

Fort Belknap Indian Community



Fort Belknap Agency
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Harlem, Montana 59526-9455
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Fort Belknap Indian Community
(Tribal Govt.)
Fort Belknap Indian Community
(Elected to administer the affairs of the community and
to represent the Assiniboine and the Gros Ventre
Tribes of the Fort Belknap Indian Reservation)

March 30, 2015

Mr. Francis Dunne, Acting Chief
Division of Workforce Development
Office of Energy and Economic Development
1951 Constitution Avenue, N.W., MS-SIB-20
Washington, D.C. 20245

Mr. Dunne:

Enclosed you will find program fiscal year 2014 annual report for the Fort Belknap Indian Community, Montana, P.L. 102-477 Employment and Training Program.

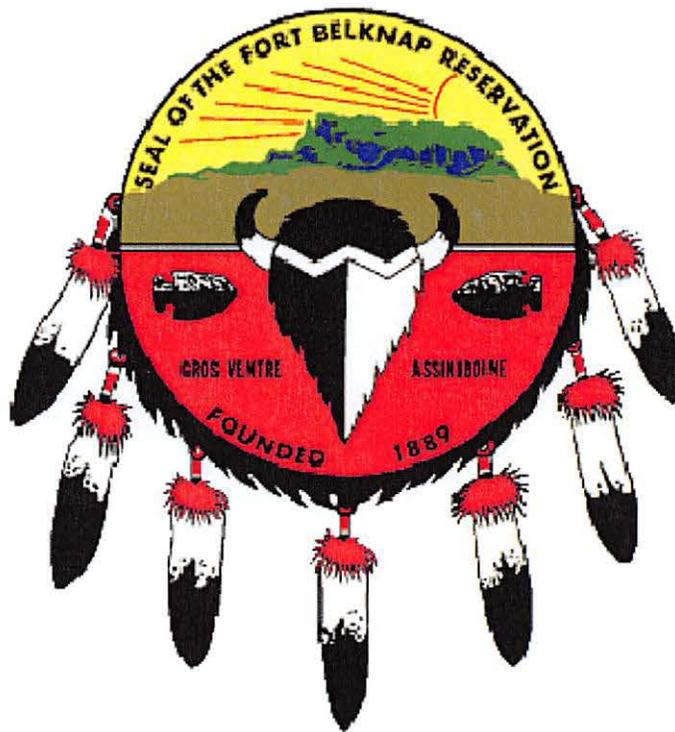
Please feel free to contact Delina Cuts The Rope, Director at delina2marie@yahoo.com or 406-353-8376 should you have any questions or comments regarding this report.

Sincerely,

A handwritten signature in cursive script that reads "Mark L. Azure".

Mark L. Azure, President
Fort Belknap Indian Community Council

cc: Kenneth LeMieux Program Coordinator / Specialist / A.O.T.R.
Patty Quisno, FBIC Council member / Human Services Oversight Committee
Lorraine Brockie-Billy, FBIC Chief Administrative Officer
Carla King, FBIC Chief Finance Officer



Fort Belknap Indian Community, Montana

P.L. 102-477 Employment & Training

Program Year 2014

Annual Report

Fort Belknap Indian Community, Montana
P.L. 102-477 Employment & Training
Program Year 2014 ◇ Annual Report

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477 GRANTEE IDENTIFICATION

Program Title: Fort Belknap 477 Employment and Training Program

Contract Number: A12AV00297

Tribe: Fort Belknap Indian Community
Gros Ventre and Assiniboine Tribes

Administering Agency: Fort Belknap Indian Community Council
Tribal Human Services Department
477 Employment and Training Program

Address: 656 Agency Main Street
Fort Belknap Agency
Harlem MT 59526

Phone Numbers: 406-353-2205 Main Tribal Office Line
406-353-2466 or 8376 477 Employment & Training Office Lines

Fax Numbers: 406-353-2797 Main Tribal Office fax
406-353-4567 477 Employment & Training Office Fax

Tribal Council Authority: Mark L. Azure, President mazure@ftbelknap.org

Program Administration: Delina Cuts The Rope, Director delina2marie@yahoo.com

2014 Reporting Period: January 1, 2013 to December 30, 2014

Approved Plan Period: October 1, 2011 to September 30, 2014

Pending Approved Plan Period: October 1, 2014 to September 30, 2017

FORT BELKNAP INDIAN COMMUNITY COUNCIL

OFFICERS

President
Mark L. Azure

Vice-President
George Horse Capture, Jr.

Secretary/Treasurer
Benita Plain Feather

COUNCIL MEMBER AREA REPRESENTATIVES

Assiniboine-At-Large Representative
Franklin "Randy" Perez

Gros Ventre-At-Large Representative
Phillip V. Shortman, Sr.

Gros Ventre-At-Large Representative
Phillip V. Shortman, Sr.

Assiniboine-At-Large Representative
Curtis Horn

Gros Ventre-At-Large Representative
Alvin "Jimmy" Kennedy

River Assiniboine District Representative
Gerald "Manny" Healy

River Gros Ventre District Representative
Patricia "Patty" Quisno

Mountain Assiniboine District Representative
David Crasco

Mountain Gros Ventre District Representative
Ronald "Fudd" Stiffarm

ADMINISTRATION

Lorraine Billy-Brockie, Chief Administrative Officer

Carla King, Chief Finance Officer

477 EMPLOYMENT & TRAINING PROGRAM

Delina Cuts The Rope, Director
Crystal Bell, Case Manager
Marjorie Walker, Case Manager

Karen Hawley, Fiscal Manager
Sherry Stiffarm, Case Manager
Wylynn Shambo, Case Manager

Ramona Messerly, Case Manager
Brandy Carrywater, Case Manager
Kristi Little, Secretary



Fort Belknap Indian Community introduces 477 Employment & Training Program: **PROGRAM YEAR 2014 ANNUAL REPORT**

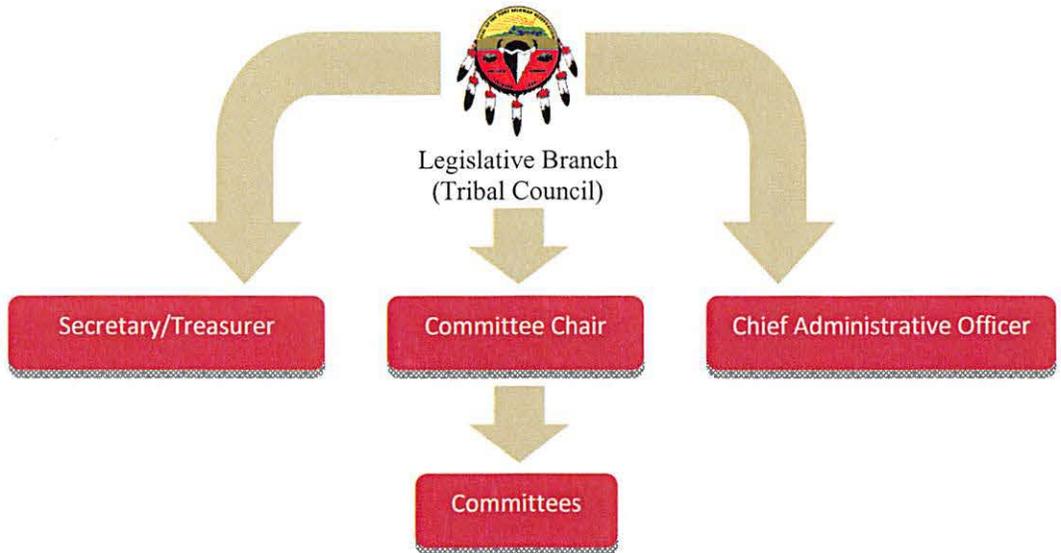
THE PURPOSE in providing this Program Year 2014 Annual Report of the Montana Fort Belknap Indian Community (FBIC)'s 477 Employment & Training is to respond in a meaningful and informative way to the U.S. Department of the Interior, Office of the Indian Energy & Economic Development Division of Workforce Development and to the many requests that we receive throughout the year for information. Business leaders, local, state, and federal government officials, other Tribal leaders, the general public, Tribal employees, and Tribal members continually request information about the Tribal government's successful work in training, economic, educational, and community development. Most importantly it describes the use of employment, training and related services resources to address the unique needs of the Fort Belknap Indian Community and the achievement the Tribe has had by integrating employment, training and related services into a P.L. 102-477 Plan. This report serves as an educational tool for all of those interested in learning more about the 477 Employment & Training Programs, Gros Ventre and Assiniboine Tribes, our strong and stable Tribal government, and our work that is ongoing on the Fort Belknap Indian Reservation in north central Montana. For more information, please visit our official website at www@ftbelknap.org

THE GOVERNMENT

The Fort Belknap Indian Community Council (FBICC) is the official governmental entity of the Fort Belknap Indian Reservation. All tribal representatives of the FBICC are elected officials, in accordance with the established constitution and by-laws. A ten member Council consists of the President and Vice-President team or "Executive Officers" (1-Gros Ventre and 1-Assiniboine) who serve a 4-year term and 8 council representatives (4-Gros Ventre and 4-Assiniboine) who serve 2-year terms. The Secretary/Treasurer is appointed by the Executive Officers. The Chief Administrative Officer (CAO) and Chief Finance Officer (CFO) are key members of the executive administrative team. They work under policy guidance and report specifically to the Council. The CAO has primary administrative authority and supervision of all tribal programs and departments under the umbrella of the tribal government. The CFO has primary day-to-day responsibility and management all financial-related activities including accounting, finance, forecasting, strategic planning, job costing, property management, project analysis and negotiations, financial and vendor relationships and compliance with grant and contract financial requirements.

As illustrated below, the organization chart for the Tribe’s governmental structure and oversight committees identifies responsibilities for all aspects of tribal operations and respective tribal programs and divisions. In addition the executive branch’s government services division and business enterprise division are shown.

FORT BELKNAP INDIAN COMMUNITY COUNCIL COMMITTEES AND COMMITTEE ASSIGNMENTS



| | | | |
|----------------------------|------------------------------------|--------------------------|-----------------------|
| Executive Committee | Natural Resources Committee | Finance Committee | Land Committee |
|----------------------------|------------------------------------|--------------------------|-----------------------|

1. Central Administration
2. Insurance
3. Planning
4. Personnel
5. District Offices

1. Water Resources
2. EPA
3. Energy Development
4. Fire Management
5. Extension

1. Procurement
2. Credit
3. Budgets
4. Investment Board

1. Land
2. NRCS

❖ ENTERPRISES:

Island Mountain, ITMA, Meat Packing Plant, Prairie Mountain Utilities, Tribal Construction, and Tribal Casino

| | | |
|-------------------------|--------------------------|------------------------------------|
| Health Committee | Housing Committee | Veterans – AD HOC Committee |
|-------------------------|--------------------------|------------------------------------|

1. Health Programs

| | | |
|--------------------------------|---------------------------------|-----------------------------------|
| Public Safety Committee | Human Services Committee | General Services Committee |
|--------------------------------|---------------------------------|-----------------------------------|

1. LES-Police
2. Fish & Game
3. Buffalo

1. Sr. Centers
2. Commodity
3. 477 Employment/Training
4. Vocational Rehabilitation
5. Social Services

1. Maintenance
2. Information Technology
3. TERO
4. Courts
5. Education

THE TRIBE



Together the Tribes have formed a community that has deep respect for its land, its culture and its heritage.

The Fort Belknap Indian Community is homeland to both the Gros Ventre and Assiniboine Tribes, governed as one American Indian Nation. Residing on the Fort Belknap Indian Reservation created by an Act of Congress on May 1, 1888, in north central Montana, the Tribe is organized under the Indian Reorganization Act (IRA) of 1934, as amended. The Tribe's constitution was ratified October 19, 1935 and a corporate charter on June 18, 1937. Total Tribal enrollment membership¹ currently stands at 7,200 individuals, all of whom have at least a 1/8 quantum degree of Gros Ventre and/or Assiniboine blood of whom approximately 4,820 or 66.9% live directly on or near the reservation. The Gros Ventre call themselves *Aahniih*



meaning "white clay people". They believed that they were made from the White Clay that is found along the river bottoms in Gros Ventre country. Early French fur trappers and traders named this tribe Gros Ventre because other tribes in the area referred to them as The Water Falls People. The sign for water fall is the passing of the hands over the stomach. The Assiniboine refer to them-selves as Nakoda meaning "the generous ones". This tribe split with the Yanktonai Sioux in the seventeenth century and migrated westward onto the northern plains with their allies, the Plains Cree. Assiniboine is a Chippewa word meaning, "one who cooks with stones". The Gros Ventre and Assiniboine were nomadic hunters and warriors. Prior to



the 19th century, as many as 30 million wild buffalo/bison roamed the western plains. Both tribes followed the buffalo which provided them all the necessities of life. These massive herds of sacred buffalo/bison played a fundamental role in northern plains ecosystem, health and lifestyle. Today, Gros Ventre and

government, the Fort Belknap illustrated by the traditional tribe's from the past, present, tribal land base. The circular Each living thing is dependent buffalo enables the Indian to live and grow, then his mortal remains return to the Earth, serving as food for grasses of the prairie which in turn feeds the buffalo, and thus ensures the constant cycle of life. Colors symbolize red-summer, yellow-fall, white-winter, and green-



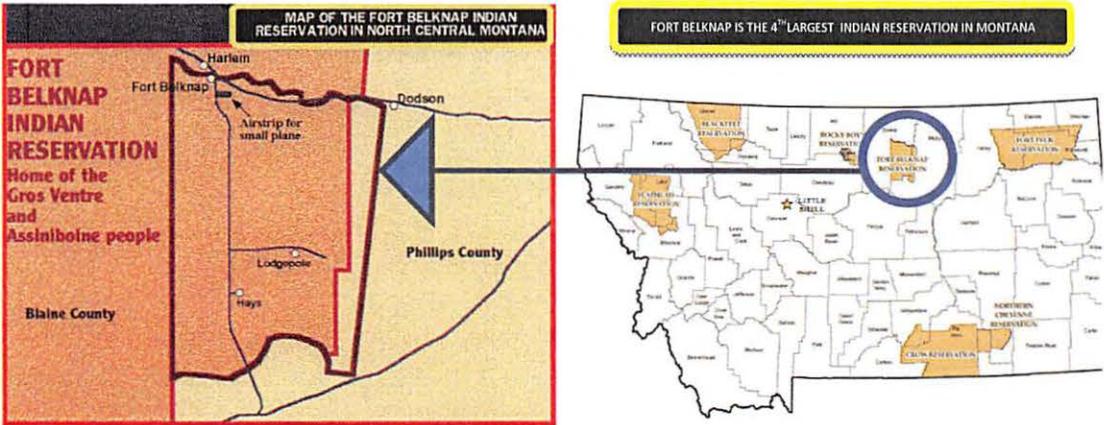
Assiniboine tribes are united as one Indian Community. The great seal is shield symbolizing protection of both and future, culture, tribal identity, and shape symbolizes a constant cycle of life. on each other for life, the killing of the

¹ Bureau of Indian Affairs Enrollment Database, custom records report generated on June 7, 2013

spring. The buffalo skull symbolizes the existence of two tribes functioning as a whole, with divided colors yet as one skull - a jagged line from horn to horn represents the Milk River which flows through the reservation. Snake Butte, illustrated above the skull is a sacred landmark, a place to seek out visions. 2 arrowheads facing each other emphasize strong traditional ties with the past. Feathers represent our tribal leaders or council members.

THE LAND

The reservation encompasses a 1,090 sq. mile area located mainly in Blaine County, North Central Montana. Nearly the size of the entire state of Rhode Island, Fort Belknap’ landscape is diversified with elevations from 2,300 to 5,000 ft. within the South and Western boundaries bearing the Twin, Wild Horse, and Snake Buttes, Bears Paw and Little Rocky Mountain ranges to alluvial bottom land, glacial till plains, rolling grassland, river “breaks” and farm and ranch lands within the Northern boundary extending to the Milk River. Major highway access is through Montana Highway 66 (north/south) and U.S. Highway 2 (east/west). Air travelers will enjoy viewing the beautiful scenery on the way from the Havre City-County Airport, Glasgow Airport, Lewistown Municipal Airport, and Great Falls International Airport.



Fort Belknap is approximately 40 miles south of the Canadian Border and 60 miles north of the Missouri River. Fort Belknap ranks the 4th largest land based reservation of the seven Indian reservations in the State of Montana encompassing an average area of 28 miles in width by 40 miles in length with some portions included in Blaine and Phillips counties. The northern boundary is the Milk River while the southern boundary includes a large part of the Little Rocky Mountain range. The east and west boundaries are marked by survey lines.

COMMUNITY DISTRICTS AND POPULATION DATA

The reservation consists of four community districts; Agency, Hays, Lodge Pole, and Dodson for both cultural and tribal governmental purposes.

| Fort Belknap Agency Overview | | |
|--------------------------------------|---------------|-------------------|
| | <u>Counts</u> | <u>Percentage</u> |
| Total Population.....2010 CENSUS | 1,293 | 100% |
| Population by Gender.....2010 CENSUS | | |
| Male | 648 | 50.12% |
| Female | 645 | 49.88% |
| Population by Age.....2010 CENSUS | | |
| Persons 0-4 years | 147 | 11.37% |
| Persons 5-17 years | 357 | 27.61% |
| Persons 18-64 years | 732 | 56.61% |
| Persons 65 years and over | 57 | 4.41% |

The Agency district is the headquarters for the Tribal government and is located in the northern part of the Reservation approximately 3 miles south of the city of Harlem, Blaine County, on U.S. Highway 2. The Agency district is the major regional job center, offering small to medium size service businesses, health clinic, Tribal administration building, Red Whip community center, college, convenience store, gas station, call center, restaurant, casino, smoke house, construction, and housing. The principal employers are Tribal Government, Indian Health Service, Bureau of Indian Affairs, and Aaniiih Nakoda College.

| Hays Overview | | |
|--------------------------------------|---------------|-------------------|
| | <u>Counts</u> | <u>Percentage</u> |
| Total Population.....2010 CENSUS | 843 | 100% |
| Population by Gender.....2010 CENSUS | | |
| Male | 425 | 50.42% |
| Female..... | 418 | 49.58% |
| Population by Age.....2010 CENSUS | | |
| Persons 0-4 years | 88 | 10.44% |
| Persons 5-17 years | 223 | 26.45% |
| Persons 18-64 years | 472 | 55.99% |
| Persons 65 years and over..... | 60 | 7.12% |

The Hays community district is located 35 south of the Fort Belknap Agency. Hays is isolated from any major city or town of notable size. The nearest population center is Havre, Montana (11,000 people) which is located 86 miles away. The town of Hays is mainly residential with a post office, one small convenience store/gas stations, one bed-and-breakfast, a public K-12 school and catholic elementary school, two churches, a community center and a satellite Tribal government central administration office. Hays offers a rodeo grounds, the Mission Canyon and trails and hosts an annual powwow.

| Lodge Pole Overview | | <u>Counts</u> | <u>Percentage</u> |
|--------------------------------------|-------------|---------------|-------------------|
| Total Population..... | 2010 CENSUS | 265 | 100% |
| Population by Gender.....2010 CENSUS | | | |
| Male | | 131 | 49.43% |
| Female | | 134 | 50.57% |
| Population by Age.....2010 CENSUS | | | |
| Persons 0-4 years | | 33 | 12.45% |
| Persons 5-17 years | | 79 | 29.81% |
| Persons 18-64 years | | 139 | 52.45% |
| Persons 65 years and over | | 14 | 5.28% |

Lodge Pole district located 47 miles south of the Agency and offers a satellite Tribal government central administration office, senior center, community center, an elementary school, a veterans park and powwow grounds where the community hosts an annual powwow. The town of Lodge Pole is identical in businesses and centers, but lacks a post office.

| Dodson Overview | | <u>Counts</u> | <u>Percentage</u> |
|--------------------------------------|-------------|---------------|-------------------|
| Total Population..... | 2010 CENSUS | 124 | 100% |
| Population by Gender.....2010 CENSUS | | | |
| Male | | 68 | 54.84% |
| Female | | 56 | 45.16% |
| Population by Age.....2010 CENSUS | | | |
| Persons 0-4 years | | 12 | 9.68% |
| Persons 5-17 years | | 28 | 22.58% |
| Persons 18-64 years | | 54 | 43.55% |
| Persons 65 years and over | | 30 | 24.19% |

The town of Dodson is located in Montana’s Phillips County off the reservation, 25 miles east of the Fort Belknap Agency. However much of the population lives on the reservation in scattered home sites, farms and ranches bordering the town of Dodson. Dodson offers a post office, small convenience store, a K-12 public school, rodeo and fair grounds which hosts the annual Phillips County Fair, two churches, a park and a bar.

Fort Belknap has very few retail establishments, therefore, almost all the wages earned on the reservation is spent in neighboring towns, off the reservation, such as in Harlem, Chinook, Havre, Dodson and Malta. Community members travel to Great Falls and Billings, 150 miles and 220 miles, one-way, respectively, for major shopping sprees and weekend entertainment, rest and relaxation.

OCCUPATION, HOUSEHOLD INCOME, UNEMPLOYMENT & POVERTY LEVEL DATA

| Fort Belknap Indian Community Occupation Data | # | % |
|---|-----|-------|
| Management, business science & arts | 286 | 38.6% |
| Service | 147 | 19.8% |
| Sales and office | 135 | 18.2% |
| Natural Resources, construction & maintenance | 121 | 16.3% |
| Production, transportation & material moving | 52 | 7.0% |

Source: U.S Census 2007-2011 American Community Survey

| Fort Belknap Indian Community Household Income | # | % |
|--|----------|-------|
| Less than \$10,000 | 92 | 11.1% |
| \$10,000 - \$14,999 | 78 | 9.4% |
| \$15,000 - \$24,999 | 177 | 21.4% |
| \$25,000 - \$34,999 | 82 | 9.9% |
| \$35,000 - \$49,999 | 190 | 23.0% |
| \$50,000 - \$74,999 | 118 | 14.3% |
| \$75,000 - \$99,999 | 46 | 5.6% |
| \$100,000 - \$149,999 | 29 | 3.5% |
| \$150,000 - \$199,999 | 12 | 1.5% |
| \$200,000 or more | 2 | 0.2% |
| Median Household Income | \$32,778 | -- |
| Mean Household Income | \$39,545 | -- |
| Per Capita Income | \$12,330 | -- |
| Montana Mean Income | \$51,933 | -- |
| Montana Per Capita Income | \$22,216 | -- |

Source: U.S Census 2007-2011 American Community Survey

| Fort Belknap Indian Community Annual % Below Poverty Level Income | % |
|---|-------|
| All People | 35.7% |
| Under 18 years | 44.9% |
| Related children under 18 years | 44.9% |
| Related children under 5 years | 71.2% |
| Related children 5 - 17 years | 35.6% |
| 18 years & over | 31.0% |
| 18-64 years | 34.1% |
| 65 years & over | 7.6% |
| People in families | 33.2% |
| Unrelated individuals 15 years & over | 53.3% |

Source: U.S Census 2007-2011 American Community Survey

| Population of Towns and Census Designated Places | 2010 | 2000 | % |
|--|-------|-------|---------|
| Fort Belknap Reservation | 2,780 | 2959 | (-6%) |
| Fort Belknap Agency | 1,293 | 1,262 | 2.5% |
| Hays | 843 | 702 | 20% |
| Lodge Pole | 265 | 214 | 23.9% |
| Blaine County | 6,491 | 7,009 | (-7.4%) |
| Phillips County | 4,253 | 4,601 | (-7.5%) |

Source: U.S Census 2010

Between 2000 and 2010 the population in towns and places on the Fort Belknap Reservation grew while the population in the surrounding counties decreased.

| Estimate of Fort Belknap Unemployment/Under-Employment Rate | | | | | | | | | |
|---|-------------------|--|--------------|---------------|------------------------|--------------------|------------|--------------|--------------------|
| Seven Montana Reservations | | Service Population: On-or-Near Reservation | | | | | | | |
| Agency, Tribe and/or Reservation Name | Tribal Enrollment | Age Under 16 | Age 16-64 | Age 65 & over | Not Available For Work | Available For Work | Em-ployed | Unem-ployed | Unemploy-ment Rate |
| Fort Belknap Indian Community | 6,304 | 1,760 | 2,977 | 1,298 | 183 | 4,092 | 849 | 3,243 | 72% |
| Fort Peck Assiniboine & Sioux | 11,640 | 2,350 | 4,386 | 287 | 1,064 | 3,609 | 1,544 | 2,065 | 57% |
| Blackfeet Tribe | 15,873 | 2,550 | 5,955 | 583 | 477 | 6,061 | 1,725 | 4,336 | 72% |
| Crow Tribe | 11,407 | 2,854 | 4,859 | 345 | 266 | 4,938 | 2,455 | 2,483 | 50% |
| Northern Cheyenne Tribe | 8,798 | 1,431 | 3,344 | 211 | 417 | 3,138 | 1,177 | 1,961 | 62% |
| Confederated Salish & Kootenai | 6,950 | 1,291 | 4,353 | 519 | 0 | 4,872 | 3,115 | 1,757 | 36% |
| Chippewa Cree Tribe | 5,728 | 1,714 | 2,465 | 193 | 172 | 2,486 | 602 | 1,884 | 76% |

Source: 2005 BIA Labor Force Report & Employment and Earnings, US Department of Labor & Statistics, and Montana Department Labor & Industry, Research & Analysis Bureau

In terms of unemployment, Fort Belknap ranks 2nd, with the highest unemployment rate at 72% among the 7 reservations in Montana.

477 EMPLOYMENT & TRAINING PROGRAM

Program Purpose

The Fort Belknap Indian Community of Montana has operated a 477 program for over 15 years. Program Year 2014 represented another crucial step to make our 477 program successful and the opportunity to continue to build on providing more effective tribal employment, training and related service programs. For the purpose of this report, the 477 Employment & Training Program will be referred to as “Program.”

We serve tribal populations residing on or near the Fort Belknap Indian Reservation comprised of 4 communities residing within a 2-county service area (Blaine and Phillips counties). Communities consist of Agency, Hays, Lodgepole and Dodson.

The Program promotes self-sufficiency by removing barriers to employment. Our overall goal is to provide streamlined client services to the individual that promote self sufficiency, to prepare the individual for the world of work and to further the economic and social development of our community. To that end, we strive to:

- Strengthen our tribal institutions in providing an education and work-based learning service.
- Support tribal families in reaching their full potential in becoming motivated, productive and self sufficient.
- Further the economic and social development of our communities in accordance with the values, traditions, and customs of the Gros Ventre and Assiniboine people.
- Maintain a "one-stop" and "one-application" system that allows the individual or family a more friendly system.

Description of use of employment, training and related services resources to address the unique needs of the Fort Belknap Indian Community and the extent to which the tribe has succeeded.

The Program incorporates services formerly delivered by independent programs: Department of Labor (DOL), Bureau of Indian Affairs (BIA) and Department of Health and Human Services (DHHS)/Administration to Children and Families (ACF).

| Federals Programs Integrated into the Fort Belknap 477 Employment and Training Program | |
|---|---------------------------|
| Federal Program | Federal Department |
| Title IV A Adult Work Experience, Workforce Investment Act | DOL |
| Title II B Summer Youth Employment | DOL |
| Johnson O'Malley | BIA |
| Higher Education Scholarships | BIA |
| General Assistance (GA) | BIA |
| Temporary Assistance for Needy Families (TANF) | DHHS |

The Program's overall service integration plan is under Public Law 102-477. Under this plan, the Program is designed to combine these programs into a single system for delivery of tribal services. Utilizing one or more of the following program components, participants were able to attain promotion of their individual level of self-sufficiency by removing barriers to employment: employment, training, cash grant assistance, education, and supportive services. Through a single application, applicants identify interest in utilizing one or more of the following program components:

| Grant Assistance Components | Employment Training Components |
|---|--|
| 1. General Assistance for Fort Belknap Single Adults (GA) | 1. Work Experience Program (WEX) |
| 2. Temporary Assistance for Fort Belknap Needy Families (TANF) ² | 2. On the Job Training (OJT) |
| | 3. Classroom Training Program (CRT) |
| | 4. Youth Employment Services Program (SYEP) |
| | 5. Higher Education Scholarship Program (HE) |
| | 6. Supportive Services |

The determination of eligibility incorporates all applicable statutory authority and regulations for each perspective consolidated program under the approved 477 Plan, and is a continuous process, which encompasses all activities, related to a single application, from the applicant's intake appointment to the final disposition of the application. All eligible participants are required to meet the documentation and criteria, rules and requirements of the "eligibility" section of the 477 policy manual. Case Managers balance two roles throughout the duration of the client's participation: first to enforce program regulations and act as a guide and advisor as participants move through the program. Second is to help participants chart their individual path off of welfare, to motivate participants to work towards education, employment or related goals, to monitor participants progress in program activities, and help participants overcome the barriers to successful employment.

A case plan is developed with the assistance of the participant and is complete only when the client and program staff have signed and dated the document. We use the case plan to formalize a "contract" between the program and the participant to map out the journey from welfare to work. For those who are not job ready immediately or who do not find employment right away, then the plan becomes a longer-term planning tool that may focus on further job search, obtaining eye glasses, job readiness skill development, removing employment barriers such as obtaining a driver's license or GED, etc.. Case Manager's demonstrate involving each participant with development of a case plan that establishes the individual participants goals, incorporates all requirements and outlines realistic objectives with all activities assigned or scheduled to flow with the established case plan. All information obtained regarding individual applicant is held in strictest confidence subject to provisions of Tribal Law and the Federal Privacy Act.

² Work participation and requirements under approved Tribal TANF Plan

Utilizing the Tribal Assistance System (TAS) we have the ability to create a central data base of information for multiple service components. The system is centered on the individual participant where common information is gathered once on an individual and shared by all internal case managers. When client information changes it only has to be updated once to be accessible by all using TAS. This capability allows us to provide a higher level of service to all participants.

Participants are offered service (component) options to under a "one-stop" delivery system to best meet the specific needs of the individual participant:

- Higher education grants are awarded based on availability of funds to those enrolled or accepted for enrollment in a degree or technical program of an accredited college or university.
- Classroom training includes but not limited to: skill development and information required to perform a specific job or enhance the employability or advancement of the participant, certification training, and vocational occupational skill training.
- Job search and job readiness activities are coordinated to expose or enhance participants to any topic regarding employment such as but limited to: job search/retention skills, positive attitude, life skills, resume writing, and interview techniques.
- Job retention includes classroom instruction, individual or small group services focused on retaining or maintaining gainful employment that reinforce but not limited to overcoming barriers or improving interpersonal skills.
- On-the-job training is conducted under an employer-trainee-grantee contract which participants are hired first with training while on the job.
- Youth services include JOM based on student count and Summer Youth Employment based on availability of funds.
- Family and cultural activities are encouraged and are delivered collaboratively with other tribal programs to include but not limited to: traditional powwows, indoor and outdoor sports, parenting, and family strengthening.
- Supportive services are delivered based on need and coordination with the case plan that may include but not limited to: transportation, eye glasses, books, training materials, training tools, registration fees, and work clothing.
- TANF
- GA
- Economic development is approved in the 477 plan and although it was not utilized this program year it is an option in next or future years to be utilized for assisting businesses to encourage job creation.

All services are used alone or in combination to assist with preparing to enter, reenter, or retain unsubsidized employment. In addition the program collaborates with numerous other

tribal/county/state agencies for collaborative education, employment and training opportunities, alternative, additional and complimentary services or referral sources: Aaniiih Nakoda College, Montana State University Extension, Head Start, Child Care, Vocational Rehabilitation, Child Support, Social Services, Housing, Tribal Employment Rights Office, Tribal and Indian Health Services, Rural Dynamics, District IV Human Resource Development Council and various tribal programs.

Performance Measurements

| Program Service(s) | Expected Results |
|-------------------------------|-----------------------------------|
| Higher education scholarships | Based on # of eligible applicants |
| On-the-job training | 10 |
| Classroom training | 25 |
| Summer youth employment | 75 |
| Supportive services | As needed for participants |
| Youth services | Based on student count |
| TANF | Based on case load |
| GA | Based on case load |

The Public Law 102-477 provides the critical foundation for our tribe in helping get our members, and members of other federally recognized tribes, to be trained and ready to join America's diverse workforce.

It has offered success to an area with the highest unemployment in Indian Country. Specifically it has authorized our individual tribal government, at their option, to integrate workforce, welfare and educational services funded by a number of different federal agencies through a number of different authorization statutes under a single plan, a single budget and a single reporting system. The initiative has provided significant ways for Fort Belknap to adapt program resources to tribal goals and to tailor activities into a single program that meets our specific community's needs. It also reduces administrative requirements, including but not limited to reporting requirements, that has enable our tribe to stretch the limited federal resources available to us.

Through 477 service integration, the most benefit is to the participant. Tribal staff spend more time helping people. There is less burden on the participant to apply and access services under a "one-stop" delivery system rather than fill out and provide duplicate information over and over again. Our tribe has produced outcomes beyond what stand alone programs or County programs had been able to because we have been able to consolidate the resources of diverse programs in ways that make the most sense at our local tribal level that enables our people to be self-sufficient. We have eliminated the need to submit separate applications for several separate federal service programs. We have reduced program costs by eliminating a separate eligibility technician position by consolidating intake and eligibility determinations with case management. We have reduced administrative costs by consolidating reports. We have reduced program costs and increased information management by utilizing a consolidated data base system. We have moved tribal members from cash assistance to unsubsidized employment. We have accounted for 477 program activities to the plan approved by the Department of Interior. We have targeted

services to the most needy with an approach that removes multiple barriers to service delivery and positive client outcomes.

Description of the achievement (including success stories) the tribe has had by integrating employment, training, and related services into a PL 102-477 Plan.

The Fort Belknap Indian Community has participated in the 477 initiative since 1999. We have been able to achieve administrative savings and provide extended services to our participants as a direct result of the Act's provisions. During the past three years, the program has served over 5,000 people, of those who have increased achieving unsubsidized employment this 2014 program year, with an average earnings gain of \$4.50 per hour. Over the program FY 2014 year, the program has demonstrated a total participant base of 2,215 people. Many of these adults and youth achieved positive employment or education outcomes. This data reveals achievement by integrating employment, training and related services.

A participant's success story - Mella S. is a 35 year-old single parent of two children. She dropped out of high school as a junior but went back her Senior year to obtain her high school diploma. At 18 years old, she became a TANF welfare recipient with the State's TANF program. After the Tribal TANF program was integrated into the Tribe's P.L. 102-477 Plan, Mella continued to be on and off welfare assistance. Her number one goal in her Individual Case Plan was to get a college degree and to be a positive role model for her children and her nieces and nephews who had lost their mother (Mella's only sister) to cancer. Her sister had raised her and it was her strict parenting, strong work ethic, and sense of humor that helped Mella be strong through hard times. She actively participated in various program trainings such as budgeting, time management, parenting, life skills and resume writing. When she initially enrolled at Aaniiih Nakoda College, she found herself to be homeless. She did not give up and pushed forward to find housing for her and her children.

She graduated in May of 2014 with associates degree in psychology. She enrolled in work experience as a summer youth employment coordinator that paid \$7.90 an hour. Later Mella found a temporary job as a 477 case manager. Her income increased 63 percent to \$12.89 an hour. Her education and work experience now makes her more competitive for advancement opportunities within the Tribe's organization. She is now free of welfare assistance, rents a 3 bedroom, 2 bathroom house on the reservation and her son is graduating high school in May 2015 and already enrolled in college himself. Mella credits her success "to her sister, to the 477 Program and is proud of having created a positive path for her children to follow." She is a true testament to achieving her goals and being a positive role model for her children.

Comparing current statistics to previous year statistics

| Statistical Category | 2013 | | 2014 | | Comparison Increase/Decrease from Program YR 2013 to 2014 |
|----------------------|-------|-------|-------|-------|---|
| | Adult | Youth | Adult | Youth | |
| Total Participants | 1053 | 497 | 1040 | 221 | Decreased |
| Total Terminees | 130 | 46 | 586 | 141 | Increased |

| | | | | | |
|---|---------|----|--------|----|-----------|
| Outcomes-with Employment Objective | 68 | 22 | 229 | 70 | Increased |
| Outcome-Entered Unsubsidized Employment | 16 | 4 | 158 | 81 | Increased |
| Average Adult Earnings Gain | \$-1.38 | X | \$4.50 | X | Increased |
| Outcome-with Education/Training Objective | 29 | 19 | 123 | 69 | Increased |

As demonstrated by the table above, the comparison of current statistics to previous year statistics reveal that although the program served less total participants, there was significant increases to successful terminees and positive outcomes and earnings gains.

Barriers to success or challenges

Although the reservation is not a major metropolitan area, it has many of the problems with such localities but without the same level of resources committed to meet the economic circumstances. Most residents live in poverty and are faced with persistent high unemployment and severe underemployment as the norm. Jobs are frequently few and far between. Educational opportunities are limited and may fail to produce job ready labor force. The reservation is geographically large, remote and is a resource poor area. Employment opportunities are limited, to be found in public sector agencies or enterprises controlled by them. Tribal government, Bureau of Indian Affairs, Indian Health Service and K-12 Schools are the dominant employers. Career development is a desired goal, but is often out of reach for many Indian reservation workers. The lack of employment opportunities and the nature of those that are present make "climbing the ladder" virtually impossible. Workers frequently move from one job to another out of economic necessity and based on what is available at the time. Although the idea of "actively seeking work" has been an essential element of unemployment in the federal statistical system it is frequently not realistic from much of the unemployed Indian reservation perspective. Awareness of open positions in the tribal government sector are spread by word of mouth, public radio and postings. It is not worth looking for those jobs when the educational or other requirements preclude a person from getting what positions may be available. Relocation to distant metropolitan areas in search of work is a possibility for workers on the reservation. However, the tie to the reservation and the desire to return is often strong for those that have been raised here and those who have had to leave most of their extended family behind in such a move is difficult.

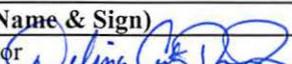
An estimate of the unemployment/under employment rate in the tribe's service area

Refer to page 9, table "*Estimate of Fort Belknap Unemployment/Under-Employment Rate*"

The tribe includes TANF program in its PL 102-477 project

TANF funds are spent in accordance with the Tribal TANF Plan and reporting is in compliance with tribal TANF regulations. Please refer to the currently approved Fort Belknap Indian Community TANF Plan for guidance.

Public Law 102-477 Statistical Report

| Tribal Nation | Report Period | | |
|--|---------------------|-----------------------|-----------------------------------|
| Fort Belknap Indian Community, Montana | From: 01/01/2013 | To: 12/31/2014 | |
| I. Participants Served | Adults | Youth | Cash Assistance Recipients |
| A. Total Participants | 1040 | 221 | 954 |
| B. Total Terminees | 586 | 141 | 436 |
| C. Total Current Participants | 454 | 80 | 518 |
| II. Terminee Outcomes | Adults | Youth | Cash Assistance Recipients |
| A. Total with Employment Objective | 229 | 70 | 297 |
| 1. Entered Unsubsidized Employment | 158 | 81 | 232 |
| 2. Other Employment Outcomes | 51 | 8 | 28 |
| 3. Employment Objective Not Achieved | 95 | 7 | 101 |
| 4. Average Adult Earnings Gain | \$4.50 | | \$2.40 |
| B. Total with Educational/Training Objective | 123 | 69 | 150 |
| 1. Degree Certificate | | | |
| a. Attempted | 69 | 50 | 58 |
| b. Attained | 31 | 28 | 23 |
| 2. Other Education Outcomes | 92 | 40 | 67 |
| 3. Education Objective Not Achieved | 65 | 18 | 86 |
| C. Misc. Objective Achieved | 63 | 56 | 70 |
| D. Other (Non-Positive) | 0 | 0 | 0 |
| III. Terminee Characteristics | Adults | Youth | Cash Assistance Recipients |
| A. Female | 29 | 32 | 289 |
| B. Male | 51 | 41 | 285 |
| C. Education Level | | | |
| 1. Dropout | 104 | 24 | 118 |
| 2. Student | 76 | 58 | 73 |
| 3. High School/Diploma/GED | 326 | 58 | 179 |
| 4. Post High School | 62 | 39 | 43 |
| D. Veteran | 13 | 0 | 12 |
| IV. Participant Activities | Adults | Youth | Cash Assistance Recipients |
| A. Employment | 418 | 85 | 461 |
| B. Education/Training | 503 | 89 | 488 |
| C. Misc. Objective/Support Services | 232 | 59 | 242 |
| D. Other/Service Referral | 168 | 7 | 172 |
| V. Child Care and Development Activities | Families | Children | Cash Assistance Recipients |
| A. Families Receiving Child Care | | | |
| B. Children Receiving Child Care | | | |
| 1. Ages 0 through 3 years | | | |
| 2. Ages 4 through 5 years | | | |
| 3. Ages 6 through 12 | | | |
| 4. Ages 13 and older | | | |
| C. Care Received - Type of Provider | | | |
| 1. Center Based | | | |
| 2. Family Child Care Home | | | |
| 3. Group Home | | | |
| 4. Child's Home | | | |
| VI. Jobs Creation/Economic Development | Jobs Created | AI/AN Employed | Businesses Assisted |
| A. Number | 0 | 0 | 0 |
| Report Prepared by (Print Name & Sign) | Phone Number | | Date |
| Delina Cuts The Rope, Director  | 406-353-8376 | | 02/3/2015 |

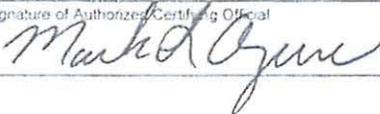
Fort Belknap Indian Community
P.L. 102-477 Employment and Training Program
Financial Status Report
FY 2014

- 12a. I certify that none of the funds in the approved budget, which originated in the Workforce Investment Act (WIA), were used in violation of the Act's prohibition on the use of the funds for economic development activities.
- 12b. I certify that none of the funds in the approved budget, which originated in the Workforce Investment Act (WIA), were used in violation of the Act's restrictions on assisting employer relocations.
- 12c. I certify there was no amount of program income earned.
- 12d. I certify there was no amount of funds or rebates received.
- 12e. I certify that the amount of funds expended for the category of the approved budget which includes administrative costs.
- 12f. I certify there were no Child Care Development funds used (not applicable).
- 12g. Attachment 12g column A was completed and submitted.

Authorizing Signature:  Date: 4-2-15
Mark L. Azure, President FBIC

FEDERAL FINANCIAL REPORT

(Follow form instructions)

| | | | | | | | | |
|--|---------------------------|---|---------|--|---|------------|-------------------|------------------|
| 1. Federal Agency and Organizational Element to Which Report is Submitted DOI-IA-QIEED Division of Workforce Development | | 2. Federal Grant or Other Identifying Number Assigned by Federal Agency A12AV00297 | | | Page 1 | of 1 | | |
| Page 95 | | | | | | | | |
| 3. Recipient Organization (Name and complete address including Zip code) Fort Belknap Indian Community 656 Agency Main Street, Harlem, Montana 59526 | | | | | | | | |
| 4a. DUNS Number 946407731 | 4b. EIN 81-0216424 | 5. Recipient Account Number or Identifying Number | | 6. Report Type <input type="checkbox"/> Quarterly <input type="checkbox"/> Semi-Annual <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Final | 7. Basis of Accounting <input checked="" type="checkbox"/> Cash <input type="checkbox"/> Accrual | | | |
| 8. Project/Grant Period From: (Month, Day, Year) 10/1/2011 | | To: (Month, Day, Year) 9/30/2014 | | 9. Reporting Period End Date (Month, Day, Year) 9/30/2013 | | | | |
| 10. Transactions | | | | | Cumulative | | | |
| <i>(Use lines a-c for single or multiple grant reporting)</i> | | | | | | | | |
| Federal Cash: | | | | | | | | |
| a. Cash Receipts | | | | \$ | 4,455,556.00 | | | |
| b. Cash Disbursements | | | | \$ | 4,622,320.00 | | | |
| c. Cash on Hand (line a minus b) | | | | \$ | (166,764.00) | | | |
| <i>(Use lines d-g for single grant reporting)</i> | | | | | | | | |
| Federal Expenditures and Unobligated Balance: | | | | | | | | |
| d. Total Federal funds authorized | | | | \$ | 4,824,890.00 | | | |
| e. Federal share of expenditures | | | | \$ | 4,622,320.00 | | | |
| f. Federal share of unliquidated obligations | | | | | - | | | |
| g. Total Federal share (sum of lines e and f) | | | | \$ | 4,622,320.00 | | | |
| h. Unobligated balance of Federal funds (line d minus g) | | | | \$ | 202,570.00 | | | |
| Recipient Share: | | | | | | | | |
| i. Total recipient share required | | | | | | | | |
| j. Recipient share of expenditures | | | | | | | | |
| k. Remaining recipient share to be provided (line i minus j) | | | | \$ | - | | | |
| Program Income: | | | | | | | | |
| l. Total Federal program income earned | | | | \$ | - | | | |
| m. Program income expended in accordance with the deduction alternative | | | | | | | | |
| n. Program income expended in accordance with the addition alternative | | | | | | | | |
| o. Unexpended program income (line l minus line m or line n) | | | | \$ | - | | | |
| 11. Indirect Expense | | a. Type | b. Rate | c. Period From | Period To | d. Base | e. Amount Charged | f. Federal Share |
| | | Pre-determined | 24.72% | 10/1/2011 | 9/30/2012 | \$ 470,568 | \$ 116,349 | \$ 116,349 |
| | | | 26.95% | 10/1/2012 | 9/30/2013 | 402,441 | 108,498 | 108,498 |
| | | | | g. Totals: | | \$ 873,009 | \$ 224,847 | \$ 224,847 |
| 12. Remarks: Attach any explanations deemed necessary or information required by Federal sponsoring agency in compliance with governing legislation. | | | | | | | | |
| 13. Certification: By signing this report, I certify that it is true, complete, and accurate to the best of my knowledge. I am aware that any false, fictitious, or fraudulent information may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 18, Section 1001) | | | | | | | | |
| a. Typed or Printed Name and Title of Authorized Certifying Official Mark A. Azure, President Fort Belknap Indian Community | | | | c. Telephone (Area code, number and extension) (406) 353-2205 | | | | |
| b. Signature of Authorized Certifying Official  | | | | d. Email address | | | | |
| | | | | e. Date Report Submitted (Month, Day, Year) December 17, 2013 | | | | |
| 14. Agency use only: Standard Form 425 OMB Approval Number 0348-0061 Expiration Date: 10/31/2011 | | | | | | | | |
| Paperwork Burden Statement According to the Paperwork Reduction Act, as amended, no persons are required to respond to a collection of information unless it displays a valid OMB Control Number. The valid OMB control number for this information collection is 0348-0061. Public reporting burden for this collection of information is estimated to average 1.5 hours per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Management and Budget, Paperwork Reduction Project (0348-0060), Washington, DC 20503. | | | | | | | | |

Tribal Temporary Assistance for Needy Families (TANF) ACF – 102-477 Financial Report 12g

| | | | |
|--------------------------------------|---------------------------|------------------------------------|--|
| TRIBE NAME | FISCAL YEAR | FISCAL YEAR ENDING DATE | Employer ID Number (EIN) |
| GRANT DOCUMENT NUMBER (BIA) | 2014 | 09/30/2014 | 81-0216424 |
| REPORTING ITEMS | (A) FEDERAL TFAG FUNDS | (B) TRIBAL FUNDS [OPTIONAL]* | (C) STATE CONTRIBUTED MOE FUNDS [OPTIONAL] |
| 1. TOTAL AWARDED | \$1,006,502.00 | \$ | \$ |
| 2. CASH ASSISTANCE | \$ 884,927.00 | \$ | \$ |
| 3. OTHER ASSISTANCE EXPENDITURES | \$ 14,094.00 | \$ | \$ |
| 4. TOTAL NON-ASSISTANCE EXPENDITURES | \$ 0.00 | \$ | \$ |
| 5. ADMINISTRATION | \$ 100,650.00 | \$ | \$ |
| 6. SYSTEMS | \$ 0.00 | \$ | \$ |
| 7. OTHER EXPENDITURES | \$ 6,831.00 | \$ | \$ |
| 8. TRIBAL REPLACEMENT FUNDS | | \$ | |
| 9. FEDERAL UNLIQUIDATED OBLIGATIONS | \$ 0.00 | | |

THIS IS TO CERTIFY THAT THE INFORMATION REPORTED ON ALL PARTS OF THIS FORM IS ACCURATE AND TRUE TO THE BEST OF MY KNOWLEDGE

| | | |
|---|---|---|
| SIGNATURE: AUTHORIZED TRIBAL OFFICIAL <i>Mark L. Azure</i> | SUBMITTAL: <input checked="" type="checkbox"/> NEW <input type="checkbox"/> REVISED | TYPED NAME, TITLE, AGENCY NAME Mark L. Azure, President Fort Belknap Indian Community |
| DATE SUBMITTED: 3-27-15 | | |

*Tribe must fill in Column (B) if it is subject to a penalty and corresponding reduction in its Tribal Family Assistance Grant (TFAG).

Data for lines 10 to 12 will be completed by the Federal Awarding Agency

| | | | |
|--------------------------------------|---------------------------|------------------------------------|--|
| REPORTING ITEMS | (A) FEDERAL TFAG FUNDS | (B) TRIBAL FUNDS [OPTIONAL]* | (C) STATE CONTRIBUTED MOE FUNDS [OPTIONAL] |
| 10. TOTAL EXPENDITURES ON ASSISTANCE | \$ | \$ | \$ |
| 11. TOTAL EXPENDITURES | \$ | \$ | \$ |
| 12. FEDERAL UNOBLIGATED BALANCES | \$ | | |

 Optional
 No Response Necessary

Paperwork Reduction Act Statement: The information being collected meets the requirements of Public Law 102-477 for program evaluation, compliance, audit and program planning and management purposes. The data collected is shared with all participating Federal agencies providing funds. The reports are used to monitor the progress of the grantees in delivering services to tribal members, to identify unmet needs, to identify any other problems, and to provide information to justify budget submissions by the three federal agencies involved. Only tribes who have voluntarily applied to participate in this project will submit the annual report. Response is required to obtain benefits of the program. This report takes about 2 hours to complete. An agency may not request or sponsor a collection of information, and a person is not required to respond to a request, if a valid OMB control number is not provided. Comments concerning this information collection can be sent to: Information Collection Clearance Officer, Office of Regulatory Affairs – Indian Affairs, 1849 C Street, NW, Mail Stop 3071, Washington, DC 20240. Please note: comments, names and addresses of commenters are available for public review during regular business hours. If you wish us to withhold this information, you must state that prominently at the beginning of your comment. We will honor your request to the extent allowable by law.