



**FROM THE DESK OF
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MEMO

TO: Grand Traverse Band Tribal Council and Membership

FROM: Sonya Zotigh, Tribal Manager

CC: Human Resources

DATE: March 6, 2020

RE: GTB Government 2019 Annual Highlight Report

Dear Tribal Chairman and Council & Membership, it has been a very successful year of accomplishments within the GTB Government. Through the hard work and efforts of the GTB Management, staff, and volunteers we have been able to assess, evaluate, and improve many of our fundamental Tribal Member services, with the support and consideration of you all!

Below you will find **some** of the major highlights that the Council has generously approved supporting and definitively allowing us to manage to fulfillment:

1. Elders Emergency Services were doubled from \$300, \$400, and \$500 to \$600, \$800, and \$1,000 per year for elders residing in the six-county service area. These funds established in 2017, now assist the elders in emergency areas in their lives that may lack: prescription/supplement costs, vehicle repairs, snow removal, and utilities.
2. Youth Services were doubled. These funds are for all GTB youth going to PK-12th for school supplies and clothing. The funding level of the program had not been evaluated in several years and as a result it was determined that the cost of living and providing essential school start-up costs are constantly rising.
3. Youth Enrichment program established. During evaluation of extracurricular activity expenses and programming for GTB youth, it was determined that many of the youth did not participate in summer activities provided by GTB and GTB parents were looking for

assistance for students to attend activities to grow their knowledge and experience in areas not covered by GTB. This programming allows for music classes, athletic camps, cultural activities, etc.

4. Human services doubled. These funds are used for food and utility payments for eligible GTB members. The income levels, the payment levels, and the demand from GTB members were evaluated to the budget and we were able to double the budget amount and the income levels. This had not been reviewed in several years and the results were excellent to increase one of our most used programs for direct services.
5. Revenue Allocation Ordinance (RAO) Calculation: RAO is now calculated with ancillary EDC expenses paid after RAO (50-25-10-15%'s are distributed) then losses are taken out of the 15% which is EDC. This has resulted in positive results in all percentages throughout GTB Government and EDC. This was accomplished through diligent efforts of Tribal Council and Management assessing our fiduciary responsibilities on behalf of GTB entities.
6. Natural Gas conversion: the conversion of housing in Peshawbestown from propane to natural gas was an excellent investment on behalf of the GTB members. It is intended that this will extend to our other counties and is being assessed now.
7. Tribal Council is aware that we have been spending from the government operations investment budget since 2015, mostly for wages and associated costs. The common practice is to budget within the 25% RAO Government budget. The less invasive manner to decrease spending from the government ops budget was decided by not filling vacancies and determining the demand and need of those positions (practicing attrition), of which there were 28. This is an on-going evaluation. In FY 2019 closeout, \$400,000.00 in savings from the 25% Government RAO budget was realized—noting we were still able to accomplish increasing services TO MEMBERSHIP.
8. Food pantries were established in the 3 satellite offices. GTB has had one food pantry run successfully for many years in Peshawbestown. It was determined that outreach programming is very important to the membership and food pantries have been established in Grand Traverse, Charlevoix, and Benzie counties.
9. Herkner market rent apartments opened with GTB WIFI. This portion of the Herkner project had a focus of being market rentals. There are 16, 1-2-bedroom apartments that are now filled with GTB member renters. Additionally, the GTB Fiber project has opened at Herkner and the renters are utilizing this service.
10. Successful referendum vote for GTB membership input for the Cannabis/Marijuana initiative.

11. Successful negotiation and expansion of the GTB Tax agreement with the State of Michigan.
12. Funding of the Elder's Advisory 501C3 through 2% allocations.
13. The improvements in the GTB Government Office of Management and Budget, often referred to as the Accounting department, have been far reaching. Through extensive meetings with staff and evaluation of the job requirements for the office staff it was determined that GTB Government had outgrown the organizational limits and through a reorg of the department there are recognizable efficiencies with improved flow of work and member services and customer services & employee trainings.
14. The GTB Membership Office has been proactive in meeting with the Tribal Council to bring attention to many long-term membership issues that are lingering at the Bureau of Indian Affairs, some over 20 years. The Council directed the legal department to prepare correspondence with the BIA to inquire about the status of these matters, phone correspondence has been occurring and BIA is actively aware of GTB's concerns.
15. Auto payment plan for GTB members. The GTB Auto program has successfully implemented payment plans for GTB members with the Accounting office to help expedite the auto repair services. Parts and labor could now be charged through agreements with a GTB member over a period versus requiring full payments upfront.
16. After many years, and in consultation with the Tribal Council and Natural Resources Committee, GTB beach in Peshawbestown construction has taken place. The final steps in the construction will be completed the Spring of 2020 and the beach will have a naming contest and opened to the membership just in time for Summer fun.
17. Under the Facilities department a new program was added as an unmet need within GTB Government: Parks and Streets. This program is paid by the Lands and Roads department to cover expenses for areas such as public land area maintenance, public sidewalks, and recreational land area maintenance.
18. The GTB Fishermen now have a functional fish processing building. The building allows for the fishermen to process their fish for commercial purposes.
19. The Tribal Council approved by motion in 2016 for due diligence to be completed for Financial advisors and investment managers. This process came to fulfillment between the months of April-October 2019. The due diligence was completed via Request for Proposal throughout the Nation and sent to money and wealth managers/advisors for an opportunity to respond. After several months of evaluation and work sessions with Council. It was determined that a change was necessary, and PNC Wealth Managers are now the Financial Mangers, Investors, and Advisors for GTB. Tribal members will

continue to see roll-outs of their services, such as money managing training, youth-focused money management, how to buy a home, etc. Most importantly we will be able to see GTB investments daily or as often as necessary to ensure the very best return possible for our Tribe and membership.

20. Housing has worked with several departments to provide two new affordable homes in Antrim County for low income members. The ground breaking for these homes will take place in the Spring of 2020.
21. New department established: The Agriculture and Food Sovereignty department. The mission and focus of this department are to create a learning environment for Tribal members in community gardening experiences, create a self-sustaining system for programming through grants and collaboration, and paramount is the department would be community driven.
22. Cultural department has been separated from the Elder's department to provide them with the individual recognition and importance that both programs need. The Culture department has grown exponentially in collaboration with other departments and have literally created amazing opportunities for the GTB membership to learn the language and culture. This has been accomplished through language symposiums, GTB Membership meeting round dance, GTB annual pow-wow, State Indian day pow-wow, Veteran's pow-wow, and many youth and community focused classes to learn a cultural craft and share the language.
23. The Transportation program has been established with a manager under the Health department to provide the attention and important organization it needs without adding it to an already busy department like PRC. We look forward to the growth and development plans of this program in collaboration with state and local agencies and funding opportunities, possibly growing into GTB Uber.
24. With Council approval, due diligence is being completed to determine the feasibility of establishing a Peshawbestown area grocery store. We are finalizing financial disclosures and agreements with Save a lot (to-start). This exploration, we hope will provide a new exciting destination for our Peshawbestown residents. We will soon be moving forward with a Dollar general feasibility for Peshawbestown as well. The success of either of these could gauge opportunities in our other counties as well.
25. The Beaver Island clean-up effort has brought back many good reports of a long-term concern on GTB property. We can restore the sense of pride and responsibility with the property.

26. Since 2012 we have not had a Compensation Committee that has met and been able to fulfill their code duties. We do now and it is fully intended that their work will have updates and results deemed necessary.
27. 2020 consent decree litigation preparation: The ongoing 2020 negotiations result from the expiration of the current 20-year, 2000 Consent Decree. This Decree stems from the continuation of Tribal fishing rights reserved in the 1836 Treaty of Washington and confirmed by the US Federal Court system. These negotiations will (hopefully) result in a 2020 Consent Decree which will detail how fishing in 1836 Treaty waters will be allocated, managed and regulated by the five Chippewa-Ottawa Resources Authority Tribes and State of Michigan into the future. It allows GTB (and the other 1836 Treaty Tribes) to exercise their usufructuary rights reserved in the 1836 Treaty of Washington. Tribal members can commercially and subsistence fish throughout most of the northern portions of Lake Michigan, Huron and eastern Lake Superior following tribal regulations...not regulated by the State!

On-going and 2020 highlights:

40 YEAR ANNIVERSARY AND CELEBRATION for GTB FEDERAL RECOGNITION

FIBER OPTICS BUSINESS EXPANSION BEYOND GTB GOV AND EDC, HERKNER, AND HOUSING FOR DEVELOPMENT OF AN LLC-REPAYMENT TO THE GTB INVESTMENT ACCOUNT ALREADY UNDERWAY AS OUR OWN INTERNET SERVICE PROVIDER

NEW ADMINISTRATION BUILDING—TO BE FULLY GRANT FUNDED AND USDA LOAN AS NEEDED

COMPLETELY FUNCTIONAL/QUALITY/SEEMLESS CARE GTB CLINIC AND OUTREACH CLINICS AND TELEHEALTH

GTB EAST AUTOMOTIVE WITH A USED CAR SALES

YOUTH SUMMER CAMP AND CONFERENCE

ELECTRONIC DATA AND DOCUMENTS SYSTEM

COMPREHENSIVE STRATEGIC PLAN FOR AFFORDABLE HOUSING AND HOME OWNERSHIP AT HERKNER

STRATEGIC PLAN FOR GTB GOVERNMENT SERVICES TO INCLUDE FURTHER DEVELOPMENT OF OUTREACH OFFICE SERVICES

Office of Management and Budget Business Transactions for FY 2019:

4065 Purchase Orders for Client Services: food, utilities, clothing, emergency-related expenses

357 Purchase Orders for Student services

840 Purchase Orders for Elders Emergency

148 Contracts for Home Ownership Emergency Repairs

198 Higher Education Scholarships

572 Purchase Orders for Elders, Youth, and Tribal activities

Total Purchase Orders from OMB in FY 2019—7089

Total Contracts fulfilled by OMB in FY 2019—332

Total Home Ownership Emergency Repair contracts in FY2019--148

Total Grants submitted: 51

Total Grants funded: 25

115 Resident Tribal Member Certificates

42 New Resident Tribal Member sign-ups

11,289 checks/efts (General Account)

17,227 invoices transacted

7,031 checks/efts (Per Capita)

Financial reports to funding agency = 281

Narrative reports to funding agency = 359

Below is a summary of the Council's approvals for Code and Policy Amendments (per Amanda Brooks):

TCSS 10/31/18: Code:

Enactment of Domestic Violence Code Amendments to Implement SDVCJ 1 of 4: Approve Amendments

Enactment of Domestic Violence Code Amendments to Implement SDVCJ 2 of 4: Amend Personnel Policy to Require Jury Duty

Enactment of DV Code amendments 3 of 4: Amend section 6, Rules of Occupancy

Enactment of DV Code amendments 4 of 4: approval of press release

TCSS 10/31/ 18 Policy:

Personnel Policy 603.00 Bereavement

See above: Enactment of DV Code Amendments 2 of 4: Amend Personnel Policy to Require Jury Duty
Amendments to Vacation/GPT Policy

TCSS 12/5/18 Policy:

Amend 401.00 PTO Policy 1 of 2= approve all new hires to be automatically enrolled in PTO
Amend 401.00 PTO policy 2 of 2: Approval to reinstate personnel policy vacation and GPT
Automotive Repair Policy

TCRS 12/19/18 Code:

Technical Amendments to Section 361 of the Domestic Violence Code

TCRS 1/16/19 Policy

New Personnel Policy-Reasonable Accommodation

TCRS 3/20/19 Policy

Update Travel Policy

TCRS 4/17/19 Code

Posting of Fire Code Amendments for Public Comment to Adopt IFC 2000

TCSS 5/29/19 Policy

Proposed Personnel Policy Changes 1 of 2: Approve 201.00, 406.01, 702.01, and 702.05

Code: 30 Day Posting for Proposed Amendments to the Criminal Code

TCRS 6/19/19 Code

30 day Posting Complete re: Amendments to the Fire Code, 12 GTBC 2

TCSS 6/26/19 Code

Enact Amendments to Criminal Statute of Limitations, 9 GTBC 103(d)

TCRS 7/17/19 Policy

Delete Section 11 of the Travel Policy

TCSS 7/31/19 Code

Amendments to the Gaming Code, Resolution 19-37.3114, 30 day posting

TCRS 8/21/19 Ordinance

Recall Ordinance, 30 day posting

TCRS 9/18/19 Ordinance

Enact Amendment to Tribal Council Meetings Ordinance, Resolution #19-37.3082

TCSS 9/25/19 Ordinance

30 day Posting for Amendment to Domestic Violence Ordinance

TCRS 11/20/19 Code

Approval of Amendments to Domestic Violence Code, 30 day posting complete

TCRS 12/18/19 Policy

Minor Amendments to GTB Green Committee Policy

Ordinance 30 day Posting of Amendments to the Enrollment ordinance

Work Sessions:

The Tribal Council had 61 government work sessions.