



# The Grand Traverse Band of Ottawa and Chippewa Indians

2605 N. West Bay Shore Drive • Peshawbestown, MI 49682-9275 • (231) 534-7750

December 18, 2013

Francis W. Dunne, CPM \*Stoowukaa  
Acting Chief, OIEED/Division of Workforce Development  
3601 C Street, Suite 1360, Rm 1320  
Anchorage, AK 99503

Re: Narrative, Statistical Report and Financial Status Report: 10/1/2013 – 9/30/2014  
P.L. 102-477 OSGT474

Dear Mr. Dunne;

Enclosed please find our Narrative and Statistical Report for the period October 1, 2013 through September 30, 2014 from the Grand Traverse Band of Ottawa and Chippewa Indians.

I have reviewed these documents and they are now ready for submission to your office.

Should you have any questions or require any additional information please feel free to contact me at (231) 534-7136 for email [Tribal.Manager@gtbindians.com](mailto:Tribal.Manager@gtbindians.com). Thank you.

Sincerely,

Dora L. Willis  
Tribal Manager

pc: Dept 12 - Internal File 2504  
email: [Kenneth.lemieux@bia.gov](mailto:Kenneth.lemieux@bia.gov)

Jeffery Barwick, DOI Workforce Specialist  
U.S. Department of the Interior  
Office of Assistant Secretary – Indian Affairs  
Office of Indian Energy & Economic Development  
1951 Constitution Avenue, NW, Rm 19 MS20-S1B  
Washington, D.C. 20245

**FY14 Narrative Report  
Public Law 102-477 (477 Plan)  
Grand Traverse Band of Ottawa and Chippewa Indians**

Our Tribe's 477 Plan's goal is to provide supportive services to Federally Recognized tribal members, assisting them to meet their education, training and employment goals.

- Objective 1: To provide tribal members with work experience training with not less than 75% adult participants being placed in a job. *78% of the specified number of adults that participated in the program gained full-time regular employment.*
- Objective 2: Not less than 75% of participants will successfully complete their employment or educational objective *94% of the specified number of clients that participated in the program achieved their employment or educational goal.*
- Objective 3: Not less than 85% of students assisted through the classroom training program will receive their GED. *Six students were enrolled in the classroom training piece. This year none of the students attained their GED certificate or diploma but they continue working towards achievement.*

Work related trainings attended:

- ☛ 35<sup>th</sup> Annual NINAETC at Sioux Falls, SD. April 6-11, 2014

Teleconference meetings attended:

- ☛ 477 Tribal Workgroup Meetings

Problem	Solution
Clients are currently paid with a wage but this could pose liabilities for the tribe concerning workman's compensation and Obama Care.	<i>Work towards compensating work experience participants with a stipend based payment for their hours worked.</i>
Many clients, work experience candidates and student candidates, do not follow through with what they are supposed to do. Some of them fulfill all steps and requirements needed to participate in 477, then for various reasons, they withdraw and are unable to participate.	<i>Continue working with tribal members and encourage them to follow through and become more responsible for their required part of the process. Encourage these same people to sign up and attend the Workforce Development Workshops that are offered through GTB Gaming Recruitment, GTB Government Recruitment and the 477 Program.</i>
Many of the 477 work experience and student participants possess little or no work ethic skills or because of familial circumstances or situations they are unable to show that they do.	<i>Encourage 477 participants to sign up and attend the Workforce Development workshops that include Interviewing Skills, Work Ethic Skills and Resume Writing Skills. Evaluations on the work experience participant's performance are done after one third of their hours have been completed and upon their exit from the work experience piece of the program.</i>

**Barriers:** The whole 477 work experience set-up process can be quite long. First, there is the intake screening and the time clients take to turn in their verifications. Then, some background checks including decision to hire can take up to as long as six to eight weeks. Finally, there is the drug testing. Some of those who pass the background check are unable to pass the drug testing, and therefore are not able to apply for employment for ninety days. As backed with statistics in our current plan, many tribal members are faced with a myriad of barriers and the most prominent are the following:

Poverty    Transportation    Limited    Geographical    Substance    Criminal    Racism  
   Education &    Location    Abuse Issues    Backgrounds  
   Skills

Many tribal members are poor and are barely getting by from per-cap to per-cap and also live in rural areas and are several miles from the closest city. Some tribal members don't have and/or can't get a driver's license so they depend on family members who are heavily burdened with the task of running many family and friends to and from appointments and/or work. Offenders are the largest number of clients who apply for 477. All of these barriers are usually compounded, and sometimes created and sustained by substance abuse issues.

**Unmet Needs:** Many people still call in after the plan's allotted positions are filled. A running waiting list is kept and when hours can be salvaged, for various reasons, new positions are created to place people that are on the waiting list. We had several adults on the work experience waiting list and several adults seeking client support services such as vouchers for work tools and clothing also on a waiting list. Although our program no longer receives youth funding, I keep track of unmet needs of youth requests.

Our 477 Program continues to maintain a working relationship with the human resource recruiters on both the government and the gaming side of the tribal entity. Many work experience positions have been created on the government side and it is hoped that we are able to create positions on the gaming side so more of the most numerous clients, the offenders, will be able to be placed.

Due to lack of funding we are unable to make many changes needed to best meet our client's needs. Overall, the 477 Program has been helping tribal members gain work experience, to work towards their employment and educational goals, and help them get clothing and/or tools needed to gain or retain employment. Many 477 clients have also attained their high school diploma.

## Pub. L. 102-477 Statistical Report

Tribal Nation		Report Period	
Grand Traverse Band of Ottawa and Chippewa Indians		From: 10/01/2013	To: 09/30/2014
<b>I. Participants Served</b>	<b>Adults</b>	<b>Youth</b>	<b>Cash Assistance Recipients</b>
A. Total Participants	18		
B. Total Terminees	11		
C. Total Current Participants	7		
<b>II. Terminee Outcomes</b>	<b>Adult</b>	<b>Youth</b>	<b>Cash Assistance Recipients</b>
A. Total with Employment Objective	11		
1. Entered Unsubsidized Employment	9		
2. Other Employment Outcomes	6		
3. Employment Objective Not Achieved	5		
4. Earnings Gain	\$ 10.77	\$	\$
B. Total with Educational/Training Objective	6		
1. Degree/Certificate Attempted/Attained	6/0	/	/
2. Other Education Outcome	6		
3. Education Objective Not Achieved	0		
4. Literacy Gain – # of participants attempted/attained		/	
5. Numeracy Gain – # of participants attempted/attained		/	
C. Misc. Objective Achieved	11		
D. Other (Non-Positive)	1		
<b>III. Terminee Characteristics</b>	<b>Adult</b>	<b>Youth</b>	<b>Cash Assistance Recipients</b>
A. Female	7		
B. Male	4		
C. Education Level:			
1. Dropout	0		
2. Student	1		
3. High School Diploma/GED	9		
4. Post High School	1		
D. Veteran	0		
<b>IV. Participant Activities</b>	<b>Adult</b>	<b>Youth</b>	<b>Cash Assistance Recipients</b>
A. Employment	11		
B. Education/Training	1		
C. Misc. Objective/Supportive Services	11		
D. Other/Service Referral	2		
<b>V. Child Care Development Activities</b>	<b>Adult</b>	<b>Youth</b>	<b>Cash Assistance Recipients</b>
A. Families Receiving Child Care	0		
B. Children Receiving Child Care			
1. Ages 0 to 3 years			
2. Ages 4 to 5 years			
3. Ages 6 and above			
C. Care Received – Type of Provider			
1. Tribal Center Based			
2. Other Center Based			
3. Group Home			
4. Other Care			
<b>VI. Jobs Creation/Economic Development</b>	<b>Jobs Created</b>	<b>Indians/Alaska Natives Employed</b>	<b>Businesses Assisted</b>
A. Number			
<b>Report Prepared By:</b>	<b>Printed Name &amp; Signature</b>	<b>Phone Number</b>	<b>Date</b>
Debra A. Fox	<i>Debra A. Fox</i>	231-534-7767	December 2, 2014

OK-148  
2/29/11

**U.S. Department of the Interior  
Public Law 102-477**

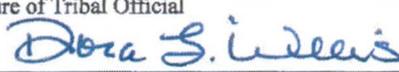
**Annual Financial Expenditure Report**

<b>1. Tribe/Tribal Organization:</b> Grand Traverse Band of Ottawa & Chippewa Indians	<b>2. Other Identifying Number Assigned by DOI:</b> OSGT474
<b>3. Mailing Address: (Provide complete mailing address)</b> 2605 N. West Bay Shore Dr., Peshawbestown, MI 49682	
<b>4. Submission: (Mark One)</b> <input checked="" type="checkbox"/> Original <input type="checkbox"/> Revised	<b>5. Final Report for Plan Period:</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

<b>6. Annual Report Period:</b> From: <u>10/01/2013</u> To: <u>09/30/2016</u> (Month/Day/Year) (Month/Day/Year)	<b>7. Plan Period Covered by this Report:</b> From: 10/01/2013 To: 09/30/2014 (Month/Day/Year) (Month/Day/Year)
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8. Transactions:	Column I: Previously Reported	Column II: This Annual Report Period	Column III: Cumulative/Total
a. Total Funds Available	\$ -	\$ 135,470.03	\$ 135,470.03
b. Cash Assistance Expenditures	\$ -	\$ -	\$ -
c. Child Care Services Expenditures	\$ -	\$ -	\$ -
d. Education, Employment, Training and Supportive Services Expenditures	\$ -	\$ -	\$ -
i. TANF Purposes 3 and 4 (non-add)	\$ -	\$ -	\$ -
ii. Other TANF Assistance (non-add)	\$ -	\$ -	\$ -
e. Program Operations Expenditures	\$ -	\$ 45,386.07	\$ 45,386.07
i. Child Care Quality Improvement (non-add)	\$ -	\$ -	\$ -
f. Administration/Indirect Cost Expenditures	\$ -	\$ 12,662.66	\$ 12,662.66
g. Total Federal Expenditures (Sum of lines b through f)	\$ -	\$ 58,048.73	\$ 58,048.73
h. Total Unexpended Funds	\$ -	\$ 77,421.30	\$ 77,421.30

9. Certification: This is to certify that the information reported on all parts of this form is accurate and true to the best of my knowledge and belief and that the tribe has complied with all directly applicable statutory requirements and with those directly applicable regulatory requirements which have not been waived.

a. Signature of Tribal Official 	
b. Type Name and Title Dora L. Willis, Tribal Manager	c. Date Report Submitted 12/18/2014
d. Questions regarding this report – Contact: (Type Name, Title, Phone #, and Email Address)	

OK-1076  
12/29/14

**U.S. Department of the Interior  
Public Law 102-477  
Annual Financial Expenditure Report**

<b>1. Tribe/Tribal Organization:</b> Grand Traverse Band of Ottawa & Chippewa Indians	<b>2. Other Identifying Number Assigned by DOI:</b> OSGT474
<b>3. Mailing Address: (Provide complete mailing address)</b> 2605 N. West Bay Shore Dr., Peshawbestown, MI 49682	
<b>4. Submission: (Mark One)</b> <input checked="" type="radio"/> Original <input type="radio"/> Revised	<b>5. Final Report for Plan Period:</b> <input type="radio"/> Yes <input checked="" type="radio"/> No

<b>6. Annual Report Period:</b> From: <u>10/01/2010</u> To: <u>09/30/2013</u> (Month/Day/Year) (Month/Day/Year)	<b>7. Plan Period Covered by this Report:</b> From: <u>10/01/2013</u> To: <u>09/30/2014</u> (Month/Day/Year) (Month/Day/Year)
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8. Transactions:	Column I: Previously Reported	Column II: This Annual Report Period	Column III: Cumulative/Total
a. Total Funds Available	\$ 392,851.83	\$ -	\$ 392,851.83
b. Cash Assistance Expenditures	\$ -	\$ -	\$ -
c. Child Care Services Expenditures	\$ -	\$ -	\$ -
d. Education, Employment, Training and Supportive Services Expenditures	\$ -	\$ -	\$ -
<i>i. TANF Purposes 3 and 4 (non-add)</i>	\$ -	\$ -	\$ -
<i>ii. Other TANF Assistance (non-add)</i>	\$ -	\$ -	\$ -
e. Program Operations Expenditures	\$ 252,662.48	\$ 25,982.40	\$ 278,644.88
<i>i. Child Care Quality Improvement (non-add)</i>	\$ -	\$ -	\$ -
f. Administration/Indirect Cost Expenditures	\$ 55,390.83	\$ 6,034.01	\$ 61,424.84
g. Total Federal Expenditures (Sum of lines b through f)	\$ 308,053.31	\$ 32,016.41	\$ 340,069.72
h. Total Unexpended Funds	\$ 84,798.52	\$ (32,016.41)	\$ 52,782.11

9. Certification: This is to certify that the information reported on all parts of this form is accurate and true to the best of my knowledge and belief and that the tribe has complied with all directly applicable statutory requirements and with those directly applicable regulatory requirements which have not been waived.

a. Signature of Tribal Official 	
b. Type Name and Title Dora L. Willis, Tribal Manager	c. Date Report Submitted 12/18/2014
d. Questions regarding this report – Contact: (Type Name, Title, Phone #, and Email Address)	

OK-147  
12/29/14