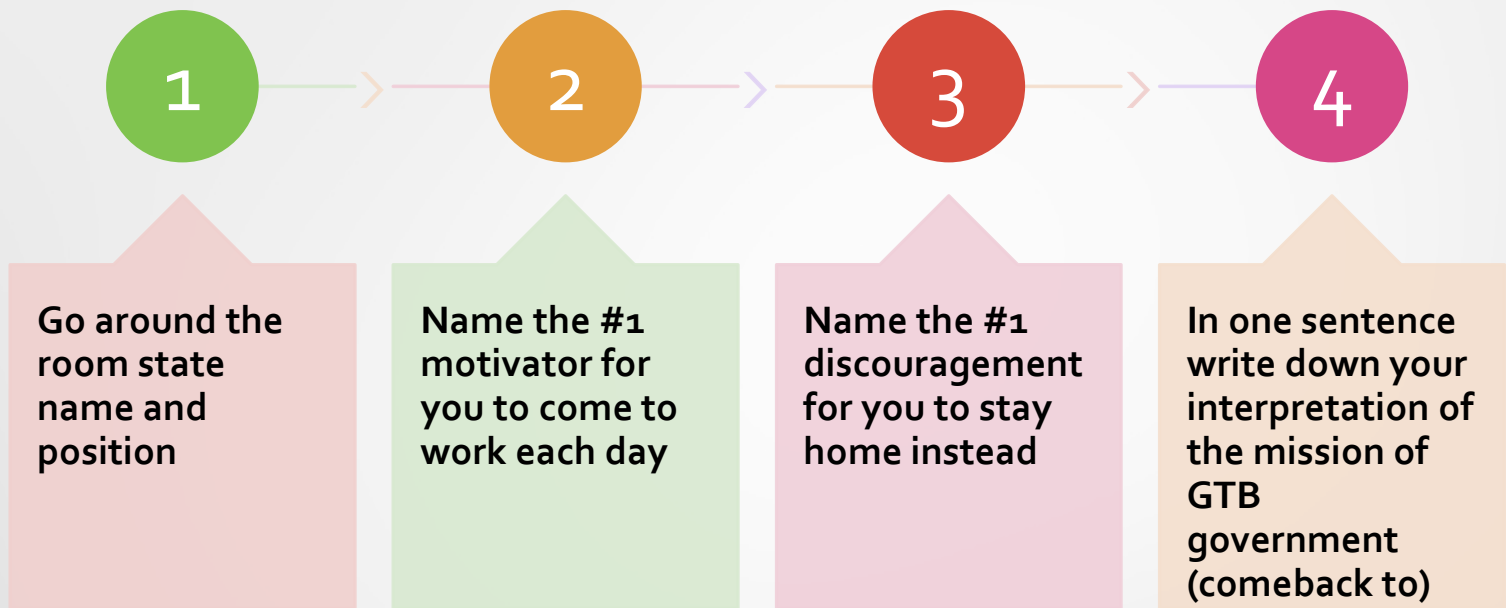


# GRAND TRAVERSE BAND Government Presentation: Tribal Manager's Office

## November 30, 2018

Working Efficiently and Accurately to meet the Goals  
and Objectives of Tribal Council for GTB Membership

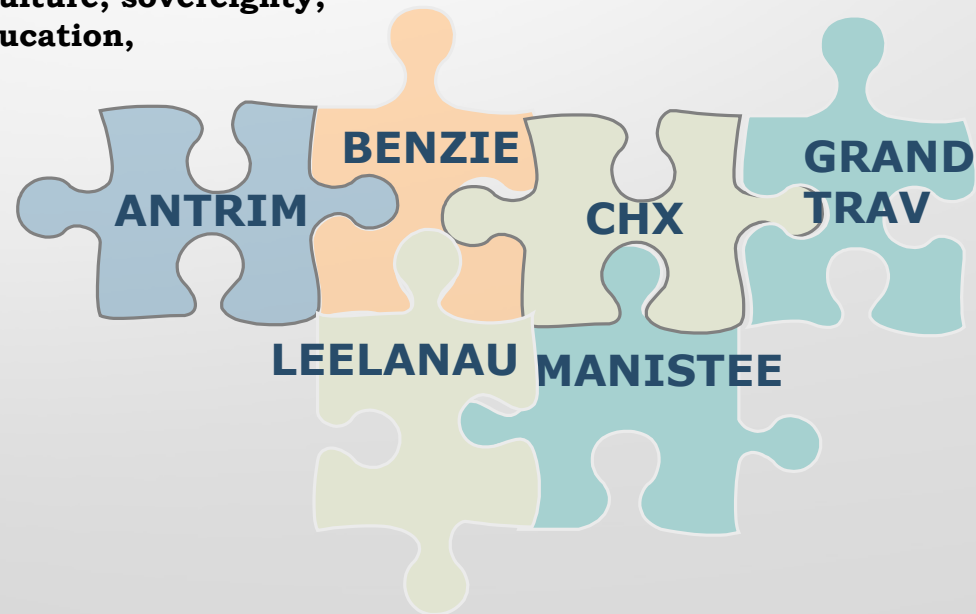


# Before we start...

# Overview

- GTB will have a foundation of integral services in ALL counties
- Health, welfare, safety, and housing are fundamental requests from GTB MEMBERSHIP

**We, the Tribal Council of the Grand Traverse Band of Ottawa & Chippewa Indians, a Sovereign Nation, honor our ancestors and the rights preserved for our Tribal Nation. We shall promote and protect the wellbeing of our present and future members through culture, sovereignty, treaty rights, natural resources, health, education, financial stability and housing.**



# Vocabulary

- GTB Members: all members are equal regardless of what county they live in;
- Tribe: the sovereign Nation that GTB represents
- RAO-Revenue Allocation Ordinance: 50% percap; 25% government ops; 15% EDC; 10% Long-term investments
- Responsibility: As civil servants we have the responsibility to serve in the best interest of the Tribe and membership
- Big Picture: our personal and professional view of what GTB government stands for and the continuum of growth needed to progress annually, preparing for the future
- Goals and Objectives: the end outcome of a series of activities/actions taken to achieve the outcome
- Action Plan: what steps/actions/activities need to take place to have a desired outcome
- Priority: the thing or things that are of paramount importance
- Timelines: achievable and realistic dates to achieve a goal or objective



Tribal  
Manager  
Update  
since  
8/6/2018

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Interim Goals and Objectives:

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Be fiscally responsible

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Evaluate membership services

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Increase service availability to all of the  
six-county areas

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Promote EXCELLENT customer  
service

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Keep membership informed

# Tribal Manager Update since 8/6/2018

Annual Government Operational Budget:

It is important to be financially responsible. Government is not an exception to this. The Tribal Council and I with management are taking appropriate steps to ensure that Tribal member services are maintained and increased while evaluating the cost of administering these services.



# Tribal Manager Update since 8/6/2018

Since 2014 the number of government employees has increased from around 190-200 to 270—160 are Tribal members.

Also in 2014 the RAO budget for government was \$6 million and after paying off Turtle Creek it increased in 2015 to \$8.2 million.

Then it was again increased from Tribal Savings called Government Ops by an additional \$2-4 million each year in 2015, 2016, 2017, 2018.

Services to members did not increase during this time

# GTB 6-County Demographics:

	0-5	6-18	19-30	31-54	55 and Older	
Antrim	4	14	23	32	11	
Benzie	4	16	18	62	47	
Charlevoix	9	36	30	55	61	
Grand Traverse	43	114	158	288	124	
Leelanau	43	182	156	211	130	
Manistee	1	1	5	11	9	
	104	363	390	659	382	1898

$\$19,642,989/1898 = \$10,349.31$ (RAO/BIA/IHS/Gov. Ops)

$\$13,500,000/1898 = \$7,112.75$  (RAO/BIA/IHS/Gov. Ops) Wage/Fringe/IDC leaves services, including health care to membership:  $\$6,142,989/1898 = \$3,236.55$ :

**It costs triple in wage/fringe/indirect to provide services to membership.**



## Making Smart Decisions Going Forward:



### **Specific-Measurable-Attainable-Realistic-Timely**

When evaluating membership services, we took a look at human services as an example. Human Service direct services have not increased in over 10 years, this same scenario applies to youth services. It was a SMART decision for the Council to take immediate action and increase those services that directly impact our six-county membership.

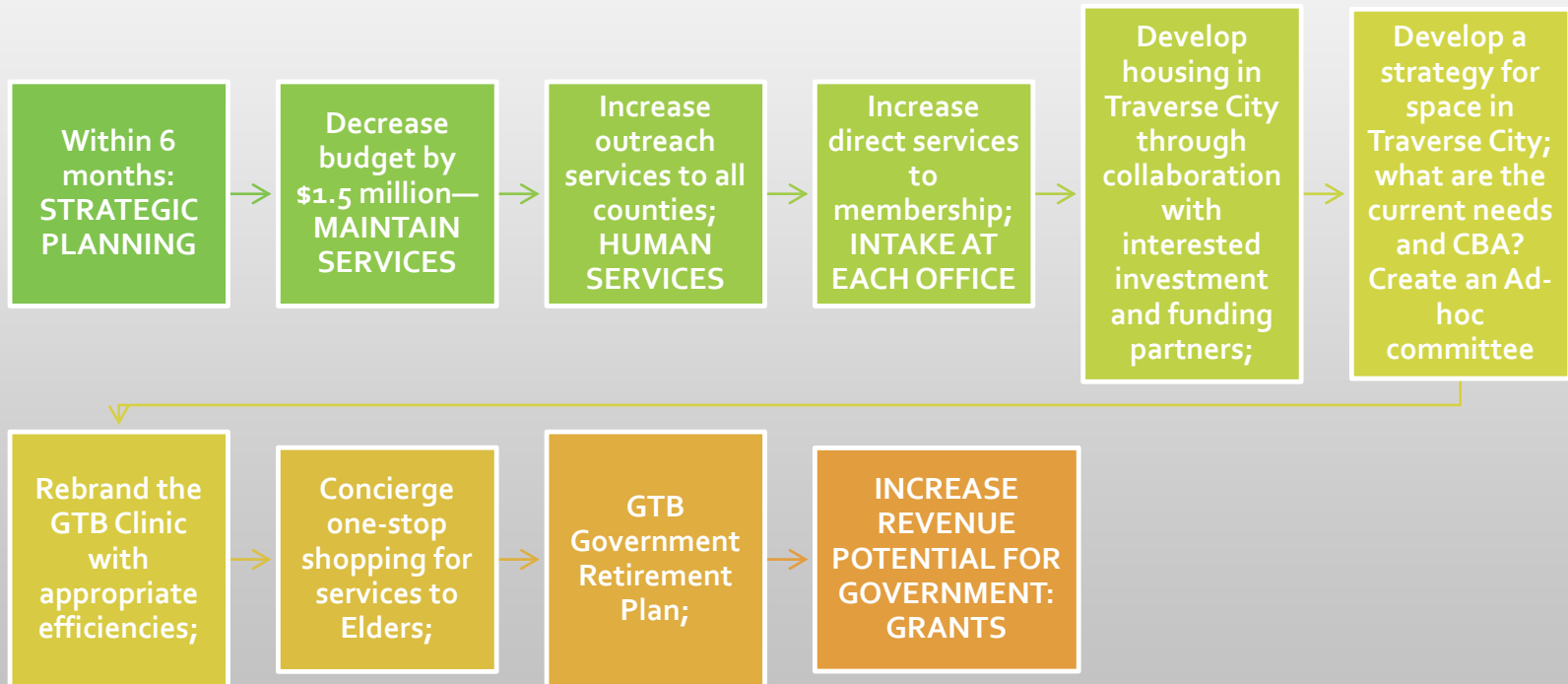
#### **Other SMART decisions have been made:**

**Doubling the elders emergency services; developing an Agricultural department; adding a DATA specialist, adding food pantries to all satellite offices, and increasing our health transportation.**

# PLAN OF ACTION FOR 2019-2020:

- Define Government Goals and Objectives/Priorities(6-12 months)
- Mutually agreed upon outcomes to meet Goals and Objectives/Priorities with timelines—building a foundation of consistency and growth;
- What are we good at? What do we fail at? What is our most serious problem? What are we ready and willing to do?

# Developing Priorities with Timelines:



# Strategic Leadership Team

- Long term success
- Shared skills and information

## **Team**

Produce work that is based on collective effort

Clear goals

Results-driven structure

Competent team members

Unified commitment

Collaborative Climate

Standards of excellence

External support

Principled leadership

- 1. The mission and vision of your department and how it meets one or more of the 2012 GTB Tribal Council goals and objectives;
- 2. Number of staff, FTE, PTE;
- 3. Funding for each program;
- 4. Specific membership services provided from each program (describe indirect/direct);
- 5. What database(s) do you use-are you able to pull current data on a daily basis and/or database needs;
- 6. 2019 Annual major project(s) proposed to be met outside the usual job requirements;
- 7. Proposed budget cuts—must be based on recurring expenses such as staff and not one-time expenses;
- 8. Explain how budget cuts will affect/effect your department;
- 9. Where do you see your department in 3 years and 5 years, do you have a strategic plan to meet these goals/objectives;
- 10. Does your department have a strategic plan not only for goals and objectives but also capital expenses, mentorship, training, learning opportunities.

## Expectations Today— Presentations and Peer- Review



# Effective Peer Review and Using Leadership Skills

- Relevant
- Understandable
- Descriptive
- Specific
- Significant
- Recommendation
- Manage change
- Solve problems
- Make decisions
- Manage politics/influence others
- Take risks and innovate
- Set vision and strategy
- Enhance skills and knowledge
- Understand GTB mission

# Tools to Assist Leaders

<http://www.livebinders.com/>

<https://www.youtube.com/watch?v=lqRXDZobRrQ>

[https://www.youtube.com/watch?v=WICq\\_Pj8ZUk](https://www.youtube.com/watch?v=WICq_Pj8ZUk)

“None of us is as smart  
as all of us.”

- Ken Blanchard

”

“A genuine leader is not a searcher for  
consensus but a molder of consensus.”

—Martin Luther King, Jr.



[www.cmoe.com](http://www.cmoe.com)



**Effective Team  
Communications**