



Mille Lacs Band of Ojibwe Department of Labor

43408 Oodena Drive, Onamia, MN 56359 - Fax: 320-532-3785
Phone: 320-532-7407 - Toll Free 800-922-4457

Pub. L. 102-477 Annual FY2014 Narrative Report

Prepared by Michael Kafka, Executive Director
12/31/2014

Section 1: What is Our Mission?

To empower all tribal members to achieve self-sufficiency and to develop a role, purpose and occupation that will contribute to the well being of their family and community.

The Mille Lacs Band of Ojibwe Department of Labor (MLBODOL) works to reinforce the values and traditions of the Mille Lacs Band of Ojibwe and all Native Americans. Our program is structured to be sensitive to the effects of inter-generational trauma and the dysfunction of Participant dependency. We structure all of our programming to shift our Participant's focus toward the traditional Seven Teachings of the Anishinaabe and the value of personal responsibility and self-sufficiency.

Section 2: Who Do We Serve?

The Mille Lacs Band of Ojibwe Indians is a federally recognized tribe located in rural east central Minnesota. The Band has three recognized districts:

1. District I: Vineland, located 12 miles north of Onamia, Minnesota.
2. District II and IIA: East Lake (District II) is located 6 miles south of McGregor, Minnesota and 57 miles from District I. Chiminising (District IIA) is located 2 miles east of Isle, Minnesota and 18 miles from District I.
3. District III: Lake Lena is located 26 miles east of Hinckley, Minnesota on the Wisconsin state border and is located 77 miles east/southeast from District I.
4. A large number of enrolled tribal members live in Minneapolis/St. Paul metropolitan area which is considered the "urban area" for the tribe and is located 110 miles south of District I. The Urban office, provides services to enrolled members of the Minnesota Chippewa Tribe residing in Hennepin, Anoka and Ramsey counties.

All programs administered through the MLBODOL 477 Plan target economically disadvantaged, unemployed or underemployed Native American Indians. An application

process is required to access services, along with assessments to develop the most appropriate case plan. Receipt of assistance or support is dependent upon the basis of unmet need, meeting the specific program requirements and the availability of funding. Not all services are of a financial nature.

Our target population resides in:

- One of the Minnesota townships of Aitkin, Benton, Crow Wing, Mille Lacs, Morrison or Pine counties and is a member of the Mille Lacs Band of Ojibwe or first generation descendent, or
- Within the area of the urban Minnesota counties of Hennepin, Anoka, and Ramsey and is a member of the Minnesota Chippewa Tribe;

And also:

- Have incomes below 200% of the current Federal Poverty Guidelines
- Applicants whose incomes are below 300% of the current Federal Poverty Guidelines are eligible only for Job Placement and Training and Development services.
- Job Placement, Training and Development services and support services are available to any federally recognized tribal member or native Hawaiian or Alaskan depending on funding availability.

Section 3: What is Our Organizational Structure?

The Mille Lacs Band of Ojibwe Department of Labor is headed by Executive Director Michael Kafka. Michael has lived in the Mille Lacs Lake community since 1974 when he created the area's first program for learning disabled and emotional/behavioral disordered students. Over the years he has served as Administrative Director of the region's community mental health system, Executive Director of the region's work-education council and later its community corrections system. He has a BS in Education, has done graduate study in Educational Psychology and has an M.B.A in Finance and Decision Science.

The MLBODOL has two functional units, each with their own unit Directors. These three Directors function as a management team led by the Executive Director.

- Lacey Lokken, an enrolled member of the Oglala Lakota Tribe and experienced human services manager, serves as the Director of Case Management overseeing all Case Managers and Intake Specialists. Lacey is currently working on her Masters Degree in administration with an emphasis in alcohol and drug studies.
- Kaari Weyaus an experienced manager from the Band's corporate business operations serves as the Director of Job Placement Services and oversees all Job Developers, Outreach Coordinators, Work Program Coordinators, Work Program Mentors and Community Service Leaders.
- The MLBODOL currently employs thirty-seven staff distributed over these units. An organizational chart is attached.

Section 4: Economic Development, Job Creation and the Associated Geographic, Demographic and Economic Challenges

Minnesota typically has an unemployment rate one to several percentage points below the national rate. Our urban service area typically tracks slightly below the State average, while our reservation counties track three to four percentage points above the national average, with wide swings of up to 7 percentage points in a year.

In 2014 Minnesota unemployment was in the top ten lowest unemployment states in the nation. The Minneapolis-St.Paul metro area had the lowest large metro unemployment rate in the nation.

However, this analysis is, concerning our Tribal members, misleading. In 1990, before Grand Casino Mille Lacs and Grand Casino Hinckley opened, the Mille Lacs Reservation was one of the poorest reservations in the nation, with a poverty rate of nearly 81%. Our challenges today are much different.

- **The Mille Lacs Band is the 40th largest employer in Minnesota**, employing more than 5,000 people in the tribal government and its businesses. In 2007, Grand Casino Hinckley provided roughly 23 percent of the jobs in Pine County. Grand Casino Mille Lacs and other Band-owned businesses provided 13.6 percent of the jobs in Mille Lacs County.
- Grand Casino Mille Lacs and Grand Casino Hinckley directly employ approximately 3,000, of whom about 93% live in the rural Minnesota counties surrounding the casino.
- There are 35 Band member-owned businesses currently operating that have received various types of assistance from the Corporate Commission's Small Business Development Program. Businesses currently operating include casinos, restaurants, hotels, convenience stores, a grocery, a movie theater, and a seven branch bank.
- More than 40 local businesses opened as a direct result of increased demand and opportunities created by Grand Casino Mille Lacs and Grand Casino Hinckley. These businesses include fast food franchises, restaurants, hotels, gas stations, and convenience stores.
- Grand Casino Mille Lacs and Grand Casino Hinckley have spent millions of dollars in capital construction since they opened.
- Health care and insurance benefits
 - ✓ Fifty-five percent of all Band employees have full health care, 401k, and time off benefits.
 - ✓ A total of 3,416 people are covered by Grand Casino Mille Lacs and Grand Casino Hinckley health care plans.
 - ✓ Grand Casino Mille Lacs and Grand Casino Hinckley partnered with the Mille Lacs Health System, Brainerd Medical Center, and Gateway Family Health Clinics in Hinckley, Moose Lake, and Sandstone to offer urgent care services without a co-pay to casino Associates.
- Local utilities have expanded their power output to accommodate the casinos' electrical needs. Grand Casino Mille Lacs and Grand Casino Hinckley paid approximately \$5.8 million in overall utilities during 2007.

- Grand Casino Mille Lacs and Grand Casino Hinckley purchased more than \$31.7 million in goods and services from vendors located within the local area economy in 2007. This area is defined as vendors within a 60-mile radius of each casino.

Yet in the midst of all of this economic development success a large number of Tribal members are still economically disadvantaged, and chronically unemployed or underemployed. It is estimated that over 90 percent of Band employees are non-Indian, even though all Band hiring practices require Band member preference. In early 2013 the Minnesota Department of Human Services determined that our 2011 reservation not-employed rate was 53.8%.

While Band members certainly enjoy numerous benefits brought on as a result of their economic development efforts including a wider menu of government services and per capita income distribution, a significant portion of Tribal members are still mismatched to this new economic environment and face barriers to becoming self-sufficient. Generally they are disadvantaged by:

1. A lack of education and training. Currently the average literacy level of our Cash Grant participants, as measured by the Test of Adult Basic Education (TABE), is around the seventh grade level. Many of our Participants lack basic education and life skills such as having a high school diploma or financial literacy sufficient to manage a personal budget to a lack of appropriate training which matches the current Band and regional employment opportunities.
2. A lack of reliable transportation, particularly on the reservation. This varies from a lack of a reliable automobile to having no liability insurance or driver's license. Affordable Band housing is often located on reservation land which is generally a significant distance from necessary services and employment. A reliable car and the means to use it are a necessity of rural and reservation life.
3. A lack of quality, reliable and affordable child care. Affordability and access becomes more difficult as the Participant transitions from unemployed poverty to working.
4. Dysfunctions of intrinsic motivation toward being self-sufficient. Many Participants suffer the effects of having had no self-sufficient role models in their lives. This is an effect of intergenerational trauma. Participants come from families where the responsibility of parents to develop their children in a pro-social manner was lost. Hopelessness and dependency are passed on generation to generation.
5. Chemical dependency, poor mental health and learning disabilities. These are often interwoven with each other and with social and family dysfunction.
6. Anti-social behavior and gang dynamics. This includes the barriers of offender re-entry in an economy driven by gaming regulations.

Section 5: What is MLBODOL Management Doing to Address this Situation?

The MLBODOL has continued to refine and develop its practices to address these challenges.

There are currently two applications used to access our services:

- A combined “477” Application for Support Services, work experience programming and training/development programming. These applications track to the Intake Specialist.
- A Combined Application Form (CAF) for Cash Grant Assistance, SNAP food assistance and Medical Assistance. These applications track to the Case Managers.

Appropriate staff collects and validates the necessary information to determine the applicant’s eligibility for the program.

Following the eligibility determination, the MLBODOL uses a process of face-to-face interview and validated assessment instruments to determine the Participant’s barriers to employment and self-sufficiency. The goal at this point of the process is to understand the participant’s strengths, barriers and motivations.

Once assessed the participant and a designated MLBODOL staff jointly develop a 477 Service Plan with long-term education and/or employment objectives. Long-term objectives include, but are not limited to:

Education Goals

- Participate in Youth Activity Program
- Establish Sobriety
- Establish Mental/Physical Health
- Establish Family Stability
- Achieve Functional Reading Level
- Achieve Functional Math Level
- Achieve Computer Literacy
- Achieve Financial Literacy
- Earn Driver’s License
- Earn HS Diploma/GED
- Earn Vocational/Technical Certification
- Earn Associates Degree
- Earn Bachelors Degree
- Earn Graduate Degree

Employment Goals

- Identify Job Types Match
- Create Individual Career Plan
- Create Resume
- Establish Reliable Housing
- Establish Reliable Transportation
- Establish Reliable Communication
- Interview Training/Preparation

- Job Search Training/Implementation
- Successful Work-Experience Placement
- Obtain/Retain Unsubsidized Part-Time Work
- Obtain/Retain Unsubsidized Full-Time Work

The participant's stage of change with respect to each long-term objective is also assessed and recorded by the MLBODOL staffer. The MLBODOL monitors progress in accepting change using a standard behavioral change hierarchy.

Stage 1: Precontemplation (Not Ready)

Participants at this stage do not intend to start to change their behavior in the near future (within 6 months), and may be unaware of the need to change. People here are encouraged to think about the pros of changing their behavior and to feel emotions about the effects of their negative behavior on others.

Precontemplators typically underestimate the pros of changing, overestimate the cons, and often are not aware of making such mistakes.

Stage 2: Contemplation (Getting Ready)

At this stage, participants are intending to start to change their behavior within the next 6 months. While they are usually now more aware of the pros of changing, their cons are about equal to their Pros. This ambivalence about changing can cause them to keep putting off taking action.

People here learn about the kind of person they could be if they changed their behavior and learn more from people who behave in healthy ways.

Others can influence and help effectively at this stage by encouraging them to work at reducing the cons of changing their behavior.

Stage 3: Preparation (Ready)

Participants at this stage are ready to start taking action within the next 30 days. They take small steps that they believe can help them make the healthy behavior a part of their lives. For example, they tell their friends and family that they want to change their behavior.

People in this stage should be encouraged to seek support from friends they trust, tell people about their plan to change the way they act, and think about how they would feel if they behaved in a healthier way. Their number one concern is: when they act, will they fail? They learn that the better prepared they are, the more likely they are to keep progressing.

Stage 4: Action

Participants at this stage have changed their behavior within the last 6 months and need to work hard to keep moving ahead. These participants need to learn how to strengthen their commitments to change and to fight urges to slip back.

Participants in this stage progress by being taught techniques for keeping up their commitments such as substituting activities related to the unhealthy behavior with

positive ones, rewarding themselves for taking steps toward changing, and avoiding people and situations that tempt them to behave in unhealthy ways.

Stage 5: Maintenance

Participants at this stage changed their behavior more than 6 months ago. It is important for participants in this stage to be aware of situations that may tempt them to slip back into unhealthy behavior—particularly stressful situations.

It is recommended that people in this stage seek support from and talk with people whom they trust, spend time with people who behave in healthy ways, and remember to engage in healthy activities to cope with stress instead of relying on unhealthy behavior.

Once a long-term Service Plan is created the MLBODOL staff and the participant create written agreements, signed by both the participant and staff, outlining shorter-term objectives to work toward achieving the longer-term Service Plan objectives. The Plan may also include consequences, for example sanctions for failing to abide by the agreed short-term plan. For participants receiving TANF Cash Grant Assistance, these plans are linked to the assistance units work participation requirements.

A participant is terminated from the program whenever they cease to access the program for four months or longer, resulting in:

- A recorded positive outcome if they have achieved a long term objective and judge themselves self-sufficient enough to no longer need the program or
- A recorded negative outcome if they abandon the program without achieving any long term objectives and make no significant progress.

Our Menu of Services includes:

- Cash Assistance Grants
- Food Support
- Medical Assistance
- Childcare Assistance
- Supportive Services
- Subsidized Work Experience, including full and partial subsidized on-the-job (Gotaamigozi) programming, and Community Service Work.
- Training and Development programming, including GED Preparation, Post-secondary tutoring and planning, certifications trainings, life skills trainings.
- Youth Programming, including Career and Employment Exploration experience for ages 16-20 and our Wiidanokiidiwag Healthy Relationships programming for ages 12-20.

Notable Development Activities in FY2014

October 2013

- Work Program Mentors Lawrence Staples and Mary Greene were members of a community leadership training cohort sponsored by the Blandin Foundation.
- Case Managers attended the St. Louis County Health and Human Services Conference in Duluth, Minnesota.

- Various Case Managers attended training on Social Security and Medicare.

November 2013

- One staff member attended Peacemaker training.

December 2013

- WEX Coordinator Laurie Harper joined a cohort of trainees for a year-long Bush Foundation Native Nation's Rebuilder program.

February 2014

- Several staff attended training for Microsoft Access to create a database of work-experience placements.

March 2014

- Case Manager Candace Benjamin attended the National Johnson-O'Malley Conference.

April 2014

- Several Case Managers attended Motivational Interviewing training.

July 2014

- Training and development staff attended training on creating short training and informational videos.

August 2014

- The Executive Director attended the National Tribal TANF conference in Washington D.C.
- Training staff attended the Minnesota Adult Basic Education Summer Institute conference.
- Jeffery Barwick, the federal Workforce Development Specialist assigned to the Department, did a site visit which resulted in a positive assessment of the Department's development and operations.

September 2014

- The Executive Director was the morning presenter for the Region X ACF Tribal TANF Conference. He presented on screening and assessments and best practices for client engagement in case management.
- A number of staff attended New Leaf offender re-entry training.
- The Director of Job Placement attended training on the children of incarcerated offenders.

Section 6: Analysis of the Statistical Report

The quality of our FY2014 Statistical Report continues to improve due to our new data base software. When reviewing the report a number of factors stand out:

- You may notice that relatively few clients have a terminated status. This is due to our improved operations which coordinate client development from a single targeted Service Plan regardless of which service the client accesses. This leads to the client engagement having a higher degree of focus to the targeted behavioral change sought in the Service Plan. Clients, over time, may have greater or lesser department contact without being terminated. Only when a client completely disengages from the program, either with a positive or negative outcome, are they terminated.
- Over the year we have had difficulty getting earning gains information as past participants are often reluctant to share their earning information. We are having

greater success in gathering this information as we improve our operations and continue making efforts to strength this part of our data gathering.

- You will notice that literacy and numeracy gains have no data. There has not been sufficient time for most cases to make a statistically relevant comparison between two time frames. In the coming years we will have a basis for calculating this change.
- We are making significant gains aiding dropouts in earning GEDs.

Section 7: Participant Feedback

The Mille Lacs Band Department of Labor has started collecting participant feedback on its services. These have all trended positively. Examples of questions and comments include:

List positive things you have learned with your placement:

- Patience
- To put in my share of work
- How to get along with the crew
- How to look up to myself, I'm working
- How to use equipment I've never used before
- Follow directions
- To be to work in time
- Keep motivated
- How to work hard
- Good ethics
- Learned to get up and be on time
- Friendships working with others
- How it feels to help out
- Being reliable

How has your placement counselor handled your complaints/concerns regarding your placement, supervisor issues on the job or coworkers?

- Brenda is a wonderful, positive woman has been there for me and encouraged me
- Teached me how to handle my temper without blowing up
- Very well
- I have no issues. I get along with everybody. The rules and expectations are all fair.
- With professionalism and courtesy
- Great help with everything. Appreciate it.
- The counselor has put a lot of effort into finding me employment
- You have helped me greatly.

Section 8: Performance Standards

The following standards were outlined in our 10/1/2013-9/30/2016 P.L. 102-477 Plan:

1. *100% of all Cash Assistance participants will have a long-term Service Plan based on validated assessment findings.*
All Cash Assistance clients are required to take the Test of Adult Basic Education (TABE) as part of their first four weeks case plan. A Service Plan based on the TABE and other assessments and screens is required by the end of the first four weeks for the participant to continue to be eligible for services. This requirement is monitored and reviewed in monthly case consultation meetings and quarterly case reviews. This Plan objective is considered to have been met.
2. *100% of adult participants will have a long-term Service Plan with at least one education or employment objective.*
No financial services are approved without a Service Plan with at least one objective entered into the RiteTrack data system which the Department implemented for case documentation. A WEX Case Aide position has recently been filled to monitor compliance with this standard. Currently based on quarterly reviews, this Plan objective is considered to have been met.
3. *100% of all participants with a long-term Service Plan will have a written resume identifying skill strengths, an occupational goal and work history on file.*
Case planning standards were raised in this fiscal year and all new participants and participants in case reviews are required to complete the Test of Adult Basic Education (TABE) test and create a resume. Skill assessments are being added as a required component in FY2015. An expanded system of continuous case documentation reviews is currently being implemented.
4. *80% of all terminated Service Plans will result in a positive outcome.*
The attached Statistical Report shows that 18 of 93 terminated clients failed to achieve a positive outcome. This suggests an 81% compliance rate which meets this performance objective. Examining the data more closely we can see that 86% of Cash Assistance participants, only 54% of Youth and 79% of Adults achieved a positive outcome prior to termination status. The program is already focusing its case management to improve these results, particularly with the youth.

Section 9: Annual TANF Reporting

The following TANF information is included to meet compliance standards for our Tribal TANF Program. The Administration of Children and Families has provided guidance on how these reporting elements are to be presented in the Annual Report.

- Definition of TANF Cash Assistance Work Activities: MLBODOL Case Managers are expected create work plans which guide the Participant on the path to self-sufficiency using activities grounded to Section S (pages33-37) of our approved Tribal TANF Plan.

- Transition Year Services: These are defined in Section M (page 25) of our approved Tribal TANF Plan.
- Sanctions Imposed for Non-Compliance: These are defined in Section X (pages 42-46) of our approved Tribal TANF Plan.
- The Average Monthly Number of Payments for Child Care Services Made through the Use of Disregards: Childcare assistance is only provided by our program to support Service Plan compliance and are not associated with disregards.
- Non-recurrent Short-Term Benefits: These are defined in Section O (pages 26-27) of our approved TANF Plan.
- Description of Displacement Complaint Process: This is defined in Section Z (page 46-47) of our approved TANF Plan. All work experience programming includes the statement “No job may displace a permanent position”. Examples include:

From the Participant Agreement:

I (name of Participant) _____ do understand that the purpose of the Flex Labor Program is to promote individual self-sufficiency through the development of healthy life choices, appropriate work habits and relevant job skills.

- *No job may be for private gain.*
- *No job may displace a permanent position.*
- *Job duration may be for a minimum of 8 hours to a maximum of 89 days.*
- *No overtime hours may be incurred.*

From the Band Government Worksite Requisition Form:

This form is to make a request for temporary labor from the Mille Lacs Band Department of Labor (MLBDOL). This form maybe used by any MLB unit of government for services within that unit or to a constituency of that unit.

- *No job may displace a permanent position.*
- *Job duration may be for a minimum of 8 hours to a maximum of 89 days.*
- *No overtime hours may be incurred.*

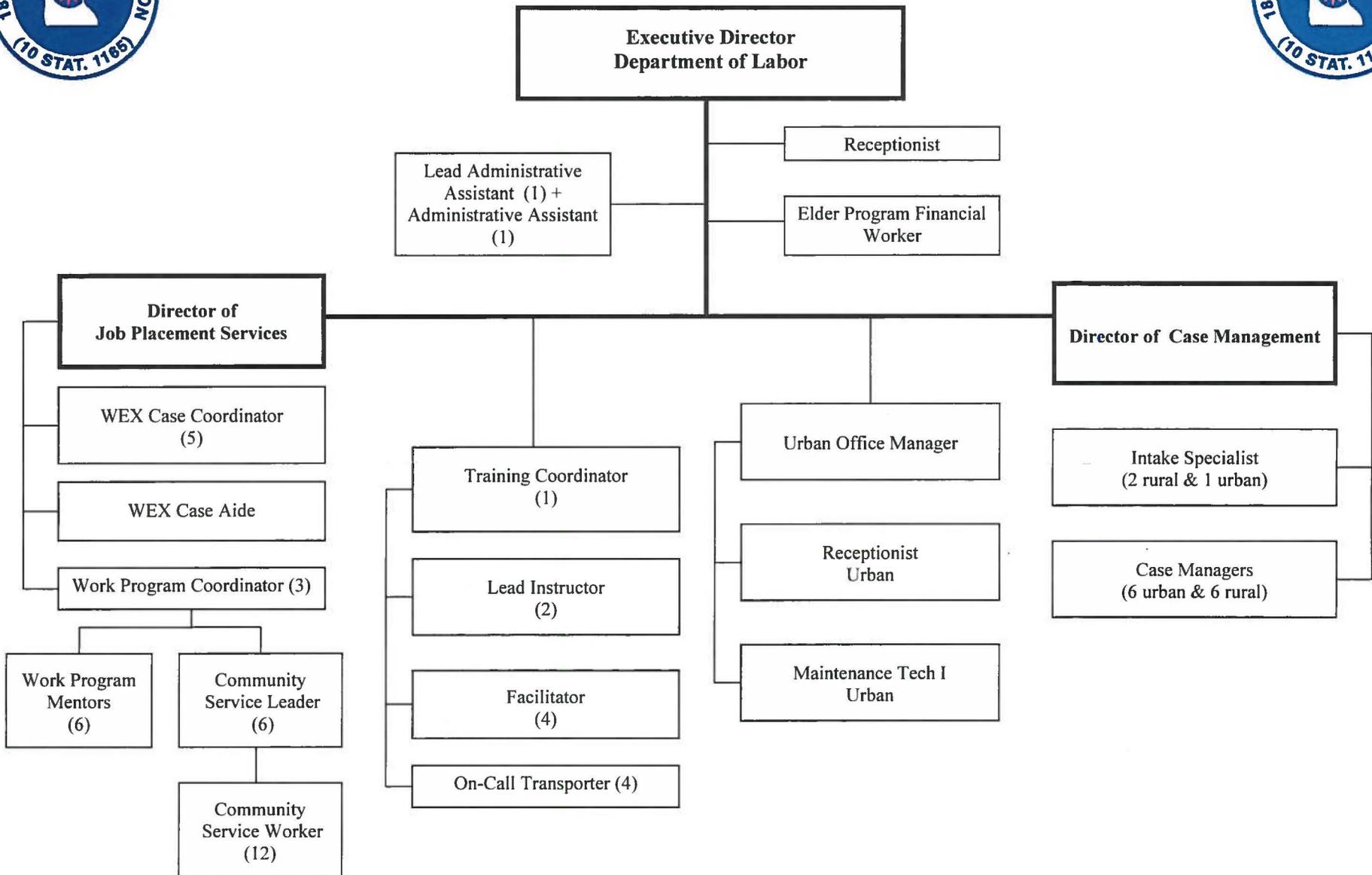
- Family Violence Case Management: Processes to address alternative measures to address these family issues are defined in Section R (page 33) of our approved Tribal TANF Plan. Domestic violence waivers are rarely granted by our program as an Alternative Service Plan fostering self-sufficiency steps directly related to

the participant's unique safety requirements is created and they are held accountable to.

- Fraud and Abuse: Policies are defined in Section AA (pages 47-48) of our approved Tribal TANF Plan.

**Organizational Chart
Mille Lacs Band of Ojibwe
Department of Labor**

10/1/2014



Pub. L 102-477 Statistical Report

Tribal Nation Mille Lacs Band of Ojibwe Department of Labor		Report Period	
		From: 10/1/2013	To: 9/30/2014
I. Participants Served	Adults > or = Age 22	Youth < Age 22	Cash Assistance Recipients
A. Total Participants	138	210	641
B. Total Terminees	14	13	66
C. Total Current Participants	124	197	575
II. Terminee Outcomes	Adults > or = Age 22	Youth < Age 22	Cash Assistance Recipients
A. Total with Employment Objective	4	1	8
1. Entered Unsubsidized Employment	1	1	4
2. Other Employment Outcomes	2	0	2
3. Employment Objective Not Achieved	1	0	2
4. Earnings Gain	\$13.10		\$12.10
B. Total with Educational/ Training Objective	8	12	13
1. Degree/Certificate Added	2	6	6
2. Other Education Outcome	4	0	0
3. Education Objective Not Achieved	2	6	7
4. Literacy Gain - Percent of Increase		N/A	
5. Numeracy Gain - Percent of Increase		N/A	
C. Misc Objective Acheived	6	0	9
D. Other(Non-Positive) Not A, B or C	0	0	0
III. Terminee Characteristics	Adults > or = Age 22	Youth < Age 22	Cash Assistance Recipients
A. Female	8	8	38
B. Male	6	5	28
C. Education Level: 1. Dropout	3	12	9
2. Student	0	0	0
3. High School Diploma/GED	1	1	9
4. Post High School	2	0	6
D. Veteran	0	2	1
IV. Participant Activities	Adults > or = Age 22	Youth < Age 22	Cash Assistance Recipients
A. Employment	87	14	164
B. Education/Training	45	107	161
C. Misc. Objective/Supportive Services	80	87	257
D. Other/Service Referral	1	0	10

V. Child Care Development Activities	Adults > or = Age 22	Youth < Age 22	Cash Assistance Recipients
A. Families Receiving Child Care	39		
B. Children Receiving Child Care		62	
1. Ages 0 to 3 years		35	
2. Ages 4 to 5 years		16	
3. Ages 6 and above		11	
C. Care Received - Type of Provider			
1. Tribal Center Based		7	
2. Other Center Based		1	
3. Group Home		0	
4. Other		54	
VI. Jobs Creation/Economic Deveopment	Jobs Created	Indians/Alaska Natives Employed	Businesses Assisted
A. Number			
Report Prepared By: Printed Name & Signature	Phone Number		Date
Michael Kaufka 	320-532-7563		12-31-14

Public Law 102-477 Financial Status Report Certification Attachment – Item 12

This form provides the following certification(s):

12a. The Mille Lacs Band of Ojibwe hereby certifies that none of the funds in the approved budget which originated in Section 401 or Title –B of the Job Training Partnership Act (JTPA) were used in violation of the Act’s prohibition on the use of funds for economic development activities (Section 141(q)).

12b. The Mille Lacs Band of Ojibwe hereby certifies that none of the funds in the approved budget which originated in Section 401 or Title –B of the Job Training Partnership Act (JTPA) were used in violation of the Act’s restrictions on assisting employer relocations (Section 141(c)).

12c. For the report year of 10/01/13 – 09/30/14, the Mille Lacs Band of Ojibwe hereby certifies that there was no program income earned, therefore no program income was expended.

12d. For the report year of 10/01/13 – 09/30/14, the Mille Lacs Band of Ojibwe hereby certifies that there were no refunds or rebates received from the Public Law 102-477 budget.

12e. The Mille Lacs Band hereby certifies that the amount of fund expended for the category of the approved budget, which included administrative costs, is \$ 0.00 for the current report period of 10/01/13 – 09/30/14, and with a cumulative total of \$0.00.

12f. The Mille Lacs Band does not include Child Care Development Funds in their Public Law 102-477 plan, therefore, this certification does not apply.



Authorizing Grant Official

Financial Analyst

Title

12/19/14

Date



477 Coordinator/Program Mgr.

Executive Director

Title

12-31-14

Date

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

TRIBE NAME Mille Lacs Band of Ojibwe	FISCAL YEAR	FISCAL YEAR ENDING DATE	Employer ID Number (EIN)
GRANT DOCUMENT NUMBER (BIA) OSGT410 FY2014	FY'14	9/30/2014	41-1661577
REPORTING ITEMS	(A) FEDERAL TFAG FUNDS	(B) TRIBAL FUNDS (OPTIONAL)*	(C) STATE CONTRIBUTED MOE FUNDS (OPTIONAL)
1. TOTAL AWARDED	4,550,816		
2. CASH ASSISTANCE	-		
3. OTHER ASSISTANCE EXPENDITURES			
4. TOTAL NON - ASSISTANCE EXPENDITURES			
5. ADMINISTRATION			
6. SYSTEMS			
7. OTHER EXPENDITURES			
8. TRIBAL REPLACEMENT FUNDS			
9. FEDERAL UNLIQUIDATED OBLIGATIONS	4,550,816		

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

SIGNATURE: AUTHORIZED TRIBAL OFFICIAL 	SUBMITTAL: < X >NEW < >REVISED	TYPED NAME, TITLE, AGENCY NAME Joni Wall, Financial Analyst Mille Lacs Band of Ojibwe 43408 Oodena Drive Onamia, MN 56359
DATE SUBMITTED: 12/30/2014		

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

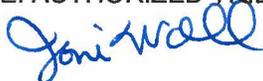
Data for lines 10 to 12 will be completed by the Federal Awarding Agency

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 OBLIGATED BALANCES	\$ -		

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

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6. SYSTEMS			
7. OTHER EXPENDITURES			
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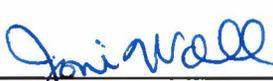
Data for lines 10 to 12 will be completed by the Federal Awarding Agency

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 OBLIGATED BALANCES	\$ -		

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

TRIBE NAME Mille Lacs Band of Ojibwe	FISCAL YEAR	FISCAL YEAR ENDING DATE	Employer ID Number (EIN)
GRANT DOCUMENT NUMBER (BIA) OSGT410 FY2012	FY'12	9/30/2014	41-1661577
REPORTING ITEMS	(A) FEDERAL TFAG FUNDS	(B) TRIBAL FUNDS (OPTIONAL)*	(C) STATE CONTRIBUTED MOE FUNDS (OPTIONAL)
1. TOTAL AWARDED	4,550,816		
2. CASH ASSISTANCE	155,481		
3. OTHER ASSISTANCE EXPENDITURES	124,141		
4. TOTAL NON - ASSISTANCE EXPENDITURES	- 172,141		
5. ADMINISTRATION	878,887		
6. SYSTEMS	29,250		
7. OTHER EXPENDITURES	-		
8. TRIBAL REPLACEMENT FUNDS			
9. FEDERAL UNLIQUIDATED OBLIGATIONS	3,190,917		

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

SIGNATURE: AUTHORIZED TRIBAL OFFICIAL 	SUBMITTAL: < X >NEW < >REVISED	TYPED NAME, TITLE, AGENCY NAME Joni Wall, Financial Analyst Mille Lacs Band of Ojibwe 43408 Oodena Drive Onamia, MN 56359
DATE SUBMITTED: 12/30/2014		

*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 OBLIGATED BALANCES	\$ -		

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

TRIBE NAME Mille Lacs Band of Ojibwe	FISCAL YEAR	FISCAL YEAR ENDING DATE	Employer ID Number (EIN)
GRANT DOCUMENT NUMBER (BIA) OSGT410 FY2011	FY11	9/30/2014	41-1661577
REPORTING ITEMS	(A) FEDERAL TFAG FUNDS	(B) TRIBAL FUNDS (OPTIONAL)*	(C) STATE CONTRIBUTED MOE FUNDS (OPTIONAL)
1. TOTAL AWARDED	1,763,848		
2. CASH ASSISTANCE	419,819		
3. OTHER ASSISTANCE EXPENDITURES	124,141		
4. TOTAL NON - ASSISTANCE EXPENDITURES	- 168,861		
5. ADMINISTRATION	1,051,028		
6. SYSTEMS	-		
7. OTHER EXPENDITURES	-		
8. TRIBAL REPLACEMENT FUNDS			
9. FEDERAL UNLIQUIDATED OBLIGATIONS	0		

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

SIGNATURE: AUTHORIZED TRIBAL OFFICIAL 	SUBMITTAL: < X >NEW < >REVISED	TYPED NAME, TITLE, AGENCY NAME Joni Wall, Financial Analyst Mille Lacs Band of Ojibwe 43408 Oodena Drive Onamia, MN 56359
DATE SUBMITTED: 12/30/2014		

*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 OBLIGATED BALANCES	\$ -		

FINANCIAL STATUS REPORT

1. Federal Agency and Organizational Element to Which Report is Submitted US Dept. of the Interior Bureau of Indian Affairs		2. Federal Grant or Other Identifying Number Assigned By Federal Agency - OSGT410 (PL-477)		OMB Approval No. 1076-0135	Page of 1 1 pages
3. Recipient Organization (Name and complete address, including ZIP code) Mille Lacs Band of Ojibwe 43408 Oodena Drive Onamia MN 56359-2236					
4. Employer Identification Number 41-1661577		5. Recipient Account Number or Identifying Number F50410 OSGT410 2013		6. Final Report YES	
7. Basis Cash Accrual					
8. Funding/Grant Period (See instructions)			9. Period Covered by this Report		
From: (Month, Day, Year) 10/01/2010		To: (Month, Day, Year) 09/30/2013	From: (Month, Day, Year) 10/01/2013		To: (Month, Day, Year) 09/30/14
10. Transactions:			I Previously Reported	II This Period	III Cumulative
a. Total outlays			319,645.77	213,070.23	532,716.00
b. Recipient share of outlays			0.00	0.00	0.00
c. Federal share of outlays			319,645.77	213,070.23	532,716.00
d. Total unliquidated obligations			0.00	0.00	0.00
e. Recipient share of unliquidated obligations			0.00	0.00	0.00
f. Federal share of unliquidated obligations			0.00	0.00	0.00
g. Total Federal share(Sum of lines c and f)			532,716.00	532,716.00	532,716.00
h. Total Federal funds authorized for this funding period			532,716.00	532,716.00	532,716.00
i. Unobligated balance of Federal funds(Line h minus line g)			-	-	-
11. Indirect Expense					
a. Type of Rate(Place "X" in appropriate box) Provisional Predetermined Final Fixed					
b. Rate 14.00%		c. Base		d. Total Amount	
				e. Federal Share	
13. Certification: I certify to the best of my knowledge and belief that this report is correct and complete and that all outlays and unliquidated obligations are for the purposes set forth in the award documents.					
Typed or Printed Name and Title Joni Wall, Financial Analyst				Telephone (Area code, number and extension) 320-532-7473	
Signature of Authorized Certifying Official 				Date Report Submitted 12/30/2014	

FINANCIAL STATUS REPORT

1. Federal Agency and Organizational Element to Which Report is Submitted US Dept. of the Interior Bureau of Indian Affairs		2. Federal Grant or Other Identifying Number Assigned By Federal Agency - OSGT410 (PL-477)		OMB Approval No. 1078-0135	Page of 1
3. Recipient Organization (Name and complete address, including ZIP code) Mille Lacs Band of Ojibwe 43408 Oodena Drive Onamia MN 56359-2236					
4. Employer Identification Number 41-1861577		5. Recipient Account Number or Identifying Number F50410 OSGT410 2014		6. Final Report NO	7. Basis Cash Accrual
8. Funding/Grant Period (See instructions)			9. Period Covered by this Report		
From: (Month, Day, Year) 10/01/2013		To: (Month, Day, Year) 09/30/2015		From: (Month, Day, Year) 10/01/2013	
				To: (Month, Day, Year) 09/30/14	
10. Transactions:		I Previously Reported	II This Period	III Cumulative	
a. Total outlays		0.00	90,692.87	90,692.87	
b. Recipient share of outlays		0.00	0.00	0.00	
c. Federal share of outlays		0.00	90,692.87	90,692.87	
d. Total unliquidated obligations				0.00	
e. Recipient share of unliquidated obligations				0.00	
f. Federal share of unliquidated obligations				0.00	
g. Total Federal share(Sum of lines c and f)				90,692.87	
h. Total Federal funds authorized for this funding period				159,581.00	
i. Unobligated balance of Federal funds(Line h minus line g)				68,888.13	
11. Indirect Expense	a. Type of Rate(Place "X" in appropriate box) Provisional Predetermined Final Fixed				
	b. Rate 14.13%	c. Base	d. Total Amount	e. Federal Share	
13. Certification: I certify to the best of my knowledge and belief that this report is correct and complete and that all outlays and unliquidated obligations are for the purposes set forth in the award documents.					
Typed or Printed Name and Title Joni Wall, Financial Analyst			Telephone (Area code, number and extension) 320-532-7473		
Signature of Authorized Certifying Official 			Date Report Submitted 12/30/2014		