251 Contacts (57 MNT)</th>
<th>110 Foot Exams (107 Shoes and Education Given 3 did not get shoes due to serious foot ulcers, or not fitting the shoes )</th>
<th>96 Distributions (Nutrition Ed. Given) The months with –0- was due to Buffalo not available at Economic Development.</th>
<th>23</th>
<th>61 DM Glasses (196 Other) (257 Ed. Given) *The month of April – August moved the gym visits separate from the FC &amp; FA contacts.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1,525 Nutrition Education)</td>
<td>110 Foot Exams (107 Shoes and Education Given 3 did not get shoes due to serious foot ulcers, or not fitting the shoes )</td>
<td>96 Distributions (Nutrition Ed. Given) The months with –0- was due to Buffalo not available at Economic Development.</td>
<td>23</td>
<td>61 DM Glasses (196 Other) (257 Ed. Given) *The month of April – August moved the gym visits separate from the FC &amp; FA contacts.</td>
</tr>
</tbody>
</table>
This contract provides Emergency Medical Service to all eligible Indian residents within the recognized service area of the Cheyenne and Arapaho Tribes. The Emergency Medical Service provides service by attending to the sick and injured and responding to emergency transports within the service area. The target for this contract includes approximately nine (9) counties and/or portions thereof in the western Oklahoma area. The Emergency Medical Service is the only known Native American Ambulance Service in all of western Oklahoma. The EMS is licensed as Intermediate Level of service and strives to staff a paramedic on a daily basis. The operation is available 24/7 365 days a year with one crew to provide service to a nine (9) county area.

The EMS has faced a dramatic change in the GSA Lease Agreement Pricing. The Indian Health Service decided not to provide the discount rate with GSA, which has a tremendous impact on the EMS budget. With equipment becoming obsolete and very expensive to repair and purchase, the EMS decided to only lease one Ambulance for the program which will reduce the fleet to three ambulances.

The EMS program is dispatched by the Clinton Police Department, which recently the Clinton Fire Department oversees dispatch for Clinton and maintains check in and out times. The dispatch knows when the EMS crew is in service and/or out of service. During 2018 the Clinton Fire Chief contacted the EMS Director for a donation of $2,500 and surrounding agencies within the Custer County area for upgrading the 911 console system. In the near future the EMS will have a specific tone for dispatch which will be heard over the radio’s and scanners. Communication is a problem within the service area, all surrounding agencies are upgrading to digital communication system. Communication with Cheyenne and Arapaho Security programs and Emergency management remains unsolved. During large gatherings and events there is no contact between all first responding entities due to frequency and loss of cell phone service in some locations of the events.

The program is highly involved with the Regional Emergency Medical Service System (REMSS) which includes three CAEMS Strike Team members. Members from different agencies including CAEMS are located in the Region 1 area and respond to Natural Disasters and Mass Casualties incidents when the proper activation process is followed. Meetings are held in Woodward on a quarterly basis. Region 1 includes most of western part of Oklahoma and the panhandle. The team was dispatched to the Woodward County 34 Fire and was caught in the RHEA Fire on the return home. No other deployments were announced by the Region 1 commander. The EMS has one Mass Casualty Trailer on site in case of manmade disaster and/or natural disaster.

Educational classes are provided for the EMS practitioners and other medical personal within different agencies and some tribal employees, including Indian health practitioners. The education material provided is for licensure renewal and updates in reducing morbidity and mortality in patient care. The classes offered are Pediatric Life Support (PALS), Advanced Life Support (ACLS), Pre-Hospital Trauma Life Support (PHTLS), Advanced Medical Life Support (AMLS), American Heart Association Heart Saver with AED and First Aid options and Basic Life Support. The EMS program also attends the Oklahoma Native American Emergency Medical Service Association (ONAEMSA) events and conferences. The EMS Director attended the STOP THE BLEED Instructor course and the class is available to attend.
The EMS recently purchased two (2) LIFEPAK 15 Monitor/Defibrillator to replace two (2) LIFEPAK 12 Monitor/Defibrillators. The LIFEPAK 15 will improve client care with many features available for the practitioner to monitor. The LIFEPAK 15 Monitor/Defibrillator can be used in out-of-doors and indoor emergency care settings.

Two (2) AUTO PULSE resuscitation system were purchased to provide high quality CPR to a victim of sudden cardiac arrest. The Auto Pulse squeezes the victim’s entire chest to improve blood flow to the heart and brain. The EMS has one crew for a nine county area and with long transports the device will help improve the patient’s outcome along with much needed help in a situation away from emergency facilities.

A 2019 FORD 4x4 pickup was also purchased and will be used as administrative transportation and also used to tow the Region 1 Mass Casualty Trailer and golf cart to different large scheduled events.

Digital hand held radios and mobile radios were upgraded for better communication in the area we serve.

The EMS Program has nine Full-Time practitioners, which include EMS Director, EMS Assistant, three full-time paramedics, One full-time AEMT and One on-call AEMT, One intermediate, One EMR. Four on-call paramedics, one EMT-Basic and Two EMR.
DEPARTMENT OF HEALTH

HEALTH EDUCATION

The purpose of the Health Education (HED) Program is to access program needs and develop plans in addition to coordinating, implementing, and evaluating the total health education component of the Tribes. The goal of the HED Program is to improve the quality of health to the target population so they will assume the responsibility to improve their own health, behavior, and lifestyle. The target population includes tribal members from the Cheyenne and Arapaho Tribes and Native Americans that reside within the Cheyenne and Arapaho Tribes service area. The service area includes the counties of Canadian, Washita, Blaine, Beckham, Kingfisher, Custer, Dewey, and Roger Mills. The Health Education Program provides community outreach over health issues. The outreach is done to promote health and prevent disease. The goal is to reach the most amount of participants with health education. The type of activities are usually large gatherings instead of one on one interactions. Being a tribal program offers the unique opportunity to work with other programs and community organizations who target the same population. Many times, Health Education will set up a health information booth at non-health related events. Resources such as time and money are saved when Health Education attends another program’s outreach.

HEALTH EDUCATION/MPOWER ACTIVITIES
Summer Walking Challenge 18
Fall Health Fair, Chief Cornerstone Baptist Church, Geary
Great American Smokeout, Clinton IHC
Great American Smokeout, Lucky Star, Concho
Holiday Health and Photo Booth Concho
Go Red for Women picture observance
12 Healthy Heart Classes
Respect Employee Wellness Class
National Native American HIV/AIDS Awareness Day El Reno Community
National Walking Day Clinton
Summer Walking Challenge 19
Lucky Star Health Fair
Men’s Health Day
Men’s Health Day Employee Wellness
Door to Door HIV Testing Outreach El Reno
Door to Door HIV Testing Outreach Geary
Door to Door HIV Testing Outreach Watonga
Summer Fest Hydration Station, Concho
Summer Fest Walk, Concho
Tribe Transit “Heat Illness

Program Staff
Deborah Ellis, Director
Courtney Reeder
Physical Fitness Assistant
Hattie Frye
Administrative Assistant
Rosie Tall Bear
Tobacco Prevention Specialist
Abigail Reynolds
Community Outreach Worker
DEPARTMENT OF HEALTH PROGRAM ACTIVITIES

Employee Flu Shot, Large conference room, Concho
Breast Cancer Awareness Walk, Weatherford
Bigfoot Hustle, Powwow Grounds, Concho
Culture is Prevention Day
C&A Walking Club
CHR Winter Safety Fair El Reno First Freewill
CHR Health Fair Concho
CHR Summer Splash Fun Day
Diabetes Wellness Field Day

OTHER TRIBAL PROGRAMS AND COMMUNITY ORGANIZATIONS ACTIVITIES

Oakhater Honor Dance Watonga
Celebrating Life Youth Powwow Suicide Awareness Big Event Health Fair, Clinton Indian Health Center
Monster Dash 5k Fun Run/Walk, Clinton Indian Health Center
Indigenous Pink Day and Balloon Launch, Concho Community Hall
Respect Fall Break Camp, Powwow Grounds, Concho
Turtle Camp, OCIC, OKC
Elders Powwow SWOSU Weatherford
Respect Springfling pre-k to 6th grade Concho
VA Presumptive campaign
Respect Youth Leadership Forum Concho
Tribal Public Health Conference 2019 Tulsa
National Park RX Day 2019 Clinton ACME Brick park
Social Services Mother’s Day Walk
IHS Baby Community Event
presentation 6 classes at Native Youth Preventing Diabetes, Choteau, OK
Respect Sport and Fitness Camp, Romannose
NYCP Summer Bash, Clinton Community Hall
Breast Health Network mammogram van
Employment and Training Administration Program’s Summer Youth Worker Orientation
A2/C2 Swim Pool Party
OVA RUN & WALK Fundraiser Project
The Cheyenne & Arapaho Tribes (C & A) implemented a substance abuse prevention Tribal Best Practice program called Tradition Not Addiction (TNA) in 2014. Through lessons learned by assessing the community, building capacity, planning, implementation, and evaluating our efforts our program has achieved a firm foundation for continued growth and sustainability after grant funding ends. The biannual statewide Prevention Needs Assessment student survey shows C & A youth alcohol and drug use has been reduced since the program was implemented.

TNA has four components, each with specific strengths.

I. Culturally Appropriate Prevention Interventions through Culture Classes
   a. Native culture class facilitators and prevention messages from the PFS Specialist.
   b. Students learn their culture’s history and Native specific skills such as beading and moccasin making.
   c. Culture classes are held year-round including summers and occur once a week in area schools and Redlands College.
   d. Culture classes fostered partnerships with JOM and tutor at El Reno High School and Redlands Community College.
   e. Sign in sheets and evaluations surveys were obtained from participants and sent to Southern Plains Tribal Health Board for analysis.

II. Culturally Appropriate Prevention Activities
   a. Wellness oriented activities are held throughout the year with C & A Tribe as well as with Tribal Partners from the Consortium
   b. Activities foster partnerships with other C&A programs from the Department of Health to collaborate on summer and fall activities and events

III. Prevention information dissemination through multi media
   a. Facebook remains active and has approximately 1,486 followers
   b. There is an In-Kind graphic designer and media upload through social media
   c. Poster creation with Native themes is ongoing throughout the year

IV. Support of C & A Tribal Governance and Dedicated Competent Program Personnel
   a. The C & A Tribes for the past four years has provided funding per year to TNA
   b. These funds are used to hire additional staff and provide culture classes and prevention activities at additional locations
   c. High attendance at TNA culture classes and activities provides validation to our prevention efforts
   d. With the support of the Tribe and the Southern Plains Tribal Health Board, the TNA program achieved national recognition in 2017 as an Exemplary Tribal Best Practice
   e. C & A TNA program personnel act as prevention resources and have formed numerous partnership with Tribal programs and the community in all four service areas.

This past year, TNA has entered the area schools with culture classes and prevention messaging. The TNA Drum Group has done opening ceremonies for School Graduations, National Conferences, as well as varies schools during Native American month. Community-Based Classes have taken place in the counties of Canadian, Blaine, Custer, and Washita. Core events this past year included: Culture is Prevention Day & Youth Powwow, Don’t Crash Your Dreams mock car crash, Uniting Tribal Voices Culture & Media Camp, End of Year Prevention Party, Teen Dance, Community Talking Circle, Awareness Walks and Movie Nights.

Tradition Not Addiction is dedicated to reducing underage drinking and nonmedical use of prescription drugs using “Culture Is Prevention” as a tribal best practice.
The Cheyenne and Arapaho Tribal Health Board is created for the purpose of evaluating, assessing and advising the health needs of tribal members within the jurisdiction of the Tribes and the Clinton Service Unit. We are advocates for the rights and benefits of our tribal members and provide our Tribal Government a better understanding of the needs and problems that affect our tribal members pertaining to their health. We help in promoting common health education and a protective health approach for the Cheyenne and Arapaho Tribe.

We have monthly and special meetings (special: if needed) that are open to the public for gaining input concerning tribal health matters. We shall function as an advisory committee to the Governor regarding the Indian Health Service, Oklahoma City Area Office, and the Clinton Service Unit. The board is a non-business board within the Executive branch with a five board member limit. There is one full time Administrative Assistant, Summer Klinekole, who is also a Cheyenne and Arapaho tribal member as well.

We also assist with other Tribal Health programs with any donations, incentive items, or just any physical help at all in regards to any events, meetings, outreaches, etc. We have four outreach and listening sessions per year in collaboration with the Clinton Service Unit. The locations are as follows: Clinton (March 28), Canton (July 11), Geary (September 5) and our last one will take place in December in Hammon with the time and date TBA. The program’s budget is funded by gaming monies only and we have one office located upstairs at Building 1 in Concho.

Meet the Board

Quinton Roman Nose:
As an enrolled tribal member of the Cheyenne and Arapaho Tribes. Mr. Roman Nose has dedicated most of his career in the Indian Education field to promote and develop educational initiatives and opportunities to improve the educational levels of Native American students and tribal members. He is on the Board of Trustees at Bacone College in Muskogee, Oklahoma and also serves on the Board of Directors as the Executive Director of Tribal Education Departments National Assembly. He is a moderator of the Watonga Indian Baptist Church, a member of the American Baptist Indian Caucus, and a board member for New Baptist Covenant. He served on a board for Office of Health Equity to study health needs of underrepresented populations.

Phyllis Nabilsi:
Enrolled member of the Cheyenne and Arapaho Tribes. Mrs. Nabilsi has twenty years’ experience as a clinical RN within both I.H.S and private sector. She also worked for the Cheyenne and Arapaho Tribe’s ICW department.

Charles Fletcher:
Enrolled member of the Cheyenne and Arapaho Tribes. Mr. Fletcher is a Vietnam Veteran with forty-three years of experience with I.H.S in various positions. His last duty was with the Clinton Health Center as the Health Systems Administrator. His awards include the NAIHS Area Directors Award and the Indian Health Service Director’s award.

Jennifer Hart:
Enrolled member of the Cheyenne and Arapaho Tribes. Mrs. Hart is from Hammon, Oklahoma and a graduate of SWOSU with BS in Nursing. She has thirty years of nursing experience and served in the U.S. Army Nurse Corp and private sector. She has also served on her local school board for nine years.

Allen Sutton:
Enrolled member of the Cheyenne and Arapaho Tribes as well as a respected Arapaho Chief. Mr. Sutton is from Canton, Oklahoma and has been on the Health Board for around twenty-five years. He was also selected for the AARP award for the Cheyenne and Arapaho Tribes for his dedication to his tribal members.
The Department of Housing (DOH) is in the business of providing various types of housing services for its Tribal members. This includes home repairs for elders and providing new and renovated homes for the Cheyenne and Arapaho Tribes on the HUD and HIP Wait List. This year DOH has four programs that provide housing services to the Cheyenne and Arapaho Tribes. This includes the HUD Housing Services Program, the BIA HIP homes, the Tribal Elder Emergency Repair Program, and the Elder Home Repair Program.

The Department of Human Services and Urban Development funds the Department of Housing to purchase, renovate, and manage homes for tribal members on the Wait List. To date, for the 2019 year, two homes were purchased for two new homebuyers in the program. Four more homebuyers from the Wait List selected DOH renovated homes and have moved in. There are three more pending a move-in date for a Housing renovated home before year-end.

The DOH received funding by the BIA to build HIP homes. During the 2019 year, three HIP homes were built and awarded to tribal members on the HIP Wait List. A fourth home is in construction and the tribal member will hopefully be able to move in before Christmas.

The Cheyenne and Arapaho Tribes provides funding for the Tribal Elder Emergency Repair Program. To date, Housing has assisted 85 elderly tribal members with emergency repairs. In addition, this funding also includes providing lawn services to those elderly tribal members that did not receive a lawn mower during 2018. Eighty One (81) elders received lawn services by six of our own tribal contractors that serviced these lawns.

The Elder Home Repair Program is a newly funded program by the Tribes. Since its inception in 2018, DOH received 364 applications for home repairs. So far, the Department of Housing has repaired 254 homes throughout its service area. This includes Hammon, Geary, Calumet, Kingfisher, Seiling, and El Reno. The Construction crew will be moving on to Canton, Watonga, Thomas, Weatherford, and Clinton. One hundred and twenty home repairs occurred in the 2019 year, with 110 applications still pending home repairs. The most crucial repairs needed are given immediate attention to tribal members owning their own home. Some of these repairs include new roofs, new HVAC units, electrical and plumbing repairs, and the installation of new windows as needed.
The Attorney General’s Office has the duty to enforce the laws of the Cheyenne and Arapaho Tribes. This includes the enforcement of the Tribes’ criminal, juvenile and child protection laws and involves the investigation, filing and prosecution of criminal charges and child protection actions in the Tribal Court. The Attorney General’s Office, in some circumstances, represents the Cheyenne and Arapaho Tribes in civil matters or lawsuits in Tribal Court affecting the interests of the Tribes or that may arise under the Constitution or laws of the Tribes.

Regarding the protection of tribal children within the Tribes’ jurisdiction, the Attorney General’s Office coordinates with the Tribes’ Department of Social Services and Indian Child Welfare Program and Bureau of Indian Affairs Law Enforcement to investigate and take action as necessary to protect and provide services to children and families of neglected, dependent or abused children or children in need of treatment or supervision.

Regarding tribal children in protective custody as deprived children in State Court systems, the Attorney General’s Office coordinates with the Tribes’ Department of Social Services and the Indian Child Welfare Program to represent the children’s interest, to assist parents and families, and to take action under the Indian Child Welfare Act, as appropriate, including seeking the transfer of jurisdiction of the children and the case from State Court to Tribal Court.

Regarding victims of crime or domestic violence within the tribal jurisdiction, including children who are exposed to domestic violence, the Attorney General’s Office seeks to protect such victims through the Tribal Court system and to provide services, in coordination with the Tribes’ Department of Social Services, to enable victims of domestic violence to establish and maintain protection from future domestic violence.

The Attorney General’s Office also plays a role in the protection of adult tribal members who are not able to manage their own care or affairs or who are susceptible to exploitation, financial or otherwise. The Office coordinates with the Tribes’ Department of Social Services and with appropriate federal, tribal or state investigative agencies or service agencies to take any necessary protective measures, including initiating and appearing in adult guardianship or protection proceedings in Tribal Court in the interest of the tribal member needing assistance or protection.

The Attorney General’s Office, on a regular basis, provides direction to individual tribal members seeking advice or information regarding legal matters or court-related or service-related matters of concern to them.

The Attorney General’s Office responds to inquiries from tribal officials, tribal department directors and tribal personnel seeking information or direction regarding legal matters or service related matters of concern in their official capacities and of concern to the Tribes.
DEPARTMENT OF LABOR

ADMINISTRATIVE OFFICE

Dear Tribal Members:

The Cheyenne and Arapaho Tribes Department of Labor (DOL) was established to promote and empower the Native American Workforce within the Tribes’ service area by instituting equitable labor standards, providing opportunities of advancement, and safeguarding employees benefits and rights. DOL and its programs have accomplished so many things to benefit Tribal Members. DOL Programs consists of the following direct tribal service providers: Adult Education (AED), Employment and Training Administration (ETA), Office of Veterans Affairs (OVA), and Vocational Rehabilitation (VR).

DOL Goals

- Address employment and training issues relevant to Native American youth and adults within the DOL tribal boundaries.
- Develop meaningful career pathways to ensure successful outcomes for participants.
- Collaborate with tribal, local, and state entities to meet the demands of the labor market.

DOL Program Events & Activities: October 1, 2018 to September 30, 2019

<table>
<thead>
<tr>
<th>Program</th>
<th>Event &amp; Activity</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>ETA</td>
<td>TERO &amp; Contractor Meet &amp; Greet</td>
<td>10/18/18</td>
</tr>
<tr>
<td>OVA</td>
<td>Veterans Day Event</td>
<td>11/07/18</td>
</tr>
<tr>
<td>DOL</td>
<td>One Application Implementation</td>
<td>11/30/18</td>
</tr>
<tr>
<td>AED</td>
<td>Positive Indian Parenting Classes (Concho)</td>
<td>01/14/19-03/11/19</td>
</tr>
<tr>
<td>AED</td>
<td>Positive Indian Parenting Classes (Clinton)</td>
<td>01/24/19-02/19/19</td>
</tr>
<tr>
<td>DOL</td>
<td>Safe Talk Training for DOL Program staff</td>
<td>02/14/19</td>
</tr>
<tr>
<td>DOL</td>
<td>Watonga Satellite Office Grand Opening</td>
<td>03/15/19</td>
</tr>
<tr>
<td>OVA</td>
<td>VA Presumptive Condition Event</td>
<td>03/20/19</td>
</tr>
<tr>
<td>AED</td>
<td>Positive Indian Parenting Classes (Concho)</td>
<td>04/01/19-05/20/19</td>
</tr>
<tr>
<td>AED</td>
<td>Positive Indian Parenting Classes (Clinton)</td>
<td>04/30/19-05/23/19</td>
</tr>
<tr>
<td>DOL</td>
<td>Albuquerque New Mexico Community Meeting</td>
<td>04/25/19</td>
</tr>
<tr>
<td>AED</td>
<td>Adult Spelling Bee</td>
<td>04/26/19</td>
</tr>
<tr>
<td>VR</td>
<td>Clinton Open House &amp; Popcorn Day</td>
<td>05/10/19</td>
</tr>
<tr>
<td>OVA</td>
<td>Memorial Day Event</td>
<td>05/23/19</td>
</tr>
<tr>
<td>ETA</td>
<td>Hiring Event &amp; Career Fair</td>
<td>06/05/19, 06/26/19</td>
</tr>
<tr>
<td>ETA</td>
<td>Summer Youth Employment</td>
<td>06/03/19-08/02/19</td>
</tr>
<tr>
<td>VR</td>
<td>Tribal Youth Work Skill Integration Project</td>
<td>07/08/19-08/02/19</td>
</tr>
<tr>
<td>AED</td>
<td>Resume Writing Class</td>
<td>07/15/19</td>
</tr>
<tr>
<td>DOL</td>
<td>Customer Service Training for Tribal Employees</td>
<td>07/26/19</td>
</tr>
<tr>
<td>OVA</td>
<td>Run &amp; Walk Event</td>
<td>08/06/19</td>
</tr>
<tr>
<td>ETA</td>
<td>Hiring Event &amp; Career Fair</td>
<td>08/14/19, 08/28/19</td>
</tr>
<tr>
<td>AED</td>
<td>Positive Indian Parenting Classes (Clinton)</td>
<td>08/27/19-09/19/19</td>
</tr>
<tr>
<td>AED</td>
<td>Positive Indian Parenting Classes (Concho)</td>
<td>09/09/19-11/04/19</td>
</tr>
<tr>
<td>DOL</td>
<td>Developed Public Law 102-477 Plan for DREAMS Program</td>
<td>09/05/19</td>
</tr>
<tr>
<td>OVA</td>
<td>Operation Stand Down Event</td>
<td>09/27/19</td>
</tr>
<tr>
<td>DOL</td>
<td>Case Management Software purchase 477 Plan</td>
<td>09/30/19</td>
</tr>
</tbody>
</table>
DEPARTMENT OF LABOR

ADULT EDUCATION

The Adult Education Program continues to provide secondary education services to all Native Americans residing in the tribal service area. Secondary education includes life skills, such as parenting and home budgeting; work readiness skills, such as computer classes, resume writing, and career exploration; and high-school equivalency completion, such as attaining the HiSet or GED.

We maintain three locations, one in Canton, Clinton, and Concho. In November Department of Labor opened a Satellite office in Watonga. During the grand opening held in March, we recognized our first GED graduate for 2019. Funding provided through BIA-638 contract and tribal gaming revenue. For tribal members residing outside the service area, gaming funds can assist with test fees with a completed application and CDIB.

All GED expenses including an incentive award are provided for those who attain their diploma. We have scheduled and completed 116 pretests at our labs followed with tutoring available either onsite or online. Official testing is at a local college. To date, we provided 40 individual subject test fees and have awarded 12 graduates.

We offer parenting classes utilizing NICWA’s curriculum “Positive Indian Parenting” (PIP). The program requires 8 sessions totaling 15 hours of participation to receive a certificate of completion. With referrals from tribal ICW, Social Services, Substance Abuse programs, and county DHS, we had 20 enrolled with 14 parents receiving PIP certification. Final class for 2019 began in September and next class will begin January 2020.

We provide Microsoft Word and Excel classes Concho and Clinton and soon at Canton and Watonga. The computer labs are available to do job search, resume writing, or other education or employment needs. In Clinton, we provide career exploratory with hands-on experiences in Digital Audio Production Module; Home Maintenance: Basic Plumbing and Wiring; Landscaping; and Computer Animation.

In April, we held our first Adult Spelling Bee open to tribal members 18 and above at the Clinton Community Hall. Prizes included trophies and monetary awards. We had 24 registered with 13 adults competing. Pictured are the winners from left to right: Deborah Kodaseet 3rd, Patricia Smothers 1st, and Andrew Adam 2nd. We encourage more adults to try out in next year’s competition.

We provided employability and life skills assessments for Summer Youth participants in June, and provided a Resume workshop July and had 14 participants actively work on developing their resume at the Clinton lab. We plan to assist at OVA Stand Down in Canton in September, the Voc-Rehab Disability Day in October, and the Elders Conference in November.
2019 continues to be a great year for adult and youth participants, our Native communities, and ETA Program success! The ETA Program was very pleased to work with the Legislative Districts another year to promote community services and employment opportunities. The Program has successful hosted training in partnership with Canadian Valley Technology Center, Oklahoma Department of Transportation, and Community Development.

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department of Enrollment Outreach</td>
<td>January 29-30, 2019</td>
<td>Geary and Concho</td>
</tr>
<tr>
<td>Career Fair</td>
<td>February 27, 2019</td>
<td>Oklahoma City</td>
</tr>
<tr>
<td>EEOC Job Fair</td>
<td>March 3, 2019</td>
<td>Oklahoma City</td>
</tr>
<tr>
<td>TERO Job Bank Recruitment &amp; Contractor Certification</td>
<td>April 26, 2019</td>
<td>Concho</td>
</tr>
<tr>
<td>Watonga Groundbreaking Event</td>
<td>May 3, 2019</td>
<td>Watonga</td>
</tr>
<tr>
<td>Summer Youth Program</td>
<td>June 3 – August 2, 2019</td>
<td>8 county service area</td>
</tr>
<tr>
<td>C&amp;A Hiring Events/TERO Job Bank</td>
<td>June 26, 2019</td>
<td>Geary</td>
</tr>
<tr>
<td>OVA Stand down Run/Walk Event</td>
<td>August 9, 2019</td>
<td>Lawton</td>
</tr>
<tr>
<td>C&amp;A Hiring Event/TERO Job Bank</td>
<td>August 14-28, 2019</td>
<td>Kingfisher/Elk City</td>
</tr>
<tr>
<td>OVA Stand Down Event</td>
<td>September 27, 2019</td>
<td>Canton</td>
</tr>
</tbody>
</table>

Client and Program Success

<table>
<thead>
<tr>
<th>Program</th>
<th>Successful Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Self-Service / Counseling Services</td>
<td>236</td>
</tr>
<tr>
<td>Try-Out Employment</td>
<td>112</td>
</tr>
<tr>
<td>Work Experience Employment</td>
<td>4</td>
</tr>
<tr>
<td>Summer Youth Employment</td>
<td>85</td>
</tr>
<tr>
<td>Occupational Skills Training</td>
<td>14</td>
</tr>
<tr>
<td>Classroom Training</td>
<td>95</td>
</tr>
<tr>
<td>Adult Vocational Training / Tuition Assistance</td>
<td>55</td>
</tr>
<tr>
<td>Supportive Services / Direct Employment</td>
<td>88</td>
</tr>
<tr>
<td><strong>TOTAL PROGRAM SERVICES:</strong></td>
<td><strong>689</strong></td>
</tr>
</tbody>
</table>

The Cheyenne and Arapaho Tribes Employment and Training Administration (ETA) Program actively engaged employers, training providers, and established working relations within the eight (8) county service area. The ETA Program welcomes anyone interested in employment and training services to please visit the office or call for information, Monday through Friday, 8:00 a.m. to 5:00 p.m. at (405) 422-7494 or (800) 247-4612 extension 27494.
The Cheyenne and Arapaho Tribes established the Office of Veterans Affairs to serve and assist Tribal Veterans, surviving spouses, surviving children and parents of deceased Tribal Veterans. Identifying and linking Tribal Veterans with a comprehensive network of benefits and services based on eligibility criteria from the Cheyenne and Arapaho Tribes and US Department of Veterans Affairs. We currently have an accredited Veterans Service Officer on staff since February 2019.

We have served 115 veterans averaging 9 per month. With the presumptive claims event we have submitted 61 total claims for Service Connection, Dependents Indemnity and Non Service Connection.

With the assistance of the HUD VASH unit we have worked with 24 homeless veterans housing 13 and last HUD VASH Graduation we had 5 that graduated the program.

The Tribal Benefits and Services include 23 Veteran Tribal ID’s and 53 Veteran Car tags. We have assisted with floral arrangements for 23 Veteran Funerals.

We have committed to extensive outreach with the Social Services, Planning and Development and Enrollment. We average approximately 1 Veteran contact per each outreach into the communities.

We have had the Presumptive Claims Event March 20, 2019 and filed 13 claims in that process We have also sponsored the Memorial Day Event held May 23, 2019. We are planning the Operation Stand Down September 27, 2019 and the Veterans Day Event November 7, 2019.

July 2019 we have installed the Vetra Spec data entry system to file claims directly to the VA. We have filed 42 forms and uploaded 56 documents since its inception.

We welcome all veterans to come to our office and visit.
DEPARTMENT OF LABOR

VOCATIONAL REHABILITATION

The Cheyenne and Arapaho American Indian Vocational Rehabilitation program (CAAIVR) has been in operation since 1998 and was awarded a 3rd 5 (five) year (10/1/14 – 9/30/19) grant by the U.S. Department of Education and Office of Special Education and Rehabilitative Services through a competitive process on October 1st 2014. The CAAIVR was awarded - $412,000.00 per year, which does not include a required tribal match of $45,778.00 per year, for a total of $2,060,000.00 federal funds and $228,890.00 tribal funds.

2018-2019 is the fifth and final year of this American Indian Vocational Rehabilitation cycle. Therefore, a new grant application has been written and submitted for the fiscal year 2019-2024.

The CAAIVR program has experienced great success this past year through innovative efforts via technical training and a Tribal Summer Youth Work Skills Integration project. The 3 vocational rehabilitation counselors and the CAAIVR director have accepted scholarships to attend the Tribal Vocational Rehabilitation Institute with Northwest Indian College. This opportunity allows the CAAIVR staff to acquire necessary college training in the tribal VR process. Our goal is to complete all 7 courses to obtain certification through the institute.

Another successful venture was our Summer Youth Work Skills Integration Project. The objective was to identify 4-5 transition youth that qualify for Cheyenne and Arapaho Tribes American Indian Vocational Rehabilitation Program services and the Cheyenne and Arapaho Tribes Employment and Training Administration summer youth program. We then provided these youths with the necessary works skills to obtain, maintain and retain gainful employment. The participants were very receptive and expressed enthusiasm and thankfulness for having this opportunity.

Again the CAAIVR program has continued to meet and exceed all measures set forth in this the fifth year of the 2014-2019 grant cycle. It is always our pleasure to provide opportunities for American Indians with disabilities through quality vocational rehabilitation services.

<table>
<thead>
<tr>
<th>Projected number served</th>
<th>Actual Number served</th>
<th>Projected in Employment</th>
<th>Actual number in Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>54</td>
<td>74</td>
<td>19</td>
<td>24</td>
</tr>
</tbody>
</table>

VR Director
Timothy Yeahquo, Jr.

Administrative Assistant
Susie Galindo

VR Counselor
Yolanda Woods

VR Counselor
Lori Seitter-Lee

VR Counselor
Kimberly Davis
DEPARTMENT OF

SOCIAL SERVICES

Kateri Fletcher, Executive Director

Domestic Violence
Vacant, Director

Emergency Youth Shelter
Cheryl Blind, Coordinator

Food Distribution/Greenhouse Project
Winona Youngbird, Coordinator

Indian Child Welfare
Ephraim Kelly, Coordinator

Social Services Program
Andrea Patterson, Coordinator

Substance Abuse
Nannette Bowers, Director
DEPARTMENT OF SOCIAL SERVICES
DOMESTIC VIOLENCE

Program Goal and Accomplishments:

The Cheyenne and Arapaho Tribe’s Domestic Violence / Sexual Assault Program mission is to provide to Native American survivors of domestic violence and sexual assault through a comprehensive approach. In order to decrease our statistics and stop future violence, we ensure empowerment, protection and healing in a confidential environment. We support and offer temporary assistance to Cheyenne and Arapaho tribal members and other Native Americans whom reside in the tribal service area, in order to educate and provide tools to help individuals and families in becoming self-sufficient in meeting their basic needs.

- The program has had 13 DV and 6 SA Community Awareness Events.
- The Domestic Violence Advocate works in the communities with families and children dealing with domestic violence, sexual assault, teen dating violence and stalking.
- Domestic Violence Program is a newly funded program that began in October 2015. They offer more direct services to clients that are dealing with family violence which is limited to Domestic Violence from an intimate partner. The program is able to assist family members who experience trauma due to violence within their families. Relocating Tribal members and other Native Americans to a safe location. Court Advocacy for victim’s filing VPO’s and testifying in criminal court.
- Provide emergency food, emergency clothing and personal hygiene for victims who had to flee a domestic with nothing.
- The sexual assault advocate works directly with victims of sexual assault, historical trauma - as an adult survivor of childhood sexual assault. This is a newly funded program from DOJ/OVW TSASP federal grant 2018.

The programs under Social Services Domestic Violence/Sexual Assault are continuously working hard to serve the clients and provide any necessary resources as needed.

Program Objectives FY 2020:

- Educate the communities and tribal members on the services offered by the programs
- Provide more training to staff to better serve the clients and communities
- Apply for grants to expand
- Provide more services to families who experience violence in the home
- Provide services for sexual assault victims.
- Provide court advocate for both DV & SA victims.
- Develop a community response team to help assist tribal members.
- Implement training with law enforcement, judges, and lawyer’s to better serve our client’s needs.
The Emergency Youth Shelter (EYS) opened in 1991. The program is licensed and approved under the State of Oklahoma Department of Human Services. EYS is funded by an approved contract through the Bureau of Indian Affairs. The EYS is a home-like environment with an open living area, a dining area, kitchen, separate restrooms for males and females, office space, storage space, laundry room, cleaning and supply closet and three separate sleeping quarters. One bedroom is for three males, one bedroom is for three females and the last bedroom is for two toddlers and an infant. This set up is based on DHS recommendations and safety protocols.

The EYS, this year to date, has served fifteen children, nine females and six males. The ages for these children are from eighteen months to 16 years old. The average stay for the year 2019 is 60 days. The EYS is committed to providing quality, temporary residential care to clients in need. The EYS promotes personal growth of youth under the care of EYS and maintains and provides a safe and stable environment for all clients and house parents.

Through the hard work of previous staff and administration, the shelter has been approved for a 3,600 square foot expansion which will include supplementary residential sleeping areas to accommodate an extra sixteen youth and two house parents. We will also be able to extend the comprehensive program capabilities which are designed to meet the various needs of our clientele. We are hoping to begin the expansion in 2020.

We are excited to see what the upcoming year brings!
DEPARTMENT OF SOCIAL SERVICES

FOOD DISTRIBUTION

<table>
<thead>
<tr>
<th>Funding Source</th>
<th>Federal (USDA) 75%</th>
<th>Tribal (Matching) 25%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Funding Period</td>
<td>From October 1, 2018</td>
<td>To September 30, 2019</td>
</tr>
<tr>
<td>Funding Amount</td>
<td>$725,662</td>
<td>$241,887</td>
</tr>
<tr>
<td>Nutrition Education Grant</td>
<td>$155,206</td>
<td>From July 2018 to Sept 2019</td>
</tr>
<tr>
<td>Total Amount</td>
<td>Federal and Tribal Amount</td>
<td>$1,122,754</td>
</tr>
</tbody>
</table>

FY 2019 Monthly Participation Averages

<table>
<thead>
<tr>
<th>Household Averages</th>
<th># of Households</th>
<th># of Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>495</td>
<td>1126</td>
</tr>
</tbody>
</table>

Program Goals:
To assist eligible households with receiving USDA foods.

Eligibility requirements are as follows:

- One person in the household must be a member of a federally recognized tribe, possess a Certificate of Degree of Indian Blood or an official document stating the individual is a direct descendant of a federally-recognized tribal member.
- Household cannot exceed USDA income guidelines.
- Household must live within the Food Distribution service area and applicants cannot receive SNAP benefits at the same time.

Program Objectives FY 2019:

- Build a cold storage facility for the Clinton store.
- File for USDA Urban Waiver to include Woodward and portions of El Reno into our service area.

Current Program Activities:

- New products this year include: frozen strawberries, fresh eggs and pulled pork.
- The Food Distribution Program has one monthly tailgate sites in Hammon.
- There are 22 households receiving homebound delivery services.
- Nutrition Education demonstrations are held three times a month in the Clinton & Watonga stores and Concho with the Diabetes Wellness Program.
- The new Nutrition Education grant award for the Greenhouse Garden Project is $155,206 and they have planted the fall/winter garden and built new raised beds.
- The Food Distribution Program is a partner in the Native Youth Community Project Grant serving the youth in the Clinton area.
Indian Child Welfare (ICW) Program provides an avenue of hope for Indian children and their families by providing direct services and coordinating resources with other agencies in attempts to prevent the break-up of Indian families. We assist children who are being displaced from their home, are experiencing abuse and neglect in the home, or are being deprived of essential living conditions. The goal is to keep families together and in a safe & stable home. ICW will assist Tribal members with gaining access to all necessary services both internal and external to the Tribe. Our ICW Program looks to protect the best interests of Cheyenne & Arapaho children and promote & support the stability and security of tribal families.

Out of the 82 cases we have 152 children in total that are currently in custody through state court or our own tribal court. Through our various grants we have been able to service a total of 285 children & 139 families with both prevention and reunification services.

The Indian Child Welfare Program however, cannot provide services in guardianships or private custody matters. Our program guidelines allow us to assist only in matters that involve the court.

Currently our program is excited to finally have a full staff! It is essential that our program is fully staffed to best assist the community. We are also updating our case management system so our caseworkers can be more available to their clients. Also we are updating how our program reports to reflect better on what services our caseworkers are providing for clients. And last but not least, our program is looking to extend our resource base to better assist our clients here at the Cheyenne & Arapaho Tribes.

| ICW Numbers |
|--------------|--------------|---------------|
| Tribal Cases | State Cases  | Out of State Cases |
| 44           | 34           | 4             |
| **Total Number of Cases:** 82 |

Out of the 82 cases we have 152 children in total that are currently in custody through state court or our own tribal court. Through our various grants we have been able to service a total of 285 children & 139 families with both prevention and reunification services.

The Indian Child Welfare Program however, cannot provide services in guardianships or private custody matters. Our program guidelines allow us to assist only in matters that involve the court.

Currently our program is excited to finally have a full staff! It is essential that our program is fully staffed to best assist the community. We are also updating our case management system so our caseworkers can be more available to their clients. Also we are updating how our program reports to reflect better on what services our caseworkers are providing for clients. And last but not least, our program is looking to extend our resource base to better assist our clients here at the Cheyenne & Arapaho Tribes.

**Indian Child Welfare Staff**

<table>
<thead>
<tr>
<th>Ephraim Kelly, ICW Coordinator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ariane Franklin, ICW Office Manager</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Number of Cases:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carol Limpy, Caseworker</td>
</tr>
<tr>
<td>Abe Conn, Caseworker</td>
</tr>
<tr>
<td>LaQuita Loneman, Caseworker</td>
</tr>
<tr>
<td>Brian Keith, Caseworker</td>
</tr>
<tr>
<td>Elizabeth Williams, Caseworker</td>
</tr>
<tr>
<td>Dorothy Inoa, Caseworker</td>
</tr>
<tr>
<td>Frank Robles, Caseworker</td>
</tr>
<tr>
<td>Tess Tebe, Caseworker</td>
</tr>
</tbody>
</table>
Low Income Home Energy Assistance Program (LIHEAP) : Stephen Washa
LIHEAP assists households with heating (October 1st to March 31st) and cooling (April 1st to September 30th) costs once per season. LIHEAP can pay for up to $300.00 on electricity, propane, or gas bills. Clients cannot receive assistance through DHS’ LIHEAP services in the same season. Eligibility is determined by household size and the entire household’s income. Amount of assistance provided is based on multiple factors, household size, household income, type of utility, and if applicant is disabled/or elder. Services will need to be in the applicant’s name. Program can also assist with up $1,000 towards repair or replacement of ac units/heater/furnaces once per year. Weatherization Starter Kits, Heaters/ or Blankets, and A/C Units/or Fans are provided to eligible applicants once person season. Installation is the responsibility of the client. The Program is not responsible for damage of broken units and will not provide replacements. Please contact the manufacturer for more information.

Community Service Block Grant Program (CBSG): Esteban Juarez
The goal of the Cheyenne and Arapaho Tribes Community Service Block Grant is for clients to become educated in developing skills and utilizing tools, in order to decrease poverty issues and become self-sufficient in providing for their families’ needs. Program is only available to Cheyenne and Arapaho Tribal members who reside within the service area including Oklahoma County.

Tribal Family Advocate and Prevention Social Worker: Bernice Armstrong
The objective of the Tribal Family Advocate and Prevention Social Worker is to provide Social Services programs the capacity to respond to and prevent domestic violence and child maltreatment. The Social Worker will play a critical role in arranging services among multiple service providers for clients.

General Assistance: James Reveles
General Assistance provides financial assistance to those who exhibit an immediate need for essential item such as food, clothing, shelter, and utilities. General Assistance is based on income, and the goal is to help clients become more self-sufficient, assistance is only granted temporarily. General Assistance is designed to help individuals and their families until other resources become available, but it is not intended to be a permanent means of support. Individuals who apply must stay in compliance with other resources provided by the Department of Human Services, Social Security, and Vocational Rehabilitation, etc. Eligibility is determined on a case-by-case basis. Program follows the BIA CFR guidelines for Welfare Assistance.

Supervised IIM Accounts: Andrea Willis-Rednose
This program aims to assist tribal members that have been determined unable to handle their own financial affairs. Each client must have restricted trust property that generates income from oil and gas royalties and/or farm and grazing land leases. The main purpose of this program is to preserve and protect the finances of the supervised account holders. We take into consideration the amount of funds involved, the client’s needs, responsibilities and abilities to make responsible financial decisions. Eligibility is determined on a case-by-case basis. The program works with BIA Concho Agency Superintendent to determine the best interests of the client.
DEPARTMENT OF SOCIAL SERVICES

SOCIAL SERVICES PROGRAM

Adult Protective Services (APS): Lisa Dobyns
Adult Protective Services (APS) provides vulnerable adults protection from abuse, neglect or exploitation and offers services. APS strives to ensure that tribal members are not being abused, neglected or exploited and works collaboratively with state DHS agencies to investigate allegations of abuse, neglect, or exploitation.

Child Protective Services (CPS): Lisa Dobyns
Child Protective Services (CPS) conducts investigations of reported abuse and neglect that occur on restricted trust property. The CPS caseworker interacts directly with children and their families and acts on referrals from various community sources. It is the job of the CPS worker to follow up on referrals, make assessments, or conduct investigations as required and make the appropriate recommendations to the Social Services programs or legal authorities on behalf of tribal members.

Family Violence Program: Miranda Muehl
The Family Violence Program provides support to tribal members that are experiencing trauma due to violence. The Advocate will conduct assessments and make any referrals to other resources as needed. The Advocate will also offer intervention services according to culture and traditions to tribal members on a case-by-case basis. The program will work with all Social Services programs and other organizations to insure tribal member’s needs are being met.

Prevention Specialist: James Reveles and Esteban Juarez
The Prevention Specialist’s goal is to assist Cheyenne and Arapaho tribal members with education, awareness, services, and assistance of various preventative services centered on family, social issues, and community. These duties are performed in accordance with established Federal and/or departmental guidelines.

Foster Care Program: Roberta Hamilton and Sara Whiteshield
The Foster Care program’s focus is to recruit, open and certify tribal foster homes for the Cheyenne and Arapaho Tribes. The Foster Care Worker will attend outreach events and obtain all necessary documents to process applications. These duties are performed in accordance with established Federal and/or departmental guidelines.
Background: The Substance Abuse Program for the Cheyenne-Arapaho Tribes, also known as George Hawkins Memorial Treatment Center is contracted through Indian Health Services. The Program provides inpatient treatment for any enrolled tribal member who is eighteen or older and in need of treatment for substance/alcohol use disorder. The sixteen bed coed facility with Cheyenne Arapaho preference, is located in Clinton, Oklahoma. The program has been in existence since 1970 and has an extensive history of helping tribal members find the tools necessary to stay in recovery. The program was originally located in Concho, Oklahoma then moved to Bessie, Oklahoma. The facility has made a permanent home in Clinton, Oklahoma as of 2002. The Substance Abuse Program has been moved under the department of Social Services to better meet the needs of tribal individuals who participate in the program. The program director is Nannette Bowers, MA, LADC-MH with Kateri Fletcher, MS, MSNAL being the Executive Director of the Department of Social Services.

Purpose: The purpose of the program is to assist tribal members to learn about the ramifications of the disease process of addiction. Clients are offered a sixty-day inpatient treatment program that is contained within a therapeutic environment suitable for recovery. Clients are educated on the disease process and coping skills clients can use to avoid and overcome high risk situations that result in relapse. At the Facility we have staff that are now licensed or certified in various positions to facilitate change in our clients and help them to transition back into their community. We provide education groups for life skills and coping skills, therapy groups to promote a change in behavior and thought processes, individual therapy to assist with goals and our clients participate in AA and NA where we encourage them to work the steps and obtain a sponsor. We plan to add separate men and women’s therapy groups in order to help heal trauma issues. We are especially proud of the fact we can offer healing in a culturally competent traditional environment promoting wellness and healing of the mind, body and spirit by use of sweat lodges, cultural activities, White Bison Wellbriety teachings and workbooks along with the Red Road concept of the right path of life inspired by Native American spiritual teachings. We have an onsite case manager who provides linkage, advocacy, education, and referrals to services clients may need in addition to substance use treatment.

Mission Statement: George Hawkins Memorial Treatment Center and its staff are committed to providing a culturally competent therapeutic environment where substance use disorder treatment and traditional healing can be provided and accomplished. This healing is accomplished by providing a safe, encouraging, and empathetic environment that is bound by professionalism, culture and tradition.

Stats: Jan 1 through August 31, 2019:

- Clients in treatment at present 9
- Out of state clients 4
- Admissions 52
- Graduates 21
- Voluntary leaves 8
- Discharges 14
- Groups held 350
- Outpatient groups 70
- AA/NA/Celebrate Recovery 3500
- Sweats 35

Group topics include but are not limited to relapse prevention, coping/life skills, communication/interpersonal relationship skills, healthy boundaries, self-awareness. All done with cultural and spiritual aspects included. Remember! We are undergoing big changes at GHMTC. We are renovating our facility, building on to be able to provide more services to more tribal members in a culturally competent, professional, therapeutic yet traditional environment promoting health and wellness in mind body and spirit.
Upon establishing the Cheyenne and Arapaho Department of Transportation (CADOT or DOT) in 2018, the mission remains to provide safe modes of transportation to Tribal members. The DOT’s goal is to ensure an efficient and cohesive delivery of transportation services through the existing programs and further through the creation of new programs. To ensure effective management capacity of the Department of Transportation, the Administrative Division, or Tribal Transportation Program (TTP) is tasked with the management oversight of all other divisions and program. The divisions (see chart on left) created under the Department of Transportation include:

- Administrative Division – manages Tribal Transportation Program (TTP)
- Planning Division - manages Tribal Transportation Improvement Planning (TTIP) Program
- Roads Construction/Maintenance Division – manages Roads Construction, Road Design, Bridge Construction, Roads Maintenance, Special Projects and Driveway Assistance programs
- Transit Division – manages the Tribal Transit Program
- Safety Division – manages the Transportation Safety and Child Protection Safety programs
- Asset Management Division – manages the Fleet Management Program.

Administrative Division – A Strong Support System

As the Administrative Division’s tasks to manage and oversee all other divisions, efforts have been focused into developing standard operating procedures, guidelines to ensure compliance with TTP requirements as per 25 CFR 170, and policies to ensure consistency in the delivery of services. The Administrative Division has worked diligently to develop the CADOT Standard Operating Procedures (SOP) and anticipates to have the document adopted in late 2019. Another manual completed by the CADOT Administrative Division include a Reference Manual used to assist all staff in the day-to-day operating procedures to ensure compliance with all applicable Tribal protocols (i.e. Procurement Procedures, Property & Supply Policies, and Financial Management Procedures). In November 2018, the Administrative Division was successful in completing the Transit Asset Management (TAM) Plan to ensure the Transit Program remains compliant and continues to receive FTA funds. Currently, the CADOT also completed the required Safety Management Systems (SMS) Plan on behalf of the Transit Program and hopes to have it adopted in October 2019. Yet, the greatest accomplishment realized through the establishment of a Department of Transportation is both the expansion or enhancement of services offered to Tribal members and the creation of numerous jobs in which to administer each division efficiently and effectively.

Plans for Other Transportation Services

Efforts are being planned to develop a Vehicle Maintenance Program in connection with constructing a 6,075 SF Tribal Transit Facility on the Concho Reserve by the end of 2020. Services to be offered shall include oil changes, tire changes, minor automotive repairs, other preventative maintenance services and eventually roadside assistance specifically for the Tribal Transit Program to ensure safe operation and compliance with the Transit Asset Management (TAM) Plan. Through the deployment of a Vehicle Maintenance Program, it is anticipated that additional jobs in auto mechanics will be created. It is the goal of the DOT to offer roadside assistance and auto repair services to Tribal members. For more information regarding the Department of Transportation and its services, please send an email to CADOT@cheyenneandarapaho-nsn.gov or call at (405) 295-6505.
DEPARTMENT OF TRANSPORTATION

ASSET MANAGEMENT DIVISION

It is the mission and goal of the Fleet Management Program (FMP) to provide employees with dependable and safe vehicles in the performance of conducting official business on behalf of the tribal government. Through legislative action, a bill was adopted for the Official Use Only Tribal Vehicles Act of 2018 as per Resolution 7L-RS-2018-12-002, the Fleet Management Program was created under the Department of Transportation and tasked with the responsibility of developing guidelines to satisfy the intent of the bill in which to administer the fleet of tribal vehicles owned or leased by the Tribes.

Developing a New Program

The Fleet Management Program, as a newly established program, began with the selection of a Fleet Manager that was hired in January of 2019, followed by the Asset Manager in May, and an Administrative Assistant in July. The Fleet Management Program’s main office is located at the Clinton Reserve while the Asset Manager of the FMP is situated in a satellite office located in the Department of Transportation Offices in El Reno temporarily.

Since March of 2019, the Fleet Management Program has worked diligently with the Property & Supply Office, the Tribes’ Insurance Specialist, and Program Directors to assess the current inventory of vehicles leased or owned by the Tribes. Of the 181 vehicles identified, a total of twenty-four (24) were sold at auction in May of 2019, thereby decreasing the total fleet to 173.

GPS Tracking Needs

The FMP has also identified a total of seventeen (17) vehicles that are equipped with Geographical Position Systems (GPS) devices to monitor vehicle usage. The FMP began focusing its efforts to procure GPS units and services to monitor vehicle usage and track locations of the various fleet of vehicles. It is anticipated that a GPS provider will be secured to manage the Tribes’ fleet by the end of October of this year.

Storage Facilities Needs

The FMP is collaborating and coordinating with the CADOT’s RCP to construct the Concho East Storage Lot to store tribal vehicles as per the Official Use Only Tribal Vehicles Act of 2018. The designed the storage lot for Concho will be located on the east side of the current RCP building at 250 White Rabbit Road, Concho, OK and shall be equipped to include a 6’ security fence with lighting and a gravel surface. Construction is anticipated to be completed by the end of 2019. The Concho East Storage Lot will provide a secure parking area for a majority of the tribally owned vehicles that are parked at the Concho Campus. Future goals for additional secured parking lots to manage and store the Tribes’ fleet are planned for other campuses including Clinton and Watonga.

Establishing Policies and Guidelines

The Fleet Management Program is currently in the process of drafting an Official Tribal Vehicle Usage Policy manual and conducted several working sessions among the Fleet Management Program personnel, the Property & Supply staff, the Executive Director of the Department of Transportation, and the Tribes’ Compliance Officer. The policies draft was created from prior research and schedules to be completed by the end of the year. The FMP goal is to ensure vehicles can be operated safely, assist in the control and management of the inventory of vehicles, assess vehicles condition,
ensure service and maintenance schedules, manage risks, establish acquisition/renewal/disposal strategies (i.e. useful life-spans and benchmarks), and propose investment priorities to establish a procurement/replacement schedule for the Tribes.

It is the FMP intent to procure fleet of vehicles using sound management tools to ensure employees are accountable for tribal property and that the Tribes assets are managed in the most feasible manner. The CADOT strives to implement sustainable fleet services while strategically setting goals to provide the most economical and safe fleet operation for tribal employees. For any questions or information that pertain to the management of the Tribes’ fleet system, please contact the Fleet Management Program at the Department of Transportation by email at cadot@cheyenneandarapaho-nsn.gov or by calling (580)-331-2529.
The goal of the Road Construction/Maintenance Program, or RCP, is to provide safe modes of transportation through road improvement projects. Through the creation of a Department of Transportation in 2018, the RCP is responsible for administering the Road Construction, Road Design, Special Projects, Driveway Assistance, and now the Road Maintenance Program. Utilizing the Tribes’ share of TTP federal funds and/or Tax Commission funds allocated specifically for surface improvement projects, the RCP has managed and completed several projects in the past year.

**Road Design Projects (Federal Funds)**

The Concho North Road Improvement Project was initially designed in 2012 and requires a design update to advance the project to the construction phase. The Concho North Road Improvement Project consists of a 5-mile section of county road under the maintenance responsibility of Canadian County therefore the Tribes updated its’ Memorandum of Agreement (MOA) with Canadian County. The engineering phase that includes the final plans, specifications, and engineer’s estimate, or PS&E, was contracted out recently for a design update at a cost of $7,750 and the design phase is expected to be completed by the end of September 2019.

A Tribal Transit Facility is planned to be constructed on the Concho Reserve that will house the Administrative, Planning, Safety, and Tribal Transit Programs. The facility will allow the CADOT to perform vehicle maintenance and repairs necessary to sustain the Transit programs fleet of vehicles to ensure safe operations and delivery of transportation services. The Concho Transit Facility was also designed in 2012 and required updates to its’ PS&E packet to ensure applicable and current building and safety codes. The project design was completed in June for under $10k and was recently let for bids with sealed bids scheduled to be received in early October and construction slated to begin in December of this year.

The Canton Head Start Access Road Improvement Project’s scope of work is to improve the drainage, surface condition and provide safe access to the Canton Head Start facility through the provision of asphalt paving, installing/replacing drain structures and removing objects that impede the visibility and sight distances. A professional services agreement to ensure all engineering aspects, including a topographical and boundary survey, a geotechnical engineering report and recommendation, an environmental assessment, an archeological assessment, and the development of the plans, specifications, and an engineer’s estimate, was secured with Red Plains Professionals, Inc. for $39k. The Canton Head Start Access Road Improvement Project’s design phase is expected to be completed in November to advance the project to the bid letting phase in early 2020 and construction anticipated in the Spring of 2020.

**Road Construction Projects**

The Cantonment Road Improvement Project is a five-mile stretch of county roads located adjacent to the Tribes’ Cantonment Reserve in Blaine County and was designed to widen the roadway width to include 1’ shoulders and improve the road bed condition. The Cantonment Road Improvement Project is a priority project within the Tribes’ TIP and through an MOA, the Tribes’ DOT collaborated with Blaine County, the Corps of Engineers, and the Office of Federal Lands Highway to submit a grant application to the Federal Lands Access Program, or FLAP. The Cantonment Road Project was a successful recipient of FLAP funds in 2018 and to date, the Tribes’ have provided the necessary 20% matching funds for both the design and construction phase of the project totaling $706,800. The construction for Cantonment Road Improvement Project began in May 2019 and through the Tribes’ Department of Labor, the Tribal Employment Rights Office (TERO) made efforts to employ Tribal members as well as apply the Tribes’ 2% TERO fees. The Cantonment Road Improvement Project was initially designed in 2012 and requires a design update to advance the project to the construction phase. The Concho North Road Improvement Project consists of a 5-mile section of county road under the maintenance responsibility of Canadian County therefore the Tribes updated its’ Memorandum of Agreement (MOA) with Canadian County. The engineering phase that includes the final plans, specifications, and engineer’s estimate, or PS&E, was contracted out recently for a design update at a cost of $7,750 and the design phase is expected to be completed by the end of September 2019.

A Tribal Transit Facility is planned to be constructed on the Concho Reserve that will house the Administrative, Planning, Safety, and Tribal Transit Programs. The facility will allow the CADOT to perform vehicle maintenance and repairs necessary to sustain the Transit programs fleet of vehicles to ensure safe operations and delivery of transportation services. The Concho Transit Facility was also designed in 2012 and required updates to its’ PS&E packet to ensure applicable and current building and safety codes. The project design was completed in June for under $10k and was recently let for bids with sealed bids scheduled to be received in early October and construction slated to begin in December of this year.

The Canton Head Start Access Road Improvement Project’s scope of work is to improve the drainage, surface condition and provide safe access to the Canton Head Start facility through the provision of asphalt paving, installing/replacing drain structures and removing objects that impede the visibility and sight distances. A professional services agreement to ensure all engineering aspects, including a topographical and boundary survey, a geotechnical engineering report and recommendation, an environmental assessment, an archeological assessment, and the development of the plans, specifications, and an engineer’s estimate, was secured with Red Plains Professionals, Inc. for $39k. The Canton Head Start Access Road Improvement Project’s design phase is expected to be completed in November to advance the project to the bid letting phase in early 2020 and construction anticipated in the Spring of 2020.

**Road Construction Projects**

The Cantonment Road Improvement Project is a five-mile stretch of county roads located adjacent to the Tribes’ Cantonment Reserve in Blaine County and was designed to widen the roadway width to include 1’ shoulders and improve the road bed condition. The Cantonment Road Improvement Project is a priority project within the Tribes’ TIP and through an MOA, the Tribes’ DOT collaborated with Blaine County, the Corps of Engineers, and the Office of Federal Lands Highway to submit a grant application to the Federal Lands Access Program, or FLAP. The Cantonment Road Project was a successful recipient of FLAP funds in 2018 and to date, the Tribes’ have provided the necessary 20% matching funds for both the design and construction phase of the project totaling $706,800. The construction for Cantonment Road Improvement Project began in May 2019 and through the Tribes’ Department of Labor, the Tribal Employment Rights Office (TERO) made efforts to employ Tribal members as well as apply the Tribes’ 2% TERO fees. The Cantonment Road Improvement Project was initially designed in 2012 and requires a design update to advance the project to the construction phase. The Concho North Road Improvement Project consists of a 5-mile section of county road under the maintenance responsibility of Canadian County therefore the Tribes updated its’ Memorandum of Agreement (MOA) with Canadian County. The engineering phase that includes the final plans, specifications, and engineer’s estimate, or PS&E, was contracted out recently for a design update at a cost of $7,750 and the design phase is expected to be completed by the end of September 2019.

A Tribal Transit Facility is planned to be constructed on the Concho Reserve that will house the Administrative, Planning, Safety, and Tribal Transit Programs. The facility will allow the CADOT to perform vehicle maintenance and repairs necessary to sustain the Transit programs fleet of vehicles to ensure safe operations and delivery of transportation services. The Concho Transit Facility was also designed in 2012 and required updates to its’ PS&E packet to ensure applicable and current building and safety codes. The project design was completed in June for under $10k and was recently let for bids with sealed bids scheduled to be received in early October and construction slated to begin in December of this year.

The Canton Head Start Access Road Improvement Project’s scope of work is to improve the drainage, surface condition and provide safe access to the Canton Head Start facility through the provision of asphalt paving, installing/replacing drain structures and removing objects that impede the visibility and sight distances. A professional services agreement to ensure all engineering aspects, including a topographical and boundary survey, a geotechnical engineering report and recommendation, an environmental assessment, an archeological assessment, and the development of the plans, specifications, and an engineer’s estimate, was secured with Red Plains Professionals, Inc. for $39k. The Canton Head Start Access Road Improvement Project’s design phase is expected to be completed in November to advance the project to the bid letting phase in early 2020 and construction anticipated in the Spring of 2020.
is expected to be completed by the end of September this year.

The Left Hand Ave and Tall Bull Road Improvement Project includes the reconstruction of six streets and installation of pedestrian sidewalks, placement of traffic warning signals, and construction of concrete parking lots for the newly built Concho Head Start, Legislative/Education, and Operations and Maintenance Program facilities. The Left Hand Avenue and Tall Bull Road Improvement Project, through a collaboration with the Tribes’ Department of Business Economic Development Crew, began construction in April 2019 and most recently completed the parking lot for the Concho Head Start (see photos) in August. The Left Hand Avenue and Tall Bull Road Improvement Project construction scope of work is budgeted at $2.2m, is currently estimated to be 24% complete with all construction work slated to be complete by June of 2020.

Special Projects

The Canton Community Hall (Gym) Parking Lot Project was developed to improve the condition of the existing parking lot from earth, dirt and gravel to 3500 psi concrete. The RCP did seek funding support from the Tribes’ Tax Commission in the amount of $185,337 for the construction and construction management, including inspection and quality control, for the project in April of 2018. By legislative action, the Canton Community Hall Parking Lot Project was authorized under Tribal revenues and through another collaboration with the Department of Business Economic Development crew, the parking lot construction was completed in July of 2019. Recently, the Tribes’ CADOT held an appreciation luncheon to recognize the Economic Development crew (photo on left) for their dedication and hard work in completing the Canton Community Hall Parking Lot Project.

The Clinton Indian Baptist Church Parking Lot Project was presented with the need to improve the existing dirt roadbed condition with concerns emphasized in providing safe access to Tribal members into the church building. The scope of work for the Clinton Indian Baptist Church Parking Lot Project, by Legislative and further supported by Tax Commission, was authorized and approved for a budget of $177k of Tax Commission funds in 2018. Initially, the project was planned to be constructed though a collaboration with the Tribes’ Department of Business, however due to the Economic Development crew’s schedule of projects, to advance the construction of the parking lot, the Tribes’ authorized the project to be let for sealed bids. Bill’s Pavement, LLC was awarded the bid for the project and began construction in March 2019 and completed the project in July 2019.

The RCP is currently seeking qualified applicants in which to establish a Road Maintenance Program crew to ensure the Tribes’ responsibility for maintaining routes and transportation infrastructures located on Tribal lands. Job descriptions and vacancy announcements are advertised through the Tribes’ Personnel Office. Anyone with heavy equipment training and certifications, along with an acceptable driving record, is encourage to apply for any Road Maintenance Program position. Tribal preference is encouraged. For more information, please contact the Cheyenne and Arapaho Department of Transportation (CADOT) by email at cadot@cheyenneandarapho-nsn.gov or call the Roads Office at 405-422-7432.
The mission of the Transportation Safety Program (TSP) is to promote safe modes of transportation to Tribal members through awareness of local, Tribal, State, and Federal laws on motorist, seatbelt, bicycle and pedestrian safety. The TSP offers innovative, hands on activities to combat distracted driving, impaired driving, bicycle and pedestrian safety, and further promote seatbelt use in an effort to save lives.

**Distracted Driving**

The TSP has conducted a total of sixteen safety events to promote the awareness and educate Tribal members on various distractions that lead to motorist and pedestrian injury and fatalities. Emphasis is placed in the education of texting and driving while operating a vehicle through the use of a simulator to teen Tribal members through Defensive Driving Courses, Alive @ 25 Courses, Teen Driver Safety Awareness campaigns, safety information booths, and pledge drives. A total of 521 Tribal members, including Tribal employees, have received information and made aware of distractions while driving through the TSP’s efforts in the past year. The TSP also initiated its campaign in all transportation safety aspects and began releasing t-shirts to the Tribal youth with the slogan Say ‘YES’ to Safety – Youth Exercising Safety this summer.

**Impaired Driving**

The TSP conducted Drive Sober or Get Pulled Over, Buzzed Driving Is Drunk Driving, and If You Feel Different You Drive Different pledge drives, social media messages and distributed campaign materials all in an effort to decrease the number of injuries and fatalities across the Tribes’ service area. The TSP also provided an Impaired Driving SIDNE course during the ETA Summer Youth Orientation and the Tradition Not Addiction Mock Impaired Driving Car Crash event. The TSP also collaborated with the BIA Law Enforcement to conduct DUI checkpoints in various Tribal communities as part of the Don’t Shatter the Dream campaign. The Transportation Safety Program’s various campaigns to combat impaired driving is estimated to have reached a total of 1,100 Tribal members.

**Bicycle/Pedestrian Safety**

This year, the TSP focused on bicycle safety and the proper use of bicycle helmets, pads, and hand signals at four (4) Bicycle Safety and Pedestrian Safety Booths including the Children’s Powwow, a presentation and collaboration with the Respect Program’s Sports & Fitness Camp held at Roman Nose State Park, and five (5) pledge drives. Through the TSP’s efforts in campaigns on bicycle and pedestrian safety, a total of 364 Tribal members and youth were served in the past year across the Tribes’ service area.

**Seatbelt Safety**

The TSP, to promote seatbelt safety, arranged three (3) seatbelt safety information booths to encourage motorists to “Buckle Up, Every Trip, Every Time”, altogether serving a total of 477 Tribal members. Through the 2019 BIA/IHSP/CPS grant, the TSP successfully spent all grant funds through the distribution of 15 convertible, 6 high back booster, and 4 no back booster child car seats. In an effort to further promote seatbelt safety, the Transportation Safety Program is pleased to report the success of its’ 1st Cutest Baby Contest.

To receive information on transportation safety or assistance with child safety seats, please contact the Transportation Safety Program at the Cheyenne and Arapaho Department of Transportation by email at cadot@cheyenneandarapaho-nsn.gov or by phone at (405)-295-6504.
DEPARTMENT OF TRANSPORTATION

TRIBAL TRANSPORTATION IMPROVEMENT PLANNING (TTIP)

The Tribal Transportation Improvement Planning (TTIP) Program serves as the Planning Division for the Department of Transportation. During its inaugural year, the Planning Division set goals to establish procedures for carrying out the numerous activities that make up transportation planning. These goals include updating the Tribe’s Long Range Transportation Plan (LRTP), the Transportation Improvement Program (TIP), and the Transportation Safety Plan (TSP), identifying potential road construction and maintenance projects, and updating the Tribes’ road and facilities inventory to fulfill planning requirements set forth in 25 CFR Part 170.

Technology That Advances the Tribes

The Planning Division is tasked with the responsibility to maintain and update the Tribes’ routes and facilities on the National Tribal Transportation Facility Inventory (NTTFI). Updating the Tribes extensive inventory involves field work that requires road inspections and assessments and the use of GPS equipment that can transfer data to digital formats that make viewing and analyzing the data much more accessible. The Planning Division is tasked with updating and uploading information of the Tribes’ Transportation Facilities inventory that represents 275 routes and consisting of 760 sections and 1,125.4 miles and acquiring and inputting data through a GPS hand-held device.

To sustain the various planning contexts, perform spatial analysis, develop geodatabase design, and manage projects, it is imperative that the Planning Division implement the use of Geographic Information Systems, or GIS, which is a more modern software that is integrated with data collected using the GPS hardware system. Of the 275 routes within the NTTFI for the Cheyenne and Arapaho Tribes, a total of 73 routes consisting of 173 sections have been inspected, updated, and GPS located. Once data is collected, it is transferred to a GIS format that is easily accessible and readable, giving the department a new way of analyzing the inventory for future prioritization. More and more data such as location of Tribal homes, utilities, school bus routes, and incidental costs like fencing and drain structures, and safety factors such as landscaping and placement of signs are factors considered and it is the goal of the Planning Division to collect relevant data using GPS hardware and inputting the information to be analyzed using GIS Software. All information collected will be input into a database for the Tribes’ inventory and will be used to identify potential road improvement, road maintenance, and/or road construction projects thereby implementing a GIS database will ensure the Tribes’ capacity to remain technologically advanced, updating will be done more efficiently, and prioritization of projects will be streamlined.

Your Input Is Needed

To ensure the Planning Division’s responsibility for updating the Tribes’ LRTP, TIP, and TSP, which are the foundation of a Tribe’s transportation program, receiving input from the public is an important part of the plan update and is required by federal regulations (25 CFR §170.442). Regular updates are necessary to keep information relevant therefore the Planning Division held a total of nine (9) meetings during the months of June and July within Tribal communities, including Geary, Watonga, Canton, Seiling, Concho, Hammon, Elk City, Clinton, and Kingfisher. To further ensure public involvement, the Planning Division has attended various community meetings and public events that have been arranged by Legislatures, the Tribal Governor, Tribal Council, and other programs or
departments of the Tribes to collect public feedback regarding transportation issues and comments regarding the LRTP, TTIP, and TSP documents. And finally, the Planning Division has developed a survey to analyze all data collected through more readable and easy to understand visual concepts such as charts and diagrams. Over the past year, 244 surveys have been received and 20 general comment forms have been returned giving the planning division valuable information to analyze and consider for future plans and prioritization.

Your input as Tribal members is important to the future direction of the Department of Transportation therefore, if interested in identifying a road that serves your community that needs to be improved to provide safe access or other transportation needs, a survey can be found on the Tribes’ website at www.cheyenneandarapaho.nsn.gov. Transportation Planning is an ongoing process, as our plans are updated, approved, and submitted, we continue to research, collect data, and look for new innovative ways to keep the department moving forward. For more information, please call (405) 295-6505 or email sriffel@cheyenneandarapaho-nsn.gov.
The Cheyenne and Arapaho Tribal Transit (CATT) Program was established and began operations in December 2010 with the mission to advance the mobility of Tribal members safely across the Tribes’ service area through a Fixed Route (FR) system and Demand Response (DR) service.

**Fixed Route (FR) System**

The Tribal Transit Program operates a Fixed Route system in which four (4) routes are scheduled Monday through Friday to make connections within the Cheyenne and Arapaho Tribal communities to ensure access to Tribal members for employment, social support services, education, and health services. The Fixed Route system utilizes two 12-passenger buses and two 15-passenger vans to transport clients within the Tribes’ service area. Since September of 2018 through August 2019, the Tribal Transit Program has completed a total of 8,994 transports through its’ Fixed Route services (see graph at right).

**Demand Response (DR) Services**

To accommodate other transportation needs throughout weekday evenings, weekends, and some holidays, Demand Response services are provided based upon the availability of drivers and vehicles. Demand Response services are also available to accommodate transportation needs for work, school, medical, and supportive services. A total of 114 transports were provided for on demand response services for the period of September 2018 through August 2019 by the Tribal Transit Program (see graph at left).

**New Services to Tribal Members**

Beginning January 1, 2019, the CATT Program has been able to provide services free to Tribal members due to a small annual allocation of Tribal Revenues. Although the CATT must assess a rate for its services, the CATT Program is able to provide a discount card to each Tribal member for the fares that must be collected and reported to the Federal Transit Authority (FTA). In order to receive the discount card, a Tribal member must complete a half page application and submit a copy of their CDIB. Upon completion of the application and receipt of a CDIB, the CATT Program will issue a discount card to record and assess the fees for each transport, whether it be for the Fixed Route system or Demand Response service. Contact any Department of Transportation Office for an application for a discount card.
A New Look for Tribal Transit

This summer, the CATT Program, with the assistance of the Language and Cultural program, was able to create a new look for each of its’ fleet of vehicles using Arapaho and Cheyenne words as a slogan and thereby developing a colorful design. We are proud to design a new look that sets the CATT vehicles apart! Keep an eye out for your Cheyenne and Arapaho Tribal Transit!

Cheyenne and Arapaho Tribal Transit Schedules are available from any transit driver or by visiting the Cheyenne and Arapaho Tribes website at www.cheyenneandarapahotribes-nsn.gov. For questions regarding Tribal Transit services, please contact the Tribal Transit Program of the Department of Transportation at P.O. Box 1024, Clinton, Oklahoma 73601, or by visiting 10318 N. 2274 Road at the Clinton Reserve in Clinton, Oklahoma or by calling 1-800-247-4612, extension #32600.
Finance
The Finance Office currently has ten (10) full time employees. This consists of the Acting Treasurer and seven staff accountants, along with two support staff. The Treasurer is tasked with making sure the day to day operations of the department run efficiently and to ensure all tribal monies are safe guarded and spent according to the policies and procedures in place. The Treasurer reports to the Governor and Lt. Governor and provides frequent updates regarding the Tribe’s financial matters.

The staff accountants manage and help administer the various Gaming, Federal, and Indirect Cost Programs for the Tribes. They help ensure programs stay within their yearly budget, provide monthly expenditure reports, and submit any financial reports required by various Federal agencies. Bank reconciliations and the Tribe’s Fixed Assets are also over sought by the accountants.

Internal Audit
The Office of Internal Audit has one (1) employee. This office is to ensure the Department of Treasury is in compliance with its own polices and procedures, as well as in compliance with federal Reporting Standards. This office assists the Treasurer with the tribe’s annual tribe wide financial and compliance audit.

Payroll/Travel
The Payroll Office has three (3) full time employees and one (1) part time employee. Payroll ensures tribal employee’s timesheets are approved, get compensated on paydays, accrue proper leave, and fringe benefits are being deducted properly. Any end of year financial reporting requirements (payroll related) are also completed.

The Travel Office has five (5) full time employees. Travel books and accounts for any travel approved for tribal employees for work related purposes or as required by federal grants. The tribe’s credit cards are also administered and accounted for by the Travel office.

Tax Commission
The Tax Commission has eight (8) full time employees. The Motor Vehicle Division issues tribal tags, titles, registrations, and decals. We have recently began opening on the first Saturday of the month to better assist those patrons who cannot make during the week. Debit/Credit cards are also now accepted. Aside from motor vehicles, Tax Commission also issues business licenses and receives any of the following Revenues due to the Tribes - Severance, Sales Tax, Tobacco Tax, Gaming Licenses, Business Licenses, Royalties, and Water.

The Oil and Gas Division oversees the wells across ten counties (76,000 thousand acres). Aside from negotiating leases and overseeing drilling pads, the Oil and Gas Division can assist tribal members with inquiries and visit the BIA for any information requests. This division also has the means to negotiate pipeline agreements and oversee royalty reports from tribal lands. The main objective of the Oil and Gas Division is to collect oil and gas severance tax due the Tribes.

Accounts Payable
The Accounts Payable Office has six (6) full time employees. The primary duties of the office are to process Tribe’s weekly vendor checks and ensure any other tribal liabilities are paid on time. The staff ensures all requests are properly filled out and are in compliance with polices and procedures. Elder Care ($150) and HOPE requests, direct assistance to our tribal members, are given priority treatment.

Per Capita Office
The Per Capita Office has four (4) full time employees. The Per Cap office oversees the distribution of the tribe’s two yearly per cap payments to our over 12,900 tribal members. They also assist our newly graduated high school seniors receive their minor to adult monies held in trust by Providence Trust Company. The 2018 Oil and Gas Per Capita check was in the amount of $279.07(December), while this year’s Gaming Per Capita check was $712.56 (August)
The Cheyenne and Arapaho Gaming Commission’s mission is to protect and regulate tribal assets. We will ensure compliance with Tribal, State, and Federal Regulations while promoting integrity, honesty and fairness of the Tribal Casino Enterprises. We are a proud heritage with strong beliefs. Together, the Gaming Commission and the Casino Operation will strive to achieve our vision of success for future generations to come.

The Gaming Commission are regulators. To regulate gaming for the Cheyenne and Arapaho Tribes, the Cheyenne and Arapaho Gaming Commission (CAGC) operates in accordance with all applicable Federal, State, and Tribal gaming laws.

The Cheyenne and Arapaho Gaming Commission is NOT involved with managing the casino operations nor is it responsible for handling any casino monies. Tribal assets are protected by complying with the Minimum Internal Control Standards (MIC), Tribal Internal Control Standards (TICS), and System Internal Control Standards (SICS).

The Gaming Commission is comprised of 73 staff

(3) GAMING COMMISSIONERS – The Commissioners serve on a Commission Board. Their responsibilities are setting policy for gaming on Cheyenne and Arapaho lands, reviewing and approving gaming activities, promulgating rules and regulations for the gaming facilities, and hearing license disputes and gaming disputes that may arise between a patron and the gaming operation.

(2) ADMINISTRATION – The Administration is responsible for oversight and management of the Gaming Commission to ensure program accountability and efficiency. They are responsible for performing a wide variety of tasks that involve every aspect of the Gaming Commission.

(6) COMPLIANCE/AUDIT – The Compliance department monitors and audits the gaming operation at all locations to ensure compliance with all applicable Federal, State, and Tribal gaming laws. The department is responsible for conducting investigations of possible violations and taking appropriate enforcement action with respect to tribal gaming ordinances and regulations.

(7) EMPLOYEE/VENDOR LICENSING – The Licensing department is responsible for the background investigations on all casino employees, vendor employees, and vendor corporations that work at the Lucky Star Casinos. The gaming license process is set forth by the National Indian Gaming Commission (NIGC) regulations and the State Compact.

CURRENT STATISTICS

The Employee Licensing department has collected approximately $90,000 in licensing fees thus far*

*Gaming Ordinance Section 314. Payment of license fees shall be paid to the Tax Commission

CURRENT STATISTICS

The Vendor Licensing department has collected approximately $99,000 in licensing fees thus far*

*Gaming Ordinance Section 314. Payment of license fees shall be paid to the Tax Commission

(55) SURVEILLANCE – The Surveillance department monitors all gaming activities and events within the casinos through an extensive surveillance system.

SURVEILLANCE REVIEW REQUESTS

<table>
<thead>
<tr>
<th>Year</th>
<th>Concho</th>
<th>Clinton</th>
<th>Canton</th>
<th>Lincoln</th>
<th>Hammon</th>
<th>Watonga</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Casino</td>
<td>LE</td>
<td>Casino</td>
<td>LE</td>
<td>Casino</td>
<td>LE</td>
</tr>
<tr>
<td></td>
<td>92</td>
<td>2</td>
<td>15</td>
<td>2</td>
<td>25</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>92</td>
<td>2</td>
<td>15</td>
<td>2</td>
<td>25</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>8</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>57</td>
<td>0</td>
<td>0</td>
<td>37</td>
<td>0</td>
<td>30</td>
</tr>
<tr>
<td></td>
<td>0</td>
<td>0</td>
<td></td>
<td>0</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>TOTAL</td>
<td>92</td>
<td>2</td>
<td>15</td>
<td>2</td>
<td>25</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>92</td>
<td>2</td>
<td>15</td>
<td>2</td>
<td>25</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>8</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>57</td>
<td>0</td>
<td>0</td>
<td>37</td>
<td>0</td>
<td>30</td>
</tr>
<tr>
<td></td>
<td>0</td>
<td>0</td>
<td></td>
<td>0</td>
<td></td>
<td>0</td>
</tr>
</tbody>
</table>

*LE = Law Enforcement

Surveillance is 24 hours a day 7 days a week

The CAGC Office Hours: Monday-Friday 8:00 am to 5:00 pm
The Tribal Justice Center, located on 100 W. Black Kettle Boulevard, in Concho, OK is the permanent home of the Judicial Branch. The Judicial Branch of the Cheyenne and Arapaho Tribes is the system of courts and judges that interprets laws made by the Legislative Branch and enforced by the Executive Branch. We are an independent branch of government constitutionally entrusted with the fair and just resolution of disputes in order to preserve the rule of law and to protect the rights and liberties guaranteed by the Constitution and Law and Order Code.

Supreme Court

There are five (5) current Supreme Court Justices: Acting Chief Justice Enid Boles, Associate Justice Dennis Arrow, Associate Justice John Kocher, Associate Justice Ryland Rivas, and Associate Justice Lindsey Robertson. The Supreme Court meets monthly or upon a case filing to analyze new petitions, motions, applications, and to prepare for cases.

Trial Court

Presently, there are three active Associate Judges: Lisa Otipoby-Herbert, Michael Belanger, and Juan Garcia. Court dockets are held on a weekly basis by case type: civil, divorce, guardianship, juvenile, criminal, and delinquency. Mrs. Charlotte Wetselline serves as the Court Clerk of the Trial Court and Ms. Paula Levi serves as the Deputy Court Clerk of the Trial Court. Mr. Paul Fuentes serves as the Acting Court Administrator and has been employed with the Tribes since September 21, 2009.

The Trial Court held 1,824 case hearings from September 1, 2018 to August 31, 2019. The case hearing totals for the individual case types are as follows: 14 adoption, 398 civil, 430 criminal, 116 divorce, 540 guardianship, 319 juvenile, 3 marriages, and 4 probate. The chart below illustrates the number of cases filed and number of cases docketed and heard over the last decade.

As a result of a successful grant application, the Tribes were selected to participate in the 2019 Tribal Access Program (TAP). TAP provides a kiosk workstation that gives access to national crime information systems. The kiosk workstation is capable of processing finger and palm prints, as well as taking mugshots and submitting records to national
The civil agencies and programs that are eligible to use TAP include agencies whose staff have contact with or control over Indian children; public housing agencies; child support enforcement agencies; head start programs; civil agencies that investigate allegations of abuse, neglect, and exploitation of children; civil courts that issue orders of protection, injunctions, restraining orders, or other keep away orders; and sex offender registration programs.

Originating Agency Identification (ORI) Numbers have been issued for the Court, Sex Offender Registry Program, Department of Justice, Foster Care, Child Protective Services, Housing, and Personnel. This will assist tribal efforts to have orders of protection enforced off-reservation, protect children, keep guns out of the wrong hands, improve the safety of public housing, register sex offenders, and allow the Tribes to enter tribal arrests and convictions. For more information please visit: https://www.justice.gov/tribal/tribal-access-program-tap.

**Probation Office**

The Probation Office currently supervises 34 probationers. The Probation Officer provides home visits, community service and 12 step meeting checks, case management services, anger management classes, and transportation to clinics and treatment centers. The Probation Office was developed in 2007 through Bureau of Justice Assistance, Tribal Courts Assistance Program Grant. The mission of the probation department is to promote public safety and develop positive change in offender behavior by improving their ability to live productively and lawfully.

**Sex Offender Registry Program**

The Tribes Sex Offender Registration Program continues to meet the federal Sex Offender Registration and Notification Act standards. The Sex Offender Registry Program conducts new registries, registry updates, and investigations on absconded offenders. The Sex Offender Registry Program has successfully trained staff and outside agencies including Bureau of Indian Affairs Law Enforcement Officers on address verifications and issuing notices to register.

The program has worked hard to strengthen our partnerships with federal and state agencies and victim services and domestic violence programs. As a result the Sex Offender Registry Program and other Oklahoma tribal registries were granted access to the Oklahoma Department of Corrections, Oklahoma Sex and Violent Registry to more efficiently locate sex offenders required to register not currently registered. In addition, the Sex Offender Registry Program has co-hosted the Annual Sex Offender Registration and Compliance Conference for the last 3 years. Approximately 200 professionals of various criminal and social justice disciplines representing tribal, federal, and state governments attend the conference each year.

On July 18, 2019, Ms. Theresa Faris delivered the Tribal Welcome at the 2019 National Symposium on Sex Offender Management and Accountability in Chicago. The two-day event was attended by almost 600 law enforcement officers, prosecutors, sex offender registry officials, victim advocates and criminal justice experts.

The Tribes sex offender registry has ten active sex offenders. Please visit the Tribes sex offender registry at https://catribes.nsopw.gov/. Ms. Theresa Faris has been employed with the Tribes since December 27, 2012. She serves as the SORNA Technical Assistant.
Healing to Wellness Court

The Healing to Wellness Court (HWC) serves tribal members who are involved in the court system due to the use or abuse of alcohol or substances. Often participants have untreated substance addiction and co-occurring mental health disorders. From September 1, 2018 to August 31, 2019 the HWC provided 100 hours of direct service with clients from the HWC, Indian Child Welfare Program, and Legal Aid Services. During the same period, 50 individuals were assessed for drugs and alcohol and mental health disorders. Many of the participants successfully complete their treatment plan and deferred sentence within 8-months to 1-year. Ms. Kimberly Larney began employment with the Tribes on April 2015; she serves as the HWC Coordinator.

Legal Aid

The Legal Aid Program provides legal representation to tribal members in tribal court and courts in Beckham, Blaine, Canadian, Custer, Dewey, Ellis, Grady, Kingfisher, Oklahoma, Roger Mills, and Washita County. The types of cases handled by the program are as follows: 1) Defense of misdemeanor criminal charges; 2) Defense of felony criminal charges if the statutory range of punishment includes a term of imprisonment of 10 years or less; and 3) Defending parents or children in deprived juvenile cases when appointed by the court. The mission of the Legal Aid Program is to provide basic legal advice and representation to Cheyenne and Arapaho tribal members. On November 30, 2015, Ms. Kimberly Anthony began employment with the Tribes serving as the Legal Aid Attorney.

Judicial Commission

The Judicial Commission is comprised of the following members: Chris Tallbear and Eddie Henry. The Judicial Commission meets monthly to review the Code of Ethics, complaints regarding Judges, Justices, attorneys, advocates, and court staff.