

# *Pawnee Nation of Oklahoma*

Fourth Quarterly Program Reports 2019

*October, November, December*



## **Pawnee Nation Division Reports**

Submitted to the  
Pawnee Business Council  
February 1, 2020

James E. Whiteshirt, President  
Darrell Wildcat, Vice-President  
Patricia McCray, Secretary  
M. Angela Thompson, Treasurer  
Sammye Kemble, Council Member  
Dawna Hare, Council Member  
Charles Lone Chief, Council Member  
Charles Knife Chief, Council Member

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CONSTITUTION

CORPORATE CHARTER

TRIBAL COURT

PAWNEE BUSINESS COUNCIL

NASHARO COUNCIL

TRIBAL DEVELOPMENT CORPORATION

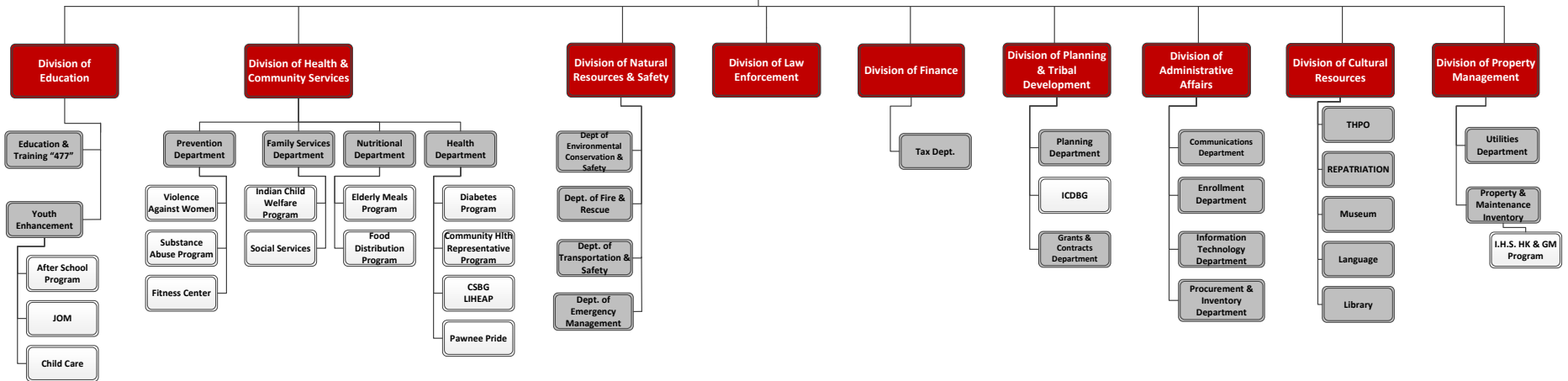
COMMITTEES & COMMISSIONS

EXECUTIVE OFFICE  
Executive Director

Executive Admin Assist

Human Resources

TERO/EEOC



Pawnee Nation of Oklahoma  
Organizational Chart  
Approved: January 8, 2019



**Executive Director's  
Quarterly Report to the  
Pawnee Business Council  
for period ending December  
31, 2019**

*Muel J. Robedeaux*



**Executive Director  
Quarterly Report to the Pawnee Business Council  
4th Quarter - 2019**

***Honorable members of the Pawnee Business Council***

This report is submitted to the Pawnee Business Council to provide an accounting of some of the activities occurring within the Nation's Government.

**Executive Summary:**

The Executive Office provides assistance to the Pawnee Business Council and administrative oversight to the Federal and Tribal programs in areas such as travel and procurement approvals. Since part of the Executive Director and the Executive Administrative Assistant's salaries are covered by the ATTG contract, there are several deliverables that are met during the course of the day to day business. Some of these deliverables are discussed as follows:

***Goal***

*The Pawnee Nation will foster a strong, efficient, and stable tribal government.*

***Objective 1: Pawnee Nation's Executive Office***

*The Pawnee Nation Executive Office supports general governmental operations to a) implement organizational design to assure continued growth and development; b) provide high-level customer service; c) ensure successful operation of the Nation's fiscal responsibilities; d) coordinate Human Resources Office for personnel administration; e) work with the Division of Natural Resources & Safety to expand on the emergency management plan; f) working with the tribal Planner on strategic planning with the Business Council; g) provides support to the Governing Documents Committee; and h) working with legal counsel and the Tribal Court on the further development of procedures and amendments to the Law and Order codes. Pawnee Nation Executive Office serves many purposes that include:*

***ORGANIZATION WIDE***

*The Executive Office along with the Administrative Affairs Director and the Planning Director conduct ongoing assessments of the organizational structures through collaborations with the Division Directors and the Pawnee Business Council and evaluations of the divisions in regard to the effectiveness of each program within divisions in order to provide high-level customer service to Pawnee citizens.*

*The Executive Office also serves the Nation and citizens by:*

- + *Acting as a liaison between administration and the Pawnee Business Council*
- + *Publishing monthly event calendars provided to tribal employees, and Pawnee Business Council member*
- + *Addressing inquiries from tribal members or directing inquiries to the appropriate office and or to the Council*
- + *Performing other duties and activities to support the overall operations of the administrative offices.*

## **Quarterly Events**

### **Travel and Training**

- + The Executive Director attended the TribalNet Conference in November. I attended the training tracks that included “Leadership/Management” and “Tribal Gov’t Tech”.

### **Financial Reporting**

The expenditures for the Executive Office are within the approved budget for 2019.

## **Current Projects**

### **Hemp Project**

This project is on hold at this time until the tribal plan is approved by the U.S.D.A. A meeting was held this quarter with the U.S.D.A. to go over our Hemp Plan and discuss the areas that need to be addressed before it can be approved. If you go to the website, <https://www.ams.usda.gov/rules-regulations/hemp/state-and-tribal-plan-review> you will see that Pawnee Nation is listed as being “Under Review”.

### **Demolition Project**

An award has been made by the BIA in regard to this project, so that the Pawnee Nation can now hire an environmental company to complete the Environmental Assessment on the project sites before completing the demolition.

### **Renovation Projects Affecting Space and Programs**

There are several facilities that need to be renovated for new projects and other offices need to be moved so that some of these renovations can take place. The following was discussed in a meeting that was held in September and conversations since then.

- + Charter School aka Community School
  - o The multi-purpose facility will need to be renovated so that the charter school will be able to use it beginning next fall. The renovation costs are already covered by the Charter School. The Tax Office has been moved to Building #64, so that the Charter School can now use these empty offices until the After School Program can be moved over to the Child Care Facility.
  - o This renovation will affect the Tax Commission Office that is currently located in the multi-purpose center, so space will need to be found for the Tax Commission. The Tax Commission Office has been moved to the first floor of Bldg. #64.
- + Resource Center – Law Library

- The Tribal Court has a Law Library that needs to be put in place.
- The dates for finalizing this move will occur during the first quarter of 2020.
- + Childcare/Fitness Center Facility
  - Once the renovation proposal to DHHS is approved, then the final planning for the renovation of the Childcare facility will develop their final timeline and work can be done.
  - The proposed renovation of the Childcare facility requires the movement of the fitness center to a new location so that the afterschool center can be moved into this facility. As of this date, a new location for the fitness center has not been selected yet.
- + Museum Project
  - This committee is still developing plans for a tribal museum.
- + Yurt Placement
  - The seed project is looking for space to place the Yurt that was donated to them, a final decision has not been made as of this date.
- + Fracking Regulations
  - Background: DNRS did develop the Pawnee Nation Energy Resource Protection Act which required Tribal permitting for all oil and gas activities within our jurisdiction. We require strict compliance to applicable Tribal and Federal laws and regulations.
  - There has been no new well drilled on the Pawnee Nation since the Resolution to stop fracking
  - A letter from the BIA concerning three leases that have been invalidated showing that the environmental assessment is near completion.
  - There is an opinion letter in the council packet today

### **Organizational Chart**

A revised organizational chart has been developed and a copy of this organizational chart is in the PBC packet today

### **PN Strategic Plan**

Planning is currently finalizing the information that has been received during all of the Strategic planning meetings that have been held with the Pawnee Business Council.

### **Greenhouse Project**

The planning office is working on the pre-planning for this project and the development of a job description for a “Greenhouse Manager” to assist in the final planning stages of this facility before it goes into the construction phase.

### **Self Governance – I.H.S. Planning Project**

The Self-Governance contract was just awarded and the budget is being put in place.

### **IDC Proposal**

Will continue to work with the finance office on the 2020 IDC proposal that is currently being developed.

**Budget Policy**

The Budget Policy that is contained within the tribal Fiscal Policies has had some revisions made to it and is waiting to be reviewed and approved by the Pawnee Business Council.

**Third Party Billing**

The Finance Director has taken lead on this and will be working with other tribes on how they set up their third-party billing and developing a process for the Pawnee Nation to get this system set up.

**Constitutional Updates**

The Governing documents group will be taking lead on this item and a meeting will be set up for this group to begin looking at the various governing documents and setting a priority of which of the tribal documents need to be revised first

**Election Act Revisions**

The Election Board will either develop the revisions themselves or work with the Governing Documents Committee on any proposed revisions. A meeting will need to be set up between the two groups as soon as a new Election Board is seated.

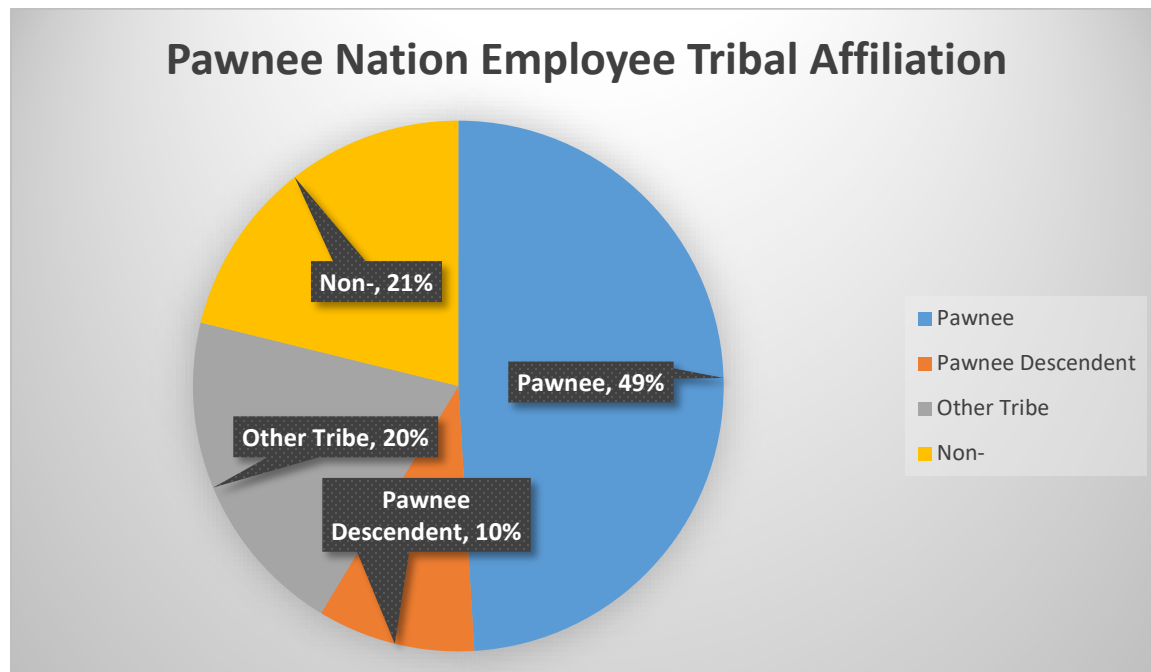
**Staffing**

There has been several changes in the staffing here at the Pawnee Nation.

13 position have been filled this last quarter

5 of these positions were current employees who were promoted into new positions

8 positions were new people hired by the Pawnee Nation





Each of the individual Divisions along with the individual departments that are within them have worked hard to provide the services as required within their contracts. It has been a good quarter and I look forward to working with each of the Divisions to enhance their respective offices. Each Director was given a task to come up with five achievable goals for their divisions those goals will be reviewed in future reports to the Pawnee Business Council.

Copies of the different quarterly reports from each division along with their departments are attached in this report. If you have any questions, then please contact me and I will get the answer that you have requested.

Respectfully Submitted,



Muriel J. Robedeaux  
Executive Director



## Human Resources Quarterly Report to the Pawnee Business Council 4th Quarter - 2019

### I. Human Resources Office

The Pawnee Nation's Office of Human Resources is responsible for all aspects of personnel management. The work includes advertising vacant positions, recruiting qualified and skilled applicants, managing employee relations, administering benefit plans, developing and deploying HR policies and procedures, maintaining personnel records, establishing wage and compensation rates, and monitoring compliance with applicable tribal, federal, and applicable state laws.

Additionally, the Office of Human Resources provides access to and conducts employee training, conducts orientation for new employees and explains available benefits for eligible employees. The Office oversees and handles employee grievances and requests for information on employment issues.

### II. Executive Summary:

The Human Resources Office has continued to develop and implement improvements to personnel management within the Pawnee Nation. Specific tasks accomplished during the quarter include the hiring of the following staff:

#### Hiring of New Staff:

Anthony Leas: Fitness Center Attendant  
 Christopher Pratt: CHR Generalist/Driver  
 Danielle Wheatley: TVI Coordinator  
 Nelson Yellowman: Heavy Equipment Operator  
 Janet Mulder - Accountant  
 Teri Collins: Housekeeping (Full time)  
 Herb Adson: Cultural Resource Division Director  
 Adrian SpottedHorseChief: Cultural Resource Coordinator  
 Destiny Taylor: Child Care Teacher  
 Shelby Duncan: Child Care Teacher  
 Davi Ann Ferris: Accounts Payable  
 Samantha Baker: Learning Center Manager  
 Christina Attocknie: Learning Center Asst Manager

#### Census:

Pawnee-	51	49%
Descendent	10	10%
Other-	21	20%
Non-	22	21%
<b>TOTAL=</b>	<b>104</b>	



## Human Resources Quarterly Report to the Pawnee Business Council 4th Quarter - 2019

New Hires-	13
Voluntary Terminations-	05
Involuntary Terminations-	00

### III. Quarterly Goals and Objectives

#### Personnel Policy Review

- No Human Resource Policy & Procedure Committee meetings have been held since July 2019.

#### Staff Development

- Had employee Fun Day and Division Directors were team leaders. Directors picked employees names from a bowl for their teams. This was a test to see how well the directors could organize, manage, communicate, and work with other employees, not from their divisions. Most directors did an excellent job, it was an enjoyable by everyone.

#### Insurance Broker

- Open Enrollment was held November 18, at the Roam Chief building. Insurance representatives from Aflac, Leaders Life, Legal Shield, and One America were there to present and work one on one with employees. Broker Todd Weaver present Blue Cross & Blue Shield insurance.

#### Employee Recognition Program

The following were selected as Employee of the Month for this period:

October -	Brandon Novotney
November -	George Chebon Goodon
December -	Samantha Baker
4thQtr Employee-	Jordon Moore
4th Qtr. Div. Dir-	Brian Kirk
Employee of the Year -	Reva Howell
Division Dir of the Year-	Tiffany Fietze



## Human Resources Quarterly Report to the Pawnee Business Council 4th Quarter - 2019

### **TERO Workers**

Had numerous 1- and 2-day jobs, filled by TERO workers. It has been a very productive quarter and hoping this continues. Three TERO workers are now on permanently with the Pawnee Nation.

### **Departmental Duties and Objectives Accomplished:**

- Assisting applicants in the employment process,
- Conducting new employee orientations,
- Conducting conflict mediations,
- Conducting exit interviews,
- Posting vacancy announcements,
- Actively recruiting qualified candidates,
- Submitted and processed an OSBI Background checks,
- Tracked annual evaluations,
- Processed FMLA requests,
- Conducted Open Enrollment
- November Native American month, held native bingo games
- Contacted Liability insurance, regarding PBC & AG legal cases
- Participated in Fall Festival representing Human Resources
- Participated and responded to Oklahoma Employment Security Commissions unemployment inquires,

### **IV. Travel and Training:**

No travel occurred for HR during the 4th Quarter.

### **V. Financial Reporting:**

Expenditures were within the budgeted amounts for all line items.  
Budget for 2020 reviewed and approved by PBC.

### **VI. Future:**

- Update/Revise Personnel Policies,
- Continue Pawnee Leadership Development Course Training for all Supervisors, Coordinators, Managers, and Directors
- Hire applicants for vacant positions.
- Streamline hiring process for 477 and TERO Workers
- Continue to look at revenue generating efficiencies throughout the Nation



## **Communications Office Quarterly Report to the Pawnee Business Council 4th Quarter - 2019**

### **I. Communication Manager**

The Communication Office is responsible for conveying an organization's internal and external messages. The Communications Manager manages the maintenance of online content on the Pawnee Nation official website; updates the public calendar of events on the site, disseminates employee announcements; maintains the Pawnee Nation social media platforms: Facebook, Instagram, Twitter, YouTube, and Vimeo. The Communication office is the central hub for gathering content from all the tribal departments and is in charge of designing the Chaticks Si Chaticks official publication newsletter that is mailed out to tribal members. The Communication office also films the Pawnee Business Council (PBC) Meetings and uploads the videos to the private group on Vimeo, so tribal members can watch online. The closed group on Vimeo is called Pawnee Business Council Meetings. It is accessed by invite-only after approval from the Enrollment department, for tribal members, and Pawnee Nation employees now have access but need to submit the Employee Vimeo Verification Form to the Human Resource Department, HR for approval.

### **II. Executive Summary:**

**October 2019 – December 2019**

The 4th quarter activities from the Communications office involved filming and photographing various projects such as the Pawnee Business Council meetings; designing and publishing the 4th quarterly newsletter Chaticks si Chaticks; attending doings of the Pawnee Nation to photograph and film Pawnee Nation's events, website updates, and social media management.

The current status of the Division of Administrative Affairs is currently without a Division Director. A possible rearrangement of the Organization Chart could happen. Now, Communications has taken on the role to approve the divisions' timecards until a final decision is made for reorganization or hire of new Administrative Affairs Director.

#### **New equipment purchased during the 4th quarter, 2019**

- Sony PXW-Z280 Camcorder
- SxS Pro Cards for Sony Camera
- Shotgun Microphone
- 10 TB HardDrive
- Miscellaneous Office Supplies



**Communications Office  
Quarterly Report to the Pawnee Business Council  
4th Quarter - 2019**

**III. Quarterly Goals and Objectives**

**Goal 1 • Video** – Photograph or Film content to help tribal members to know the current status and plans of the Pawnee Nation and Pawnee Nation Business Council.

**Objective 1 • Video** – Record the Pawnee Business Council (PBC) meetings, photograph or film Public Community Gatherings and upload content to Social Media platforms and upload the PBC meetings to the private group on Vimeo.

**Pawnee Business Council Meetings Filmed**

**(5) Filming of council meetings**

- October 9, 2019 @ 6:00 pm (*uploaded to Vimeo*)
- October 28, 2019 @ 6:00 pm (*uploaded to Vimeo*)
- November 2, 2019 – *Pawnee Business Council Quarterly Meeting @ 11:00 am (uploaded to Vimeo)*
- November 13, 2019 @ 6:00 pm (*uploaded to Vimeo*)
- December 31, 2019 @ 10:30 am (*uploaded to Vimeo*)

**(7) Pawnee Nation Events, Video/Editing**

- October 19, 2019 - Pawnee Song and Dance
- October 23, 2019 - Red Ribbon Grade School Walk
- October 26, 2019 – Corn reveal of the 18 Nebraska Gardens for 2019
- December 10<sup>th</sup>, and December 17<sup>th</sup> 2019 – Pawnee Language Class
- December 11<sup>th</sup>, and December 18<sup>th</sup>, 2019 – Pawnee Culture Class

**Pawnee Nation Photos or Events attended**

- Photos of various Departments for 2019 Annual Report
- Supreme Court Justice photo
- October 10, 2019 - Pawnee Nation Staff Fun Day
- October 17, 2019 – Breast Cancer Awareness Walk
- October 19, 2019 - Glow the Distance - Walking together Against Domestic Violence
- October 23, 2019 - Ribbon Cutting for the 1st Street Safety Project
- October 24, 2019 - Happy Halloween Carnival at Southern Oaks
- October 31, 2019 – Halloween Candy for the Learning Center Children and Pawnee Headstart

**Pawnee Nation Projects Involving Communications**

- Post Pawnee Nation Commissions and Position Advertisements
- Updated mailing list from Enrollment
- TERO Flyers and updates to the TERO webpage
- Posting Closures due to Holidays
- Monitor Social networks



## Communications Office Quarterly Report to the Pawnee Business Council 4th Quarter - 2019

**Goal 2 • Online Platforms** - Inform Pawnee Tribal Members and the public of current events and information by leveraging the Pawnee Nation Website and social media outlets.

**Objective 2 • Online Platforms** – Shares the content provided by each division to social platforms and maintains the website with current events to attract attention, generates interest, and helps support the organization’s operations.

**Activity 2 • Online Platforms** – Track and measure growth on the website and social platforms such as comments, likes, and follows.

### 4th Quarter 2019 – Analytics for the website – [www.pawneenation.org](http://www.pawneenation.org)

#### Quarterly Audience Overview – October 2019 – December 2019

- **11,118 Users** (Increase from 3rd quarter 2019 – 10,736 users)
- **39,392 Page Views** (Increase from 3rd quarter 2019 – 38,259 page views)
- **02:19 Average Duration spent on the website** (Increase from 3rd quarter 2019 – 02:05 average duration)
- **Top Age group: 25-34 years of age** (age range is the same from 3rd quarter 2019)

### 2019 Analytics for the website [www.pawneenation.org](http://www.pawneenation.org)

#### 2019 Yearly Overview - (January – December 2019)

- **38,706 Users** (Increase from 2018 – 37,764 users)
- **140,490 page views** (Decrease from 2018 – 129,848 users)
- **105,789 Unique page views** (Increase from 2018 – 10,736 users)
- **37,721 New Users (83.6% New Visitor, 16.4% Returning Visitor)**  
(Increase from 2018 – 37,500 New users, Increase 2018 - 84.1% New Visitor, Decrease 15.9% Returning Visitor)
- **02:10 Average Duration spent on the website** (Increase from 2018 – 02:01 Avg. Session Duration)
- **Gender Demographics - 45.85% Female, 54.15% Male; total sessions**
- **Top Age group – 25-34 years of age**
- **Top 10 – Website Content users look at**

2019 top 10 webpages	2018 top 10 webpages
1. Homepage	1. Homepage
2. Pawnee History	2. Pawnee History
3. Job Opportunities	3. Job Opportunities
4. Government	4. Government
5. Human Resources	5. Pawnee Nation Flag and Seal
6. Pawnee Nation Flag and Seal	6. Divisions
7. Divisions	7. Events
8. TDC Job Openings	8. TDC Job Openings
9. Division of Education	9. Office Historic Preservation
10. Events	10. Enrollment Office



## Communications Office Quarterly Report to the Pawnee Business Council 4th Quarter - 2019

### 4th Quarter 2019 - Social Media Platforms

- **Facebook Business Page of the Pawnee Nation has 6,158 likes.**  
(Growth from 3rd quarter 2019 – 6,000 Likes)  
<https://www.facebook.com/PawneeNationofOklahoma>
- **Twitter has 1,851 followers.**  
(Growth from 3rd quarter 2019 – 1,812 Subscribers)  
<https://twitter.com/pawneenation>
- **Instagram has 540 followers.**  
(Growth from 3rd quarter 2019 – 521 Subscribers)  
[https://www.instagram.com/pawnee\\_nation](https://www.instagram.com/pawnee_nation)
- **Vimeo has 74 Followers.**  
(Growth from 3rd quarter 2019 – 69 Subscribers on public Vimeo Channel)  
<https://vimeo.com/pawneenation>
- **Vimeo – the PBC private group, has 118 members.**  
(Private Group started in June 2018 – Growth from 3rd quarter 2019 – 110 members)  
**Vimeo – Forms submitted to join the Private Group on Vimeo, 135.**  
(Some individuals have not accepted the email invite to join the Private group on Vimeo - 127)  
<https://vimeo.com/groups/pawneenationpbc>
- **YouTube of the Pawnee Nation has 248 subscribers.**  
(No Growth from 3rd quarter 2019 – 209 Subscribers)  
<https://www.youtube.com/channel/UCViq80podtz0VEUFRorPVNQ>

**Goal 3 • Print Publication(s) Chaticks Si Chaticks newsletter** – Publish and disseminate the tribal newsletter as an official method to communicate past, current, and projected news and activities.

**Objective 3 • Print** – Publish and disseminate the tribal newsletter as a formal method to communicate past, current, and projected news and activities.

### Chaticks Si Chaticks December 2019 newsletter issue (Image of cover below)

- **24-page Layout and Design.**
- **Mailed to 1,843 tribal households – Arrived in December 2019, one issue per household.**  
An increase from 3rd quarter 2019 – 1,833 households





## Communications Office Quarterly Report to the Pawnee Business Council 4th Quarter - 2019



*The Pawnee Nation uses the printed publication Chaticks Si Chaticks as the primary method to communicate news to tribal members.*

*Activities from the Communication office involves*

- *Video recording and editing*
- *Photography*
- *Graphics*
- *Social Media*
- *Website updates*
- *Email blast for new PBC video links to members who joined*

www.pawneenation.org is the official website of the Pawnee Nation. The current hosting company is called Juvo Web, and it is located in Stillwater. The Communications budget pays month to month for web hosting. A new website is recommended by the Communications Manager and hopes the Pawnee Nation will reconsider a new website design with blog functions, and revisit buying a .gov name for the website.

#### **IV. Travel and Training**

No travel or training during the 4th quarter of 2019.



**Communications Office  
Quarterly Report to the Pawnee Business Council  
4th Quarter - 2019**

**V. Financial Reporting**

- The Communications Manager coordinates with Muriel Robedeaux for understanding the Federal Budget and receives financial reports from accounting for the Aid to Tribal Government budget.
- The Communication Office sold advertising ads. Total *income* for Communications Department - \$2,429 *so far for the year*.

Goals for the Communications Department for the first quarter of 2020 is to review the website and work with the Pawnee Nation Departments to update the website with the latest content, start on the 2019 Annual report (68-page layout), create the 1st quarter newsletter for print and distribution. Increase the number of members in the Vimeo private group. Start looking into a better website for the Pawnee Nation of Oklahoma.



## Pawnee Nation Enrollment Department Quarterly Report to the Pawnee Business Council 4th quarter - 2019

### I. Enrollment Department

The Enrollment Department is responsible for all aspects of tribal membership. This scope of work includes, but is not limited to, maintaining up-to-date tribal enrollment records, processing applications for tribal enrollment, processing relinquishments of tribal enrollment, issuing Certificate of Degree of Indian Blood (CDIB) cards, issuing Verification of Indian Preference (BIA Form 4432) forms, processing the annual annuity disbursement, and facilitating tribal elections by providing a listing of eligible voters to the Election Commission.

### II. Executive Summary:

During the fourth quarter the Enrollment Department has been operating with a full staff consisting of the Enrollment Manager and the Enrollment Specialist. Enrollment Manager continues to provide the duty of approving Microix requests as the Division Director for the Administrative Affairs Division. Enrollment Manager continues to meet with the Enrollment Committee revising the Enrollment Statute.

### III. Quarterly Goals and Objectives

The following is the Enrollment Departments Goals and Objectives met during the 4th quarter.

- GOAL: To provide accurate and timely enrollment and membership services.
- OBJECTIVE 1: To maintain up-to-date Pawnee Nation tribal enrollment records, including the daily up-keep of electronic membership records, fact-checking against historical hard-copy membership records when necessary, and the timely resolution of any discrepancies in enrollment information. During the fourth quarter, the Enrollment Office processed 68 address changes, researched 40 family history trees, answered 121 tribal verifications, provided 36 applications for enrollment, documented 3 enrollment verifications for the Department of the Interior Eagle Permit Application, documented the deaths of 7 tribal members, issued 3 relinquishment forms to tribal members and received 0 requests for information regarding Pawnee history. Mailed out 49 change of address forms to tribal members and processed 7 name changes. Provided 109 other services which can consist of mailing forms, issuing reports for enrollment numbers to Pawnee Nation Programs, writing letters to organizations to verify annuity payments of tribal members, verifying enrollment, mailing original documents to applicants and responding to any requests or questions regarding enrollment by mail, email, fax and phone.



## Pawnee Nation Enrollment Department Quarterly Report to the Pawnee Business Council 4th quarter - 2019

- **OBJECTIVE 2:** To review applicants for tribal enrollment, prepare required documentation, and work with the Enrollment Committee, Nasharo Council, and Pawnee Business Council to process applications for Pawnee enrollment. During the fourth quarter, the Enrollment Office received and researched 16 applications for enrollment that will be processed next quarter.
- **OBJECTIVE 3:** To work with the Enrollment Committee, Nasharo Council, and Pawnee Business Council to process relinquishments of Pawnee enrollment, when dual enrollment is discovered and per request of tribal member. During the fourth quarter, the Enrollment Office issued 3 Conditional Relinquishments and received 2 Conditional Relinquishments that will be processed next quarter.
- **OBJECTIVE 4:** To issue Certificates of Degree of Indian Blood (CDIB) to tribal members. During the fourth quarter, the Enrollment Office issued 52 CDIBs to enrolled Pawnee Tribal Members and issued 3 Pawnee CDIB Descendant cards.
- **OBJECTIVE 5:** To issue Verification of Indian Preference (BIA Form 4432) to Pawnee tribal members who are seeking employment within organizations that practice Indian Preference in hiring. During the fourth quarter, the Enrollment Office issued 8 Verifications of Indian Preference (BIA Form 4432).
- **OBJECTIVE 6:** To work with the Division Director for Finance to ensure that each eligible Pawnee tribal member receives the annual annuity disbursement check from the Pawnee Nation. During the fourth quarter 43 annuity checks was reissued.
- **GOAL:** To facilitate tribal elections by ensuring that all eligible Pawnee citizens are included in the election process.
- **OBJECTIVE 1:** To provide the Election Commission with up-to-date enrollment information for all eligible Pawnee voters. During the fourth quarter there was no activity between the Election Commission and the Enrollment Department.
- **OBJECTIVE 2:** To provide the Communications Office with mailing lists to be used in providing election information to all eligible Pawnee voters. During the fourth quarter, the Enrollment Office provided the Communications Office with updated mailing addresses so tribal members may be notified with information regarding any past or future election information to be used in the dissemination of Chaticks Si Chaticks, provided a list of tribal members 85 and over to issue



**Pawnee Nation Enrollment Department  
Quarterly Report to the Pawnee Business Council  
4th quarter - 2019**

birthday checks and provided a mailing list to the Executive office for tribal members 65 and over for the Thanksgiving Wal-mart gift card.

**IV. Travel and Training**

During this quarter there was no travel or training.

**V. Financial Reporting**

Executive Director has the information regarding financial reporting of the Enrollment Department for the 4th quarter.

The Enrollment Department is preparing enrollment applications and any relinquishments for the Enrollment Committee, Nasharo Council and the Pawnee Business Council next quarter.



**Office of Information Technology  
Quarterly Report to the Pawnee Business Council  
Fourth Quarter 2019**

**I. Program/Office/Project Name: Office of Information Technology**

It is the purpose of the Office of Information Technology (OIT) to provide the Pawnee Nation and its programs support and services in the area of Information Technology. The services provided include network administration, systems administration, desktop support and consulting & procurement services directly related to tribal computer systems. The office carries out its roles and responsibilities to applicable departments and programs that secure such services through indirect cost contributions.

**II. Executive Summary:**

The IT has maintained the infrastructure we currently have. We had the fortunate opportunity to start the process of updating our server environment. We purchased the software and part of the physical equipment.

**III. Obstacles**

Underfunded and understaffed.

**IV. Quarterly Goals and Objectives**

The IT Department's main goal is to keep the IT infrastructure for Pawnee Nation up and running, with minimal downtime. We also want to help the employees be more productive and efficient through technology. The IT team has been very busy on these objectives

**General:**

- We have made the transition to our new SIP Trunk Provider (desk phones). With minimal disruption.
- Our Systems Administrator has been out of the office for the last month of this quarter. The IT Manager and the Security Specialist have been doing our best to keep up with our duties and cover those of the other positions that are either out of the office or not filled at this time.
- We have made progress in the update of our server environment. We ordered the Software and some of the servers.

**Security:**

- Shortel user configuration
- Kaspersky Updates and PC virus scans, daily
- Active Directory Administration



**Office of Information Technology  
Quarterly Report to the Pawnee Business Council  
Fourth Quarter 2019**

- Deskside Support
- Network Cabling
- Emergency Operation Center Laptop Updates
- Set up new users
- Reconcile domain user list with HR employees list to gain available licenses

***Applications Support Specialist:***

- We currently have no Applications Support Specialist employee. All the current IT staff have been sharing responsibility for these duties.

***System Administrator:***

- Updates
- Backups
- Helping with day to day end user needs.
- Updating the Food distribution Software to the current shopping list.

***Help Desk***

- We currently have no Help Desk employee. All the current IT staff have been sharing responsibility for these duties.

**V. Travel and Training:**

- We were able to send with the help of two other programs one of our members to Tribal Net this year. Please see trip report.
- We have utilized all free training we can find on the internet.

**VI. Financial Reporting**

- All spending was reduced due to the budget cuts.
- We are renewing only the necessities



## **Pawnee Nation Procurement Department Quarterly Report to the Pawnee Business Council 4th Quarter - 2019**

### **I. Program/Office/Project Name: Procurement Department**

The Procurement Department should oversee all purchasing and contracting transactions, concerning the Pawnee Nation. We are also responsible for receiving and distributing all ordered goods, identifying and placing property identifiers, on qualified items, and conducting annual inventories. Maintaining Inventory records is also a key function, of the Procurement Department. As of late August 2016, the Procurement Department has also taken travel arrangement responsibilities, for the Nation's staff. We are also the support staff for the Nasharo Council, and the Pawnee Nation Election Commission.

### **II. Executive Summary:**

**October 2019 –**

During the fourth quarter of 2019, the Pawnee Nation was under a continued purchasing and travel ban, for all Tribal Programs. In October, the Procurement Department processed nineteen travel requests, total. Only 1 of the travels were for tribally funded programs. Also, during this month, the Procurement Office processed 8 exception reports. Our CM/GC Construction collaborative construction project is still underway. Administrative Support was provided, to the Pawnee Nasharo Council, as needed.

**November 2019 –**

In November, the Procurement Department processed 8 travel requests. 3 of those were for tribal funded programs. Four exception reports were processed, by our office in May. Administrative support was provided to the Pawnee Nasharo Council, as needed.

**December 2019 –**

In December, the tribal travel ban remained effective, and a total of six travel requests were processed. All the 6 travels were for tribal funded programs. Purchasing activity increased this month due to the end of year activities. For the month of December, the Procurement Department processed four exception reports. Administrative Support was provided, to the Pawnee Nasharo Council, as needed.

During the fourth quarter, of 2019, the Procurement Department monitored all procurements, maintained inventory, received and distributed all ordered goods, coordinated travel, and provided administrative support to the Pawnee Nasharo Council, and the Pawnee Nation Election Commission.





## **Pawnee Nation Procurement Department Quarterly Report to the Pawnee Business Council 4th Quarter - 2019**

### **III. Quarterly Goals and Objectives**

Explain program and project goals met during the quarter.

- All travel was successfully coordinated, and minimal issues occurred.
- The Pawnee Nasharo Council was adequately supported, throughout the fourth quarter of 2019.

### **IV. Travel and Training**

No travel or training occurred during this time.

### **V. Financial Reporting**

The Procurement Department stayed on track with our spending for the 2019 year.



# Pawnee Cultural Resource Division

1/14/2020

Herb Adson  
Pawnee Cultural Resource Division

Pawnee Nation Business Council

## Quarterly Report for Fourth Quarter, 2019

### I. DIVISION NAME:

Cultural Resource Division (CRD) houses our museum, historical preservation office (THPO) Repatriation/NAGPRA, Language, and Culture. Our Jurisdiction includes our Pawnee Reserve, our cemeteries, Chilocco Property, Property in Nebraska, and property which is "restricted or held in trust" for our citizens by the federal government.

### II. EXECUTIVE SUMMARY:

Herb Adson is Division Director, Matt Reed is THPO, Marti Onlyachief is NAGPRA Coordinator, and Adrian Spottedhorsechief is CRD Project Coordinator. CRD also has Zac Rice and Taylor Moore who are our Language instructors for our weekly community classes

This final quarter CRD started after shutting down in January 2019 due to financial shortfall in Tribal Funds. I was hired Oct 29<sup>th</sup> and on Dec 1<sup>st</sup> Adrian Spottedhorsechief was hired as Project Coordinator. This Division was re-started with the help of Pawnee Nation and our business council receiving a \$100,000.00 matching grant from Shakopee Mdewanton Sioux Community.

THPO and NAGPRA continued in 2019 as they worked under federal grants. Their Quarterly Reports are attached. The Language classes resumed in September 2019.

I met with our culture committee within two weeks of my re-hire and updated them on CRD status. CRD hosted a Pawnee Hand Game in November in observance of National Native American Heritage Month. We started back with our weekly culture classes. We were also asked to name the new pedestrian bridge by ICDBG Project at the tribal campgrounds.

Mr. Spottedhorsechief was hired as Project Coordinator for the Shakopee Grant. CRD Continues to meet the grant timeline and is working Laura Mae Melton from Grants/Contracts and Brian Kirk from Planning

### III GOALS and OBJECTIVES:

To continue with working within Shakopee Grant Timeline. Continue our Culture and Language Classes, our monthly Culture committee meetings, and our quarterly Museum Board Meetings.

We will continue to work on strategic/sustainability plans after the grant period and take ownership of Pawnee Nation Cultural Resource Division.

IV TRAVEL/TRAINING

None

V FINANCIAL REPORT:

None

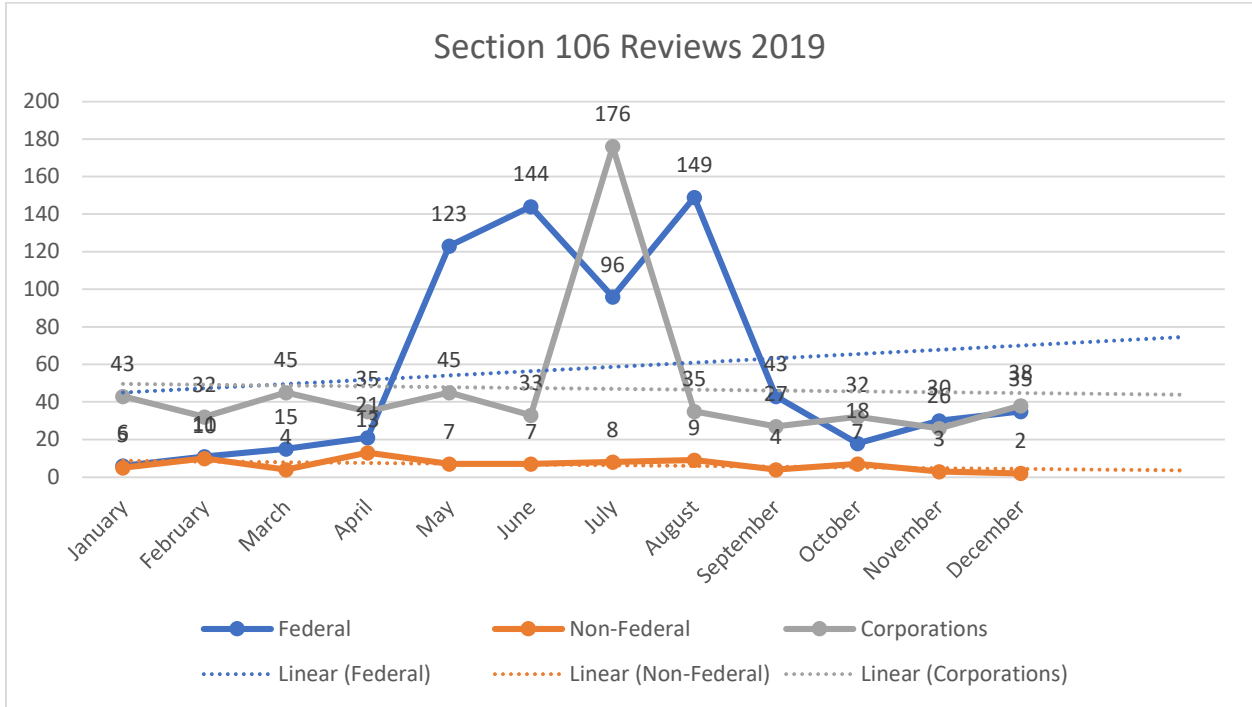
Respectfully

Herb Adson  
Director  
Pawnee Cultural Resource Division

**Pawnee Nation**  
Tribal Historic Preservation Office  
*4<sup>th</sup> Quarter 2019 Report*

1. Past Projects
  - a. Professional Development
    - i. Received training from the US Forest Service as a cultural monitor
    - ii. Attended the annual conference of the Association of Tribal Archives, Libraries, and Museums
  - b. Section 106
    - i. Attended the 4<sup>th</sup> quarterly meeting of the Nebraska Commission on Indian Affairs
    - ii. Conducted a pedestrian archaeological survey for a USDA project near Osborne, Kansas
    - iii. Conducted a pedestrian survey of a 150 tower wind farm for NextERA Energy
    - iv. Conducted cultural monitoring on 2 cell tower construction sites
    - v. Continued work with National Forest Service
    - vi. Continued work with National Park Service
    - vii. Continued work with City of Colorado Springs
  - c. Presentations
    - i. Gave two presentations on the Pawnee game of Ruktakitawicuku.
  - d. Community Outreach
    - i. Continued construction of an earthlodge using community volunteers and student interns
    - ii. Worked with Museum Board of Directors, Cultural Committee, Service Club, ATALM, and OSU School of Architecture in designing a Pawnee Cultural Center
2. Current Projects
  - a. Section 106
    - i. To date:
      1. 691 Federal reviews
      2. 79 non-Federal reviews
      3. 567 TCNS reviews
  - b. Research
    - i. Continue conducting research on earthlodges
    - ii. Compiled a complete list of all Pawnee Sacred Bundles
    - iii. Began compiling a compendium of Pawnee origin stories
  - c. Projects
    - i. Began process of writing, obtaining, and installing a historical marker for the Pawnee Indian School
    - ii. Continued enlarging the database of archaeological sites in Nebraska, Colorado, and Kansas by working with SHPO offices of each state
    - iii. Began research and manufacture of equipment for Double Ball and Pawnee Dice
    - iv. Continued conducting GPR surveys of Pawnee burial sites in an effort to locate unmarked graves
3. Future Projects

- a. Continue cooperative program with Pikes Peak National Historic Landmark.
- b. Continue construction of earthlodge
- c. Continue consultation with Bonnie Reservoir in Colorado regarding Pawnee Cultural Landscape.
- d. Begin working with History Colorado in formatting a preservation plan for the state of Colorado
- e. Obtain digital copies of Pawnee Agency records from 1830s-1870s



## NAGPRA 4<sup>th</sup> Quarterly Report October – December 2019

Martha Only A Chief  
NAGARA Coordinator  
Pawnee Nation of Oklahoma  
[monlyachief@pawneenation.org](mailto:monlyachief@pawneenation.org)  
(918) 762.2180

- Pawnee Nation has requested Smoky Hills Museum to take possession and control of 2 items. They have a pair of armlets and arrows.
- Attended White Sands Consultation in New Mexico there was a Pawnee Trail from Nebraska to New Mexico it is now called the Frontier Trail. There are species grown where Pawnee's used to live in Nebraska that originally came from New Mexico. There was a discussion on concerns each tribe is having trouble with getting items back to the tribe. Discussion about air control when doing ceremonies as some individuals are using drones to fly above to try and see scared ceremonies. Discussion on universities that have interviews, language, etc. anything they have accumulated about a tribe how would you repatriate these.
- Attended training Paraprofessional Certification at Otoe-Missouria Tribe of Oklahoma. This was a free training to anyone who was interested they will notify the individuals by email if they passed the certification as there was a test on the last day. NAGPRA Coordinator completed the course and now certified.
- Working with Laura Melton on preparing for NAGPRA Grant which will be due in February 2020.
- Reviewing the Federal Register to see if there are any new listings on Inventory Completion to see if there are any Pawnee human remains or funerary objects, we have an interest in.
- Developing a database of repatriations past to present.
- Developed a database on states and counties the Pawnee Nation of Oklahoma will have an interest in for human remains, funerary objects, sacred objects and objects of cultural patrimony.
- CUI process with the University of Iowa in a discussion of possible of reburial in October 2020 of human remains and associated funerary objects of western cemetery reburial in Monona for the counties in Iowa: Plymouth, Cherokee, Woodbury, Monona, Pottawattamie, and Mills. Iowa Tribal Summit will be in May 2020 finalizing with all tribes. There are other counties included in the CUI the Pawnee Nation only has an interest in the ones identified above.
- Discussion Memorandum of Understanding (MOU) to replace MOU's dated March 1, 1999, and the 2002 MOU that was amended in 2004. Discussed to form a working group consisting of tribal representatives and city staff to review and recommend revisions. Upcoming consultation to be held in Boulder on March 17-18, 2020 to finalize.
- Continued to prepare for the largest reburial the Pawnee Nation of Oklahoma will have in Spring 2020. Working on the preparations cedar boxes and waiting for confirmation to proceed.



## Education Division/"Te Tu Koo Resources" Quarterly Report to the Pawnee Business Council 4<sup>th</sup> Quarter - 2019

### I. 477/Education Division/Te Tu Koo Resources

*The Education Division provides comprehensive employment, education and training services for adults and a year-round youth program for the Pawnee Nation. The Division includes Early Childhood Education/Child Care Program; Youth Development, PreK-12; Workforce Services and Higher Education Scholarship. The mission of the division is to provide services to tribal members and other federally recognized tribal members residing in our jurisdiction to enable members to obtain the skills needed to become productive individuals and contributors to their respective communities.*

### II. Executive Summary:

One of the highlights for October was the participation of all Education staff, including the PNLC teachers at the Intertribal Fun Day at Red Rock. On October 29<sup>th</sup> staff coordinators and managers met with the Executive Director and Finance Director to problem solve division challenges around childcare past due arrears, proposed policy changes and space issues for the After-School Program.

An interview was held for the Pawnee Nation Learning Center manager position on October 25 and was conditionally offered to the Assistant Manager, Samantha Baker pending receipt of Bronze Credential for Day Care Center Directors.

The Learning Center hosted an Open House on November 15<sup>th</sup>. They had a very good turnout of parents for the Thanksgiving meal as well.

Youth Services organized two (2) school assemblies for Native American Heritage Month on November 13<sup>th</sup> with Pawnee students demonstrating the various dance styles. A morning presentation was given for Cleveland Primary School and a 1:00 p.m. presentation for Pawnee Middle/High School students at the auditorium.

### III. Quarterly Goals and Objectives

- Collaborate with OSU College of Education for tutoring, K-12.
- Collaborate with Grant and Contracts to complete the Construction & Renovation application with CCDF for kitchen expansion.
- Sponsor two school assemblies for Native American Heritage Month with assistance from Pawnee students of all ages and with parent support.
- On-going collaboration with Meridian Technology for GED classes for the Fall 2019
- Continue to collaborate with the Charter School committee.

**Education Division/"Te Tu Koo Resources"  
Quarterly Report to the Pawnee Business Council  
4<sup>th</sup> Quarter - 2019**

**IV. Travel and Training**

- All Division staff attended a mandatory two (2) hour Child Abuse training, Oct 3, 2019.
- Director participated in an Indigenous Charter School tour: Keres Children's Learning Center, Cochiti Pueblo; Walatowa High School, Jemez Pueblo; STAR School, (Service to All Relations), Flagstaff, AZ.
- October 18<sup>th</sup> PNLC staff and Education division staff participated in Intertribal Fun Day, Red Rock, Oklahoma.
- November 20<sup>th</sup>, NOC-Tonkawa, (NASNTI), Native American Serving Non-Tribal Institutions Advisory Board meeting attended by Director.
- Oklahoma Council on Indian Education 40<sup>th</sup> Annual Conference, (OCIE), December 9-10 in partnership with NIEA; "Educating Oklahoma Students: Balancing Perspectives" attended by the Director, Youth Services Coordinator, and Education & Training Specialist. Three (3) Charter School Board members attended as well.



**Meetings**

Met with Pawnee Nation College staff October 4<sup>th</sup>  
Charter School Meeting, October 9  
Charter School Meeting, October 23  
Education Division met with Executive Director and Finance Director, October 29  
Charter School Meeting, November 6  
Charter School Meeting, November 25

**V. Financial Reporting**

- **Higher Education:** No expenditures for Spring 2020 pending Education Committee changes
- **Education & Training:** Expenditures are within the planned budget.
- **Youth Services:** Expenditures are within the planned budget.
- **Child Care:** Expenditures are within the planned budget.

**VI. Future Plans**

We hope to get Middle School tutoring started by collaborating with Cultural Resources Division and OSU during Spring 2020 semester for middle school students to be offered after school at the Pawnee Nation Museum.





## **Education Division-Workforce Services Quarterly Report to the Pawnee Business Council 4<sup>th</sup> Quarter 2019**

- I. Education Division/Education & Training/Workforce Services**  
Workforce Services assists clients to achieve self-sufficiency through education, training, and case management. Services are tailored to each client's needs based on assessment that identifies barriers and current skill levels, education and experience. Primary focus and special care focus on identifying, addressing and overcoming the client's barriers that contribute to unemployment.
- II. Executive Summary:**  
Workforce worked hard overseeing the GED and Work Experience (WEX) components; continuing with the goal of maintaining the employment of the new GED teacher. In the Work Experience component, there was a focus on employability training that heavily assists with career transition and career development in an office position utilizing computer software.
- III. Quarterly Goals and Objectives**
- Monitor participants in three (3) tribal departments.
  - Monitor the WEX and supportive services budget line items to meet demand without overspending.
  - Oversee classroom training participants in the following courses:
    - Nursing Pre-Requisites
    - Medical Procedures
    - Collections Courses
    - Class A Commercial Driver's License (CDL)
    - GED services.
  - Ensure worksite feedback on employer and participants' performance at the jobsites.
  - Continue to provide quality workforce services for all clients.
  - Build capacity to offer training on the following; Computer Software, Financial Literacy, and Self-Sustainability classes for the Pawnee Nation Staff and Pawnee community.

### **Education & Training**

- Two (2) new applications received, all are approved
- Twelve (12) clients; Ten (10) continuing, two (2) new
  - 5 males; 7 females
- **Adult Education/Classroom Training**
  - 2 continued GED instruction on-line in the computer lab
  - 2 clients continued short term course for overall goal of certification in Medical Coding.





## **Education Division-Youth Services Quarterly Report to the Pawnee Business Council 4<sup>th</sup> Quarter 2019**

### **I. Education Division/Youth Services**

The Education division provides as many resources as possible to be a “one stop location” to help Native Americans obtain gainful employment and achieve self-sufficiency in our service area.

### **II. Executive Summary:**

Youth Services main objective this quarter was to prepare for the outdoor classroom field trip with Electa Hare-Redcorn for the After School Program, substitute teaching for the school, Cultural presentation for Native American Heritage Month, JOM Parent meetings, and OSU tour at Pawnee Public Schools with Dr. Sarah Donovan.

### **III. Quarterly Goals and Objectives**

- JOM Parent Committee Meeting
- Subbing at School
- Cultural Presentation at Cleveland and Pawnee schools
- After-school Program
- Attend and provide input for Pawnee School’s Indian Policy & Procedure public hearing at the December Board of Education Dec 2nd

#### **JOM Parent Meeting**

- Meeting dates
  - October 10, 2019
  - November 7, 2019
  - No December meeting

#### **School Subbing** as collaboration with Pawnee Public Schools

##### **Classes:**

- 2nd grade, October
- High School English, November
- Middle School Social Studies, November
- High School Language Arts, November
- Middle School Math, November
- Middle School Science/Pawnee Language, November
- 4<sup>th</sup> grade, November

#### **Cultural Presentation November 13, 2019; Cleveland Primary School, Pawnee Middle, School, Pawnee High School**

##### **Highlights:**

- Representation of various dance styles
  - Cloth, straight, fancy, and fancy shawl
- Various songs

- Parade in, contest songs for each category, two step, intertribal, and round dance
- Students
  - 19 dancers
  - 2 singers
- Volunteers
  - 4 parent/grandparent

### **Afterschool Program**

#### Highlights:

- 2 student workers, high school students
- 16 kids in program
  - 1<sup>st</sup>- 2
  - 2<sup>nd</sup>- 2
  - 3<sup>rd</sup>- 6
  - 5<sup>th</sup>- 1
  - M/S- 4
  - H/S- 1

### **Visa Card Clothing Supplement**

This supplemental fund is for all Pawnee Tribal members grades Pre-K- 12<sup>th</sup>. Each semester the students are allotted \$125 to be used for school clothes, supplies, or any other school related items. Each parent/student is responsible for turning in the original receipts as well as a renewal form for future semester funding. For the fall 2019 semester the program served **272** students within the United States.

## **IV. Travel and Training**

- Oklahoma Council of Indian Education 40<sup>th</sup> Annual Conference  
December 8-10, 2019; Shawnee, OK
  - Trauma Training
  - Discussion on eagle feathers at graduation

### **Future Plans**

- Coordinate with OSU on tutoring Program
- Collaborate with Cultural Resources Division and Dept of Health & Community Services to address youth issues in our community
- UNITY event with Iowa Nation
- Indian Education Legislation Day, February 4th



Cultural Presentation participants at Pawnee High School, November 2019



## **Pawnee Nation Learning Center/ Child Care Services Quarterly Report to the Pawnee Business Council 4th Quarter - 2019**

### **I. Program/Office/Project Name: Pawnee Nation Learning Center(PNLC)**

The Child Care Program goal is to increase the availability, affordability, and quality of the childcare services in the Pawnee Nation service area that includes Pawnee County and Northern Payne County. The Pawnee Nation Child Care Program operates the Pawnee Nation Learning Center and Afterschool Program for children ages two months through 8 years of age. Childcare subsidy assistance is available to qualified applicants.

### **II. Executive Summary:**

The Pawnee Nation Learning Center served 60 children during the third quarter. The children are provided with a nurturing, healthy and safe learning environment. Developmentally appropriate educational activities, breakfast, lunch and afternoon snacks are provided daily. The Learning Center is currently operating with 59 children enrolled.

During this quarter the Pawnee Nation Learning Center, (PNLC) staff enjoyed being involved in new community and tribal community events. All staff with CDIBs at PNLC received their flu shots from the Pawnee Indian Health Services on October 1, 2019. The teachers participated in the Intertribal Fun Day at the Otoe-Missouri reservation tribal complex. The teachers were excited to be included this year. The Pawnee Nation Learning Center employees represented the Education Division at the Pawnee Nation Annual Trunk or Treat. All the children enjoyed trick or treating with the Pawnee Nation tribal departments. Our Parent Thanksgiving meal was a great success this year as we had 18 parents to participate.

Celebrating Native American Heritage Month on November 13<sup>th</sup>, Councilwoman, Dawna Hare came to visit and read to our one and two-year-old classrooms. On November 20<sup>th</sup> our Pawnee Nation President, Jimmy Whiteshirt came to read to our older two's and younger three's classroom and then visited our older three's and four's classroom.

The Pawnee Nation Learning Center staff seeks to increase activities in the center with the children. In December we were able to let the children wear their pajamas and after their annual Christmas parties in their classrooms were able to watch a movie and eat popcorn. Our Cook Ms. Becky made sure we stayed within our nutrition guidelines through CACFP program (food program) with the popcorn that was served to the children. The learning center was closed during the week of December 23<sup>rd</sup> through the 27<sup>th</sup>. This allowed teachers to work on their rooms such as shampooing their carpets, deep cleaning their toys, sheets, nap mats, and cots. During this time two (2) new staff and others worked on



## Pawnee Nation Learning Center/ Child Care Services Quarterly Report to the Pawnee Business Council 4th Quarter - 2019

completing required training such as PDL hours to remain in compliance for Oklahoma DHS licensing requirements.

In late December two (2) new staff were hired with Destiny Taylor as Teacher and Shelby Duncan as a temporary hire to help with upcoming staff medical leave coverage.

The Child Care staff includes:

Center Manager	Samantha Baker
Assistant Manager	Christina Attocknie
Older 3's & 4's Teacher	Dana Stewart
Older 2's & Younger 3's Teacher	Vickie Reusch
2-year-old Teacher	Callie Wilson
Wobbler Teachers	Pani Moore and Destiny Taylor
Infant Teachers	Stephanie Sewell and Nicole Ankney
After School	Hannah Buchanan
Floater	Cree Roughface
Cook	Becky Holt
Temporary Multipurpose aide	Shelby Duncan

The CCDF program provided partial or full childcare service assistance for sixteen (16) children during the fourth quarter.

### III. Quarterly Goals and Objectives

**GOAL 1:** To provide quality child care for our Native American and community children.

**OBJECTIVE 1:** The CCDF program will maintain the Pawnee Nation Learning Center for child development and childcare services.

#### ACTIVITIES:

1. Maintain child care license through the State of Oklahoma Department of Human Services (DHS). **Continuous.** DHS Requirements must be met at all times to remain in compliance. This involves certified staff in compliance with child/adult ratios and facilities maintained in safe and healthy repair.
2. Utilize Child and Family Food Program in order to provide healthy meals and snacks. Completed. Meals served: 1415 breakfasts, 1546 lunches and 2294 afternoon snacks. Reports are submitted to receive reimbursement for the food program.



## Pawnee Nation Learning Center/ Child Care Services Quarterly Report to the Pawnee Business Council 4th Quarter - 2019

3. Provide staff training for quality child care services. **Completed.** Training provided is listed below. The Oklahoma Department of Human Services Licensing Requirements states entry level employees will receive 20 hours of training within three months of employment and each person who is counted toward meeting the staff-child ratio is required to obtain 20 clock hours per employment year. Director must complete 30 hours.

#### IV. Travel and Training

- All Pawnee Nation Learning Center and Education Division staff attended mandatory Child Abuse Training with Heather Cruz, Resource and Referral Specialist from Delaware Child Development on October 3.
- All Pawnee Nation Learning Center Staff received a power point handout from our state food program CACFP over Civil Rights Compliance and Enforcement Training for CACFP & FDCH 2019-2020.
- Becky Holt received a certificate of attendance from CACFP called "Grain-Based Desserts in the CACFP" on November 15.
- Christina Attocknie received her online Food handlers Training from the Department of Health and Human Services Division of Environment Health Services. Christina Attocknie is also attending Northern Oklahoma College working towards her Associates degree in Early Childhood Development.
- Dana Stewart received her certificate of completion from Care Courses School, Inc. called "Principle of Child Development and Learning"
- Dana Stewart is working to earn her CDA (Child Development Associate) for preschool age children.
- Hannah Buchanan is attending Northern Oklahoma College working towards her Associates degree in Early Childhood Development.
- PDLs and director's credentials must be renewed annually and are registered on the CECPD (Center for Early Childhood Professional Development) website.

#### V. Financial Reporting

The CCDF program operates under the Education Division 477 Program (Te Tu Ku) and Hukasa Bank Account. The program utilizes both funding sources. Award letters have been sent for 2019 allocations

#### VI. Future Plans

There is a list of priority items that needs to be addressed with the additional funding coming this year. The top priority items are as follows:

- Door locking system
- Camera monitoring system for the classroom





## **Pawnee Nation Learning Center/ Child Care Services Quarterly Report to the Pawnee Business Council 4th Quarter - 2019**

- Kitchen upgrades (industrial stove & refrigerator, fire suppression hood. (pending application approval)
- New carpet/tile in the Learning center
- Add more activity weeks/days to the center (Dr. Seuss' birthday in March, Week of the Young Child, and Teacher Appreciation Week etc.)
- Increase parent and community involvement.

**Respectfully Submitted,**

**Samantha Baker, Pawnee Nation Learning Center Manager**



**Division of Finance**  
**Quarterly Report to the Pawnee Business Council**  
**4th Quarter**  
**October – December 2019**

**I. Finance Division**

The Pawnee Nation of Oklahoma's Finance Division provides accounting services to the Pawnee Nation through accounts payable, accounts receivable, and payroll. The Finance Division provides payment, accounting, and reporting services to the Pawnee Nation's various tribal, federal grants, contracts, and programs. While, ensuring compliance with the Pawnee Nation fiscal policy, Generally Accepted Accounting Principles, and 2CFR Part 200 OMB Guidance to ensure financial statements are accurately stated.

**II. Executive Summary:**

The principle function of the Finance Division is to provide accurate and timely, reliable and comparable financial reports to Pawnee Business Council (PBC), the Executive Director and the Pawnee Nations division and program directors to make management decisions that affect the Pawnee Nation and its members.

Finance helped several divisions and programs with budget modifications throughout the quarter. Finance also continued to provide monthly and quarterly financials to all divisions and programs.

Distribution from TDC have been less than expected during the 3<sup>rd</sup> and 4<sup>th</sup> quarters of 2019 therefore the Nation will need to monitor future closely as our financial reserve recovers. We have continued monthly meetings with PTDC and its staff to keep the nation informed on distributions and enable the executive staff to better manage the budgets. Finance and the Executive director will continue to watch cashflows on a monthly basis to make sure the nation maintains enough funds to manage all financial obligations.

We have begun to explore options to develop our own tribal fleet of vehicles. We met with a representative from Enterprise Fleet Management to explore option that would allow us to begin this process with very low capital requirements. A follow up meeting is set for January.

We had our initial meeting on Third party billing in 3<sup>rd</sup> quarter. Also made contact through the Oklahoma Tribal Finance Consortium with and expert in third party billing. We are considering contracting with him to do and initial review of our billing opportunities and to help us with the initial staffing, software and accreditation requirements to start third party billing. A follow up meeting is set in January.

*Accounts Payable* – This department continues to make sure all the bills are getting paid on time and check requests are being done in an efficient manner. The travel process has improved however we still need improvement on the timeliness of travel reconciliations.



**Division of Finance**  
**Quarterly Report to the Pawnee Business Council**  
**4th Quarter**  
**October – December 2019**

*Payroll* – This department is doing a good job and making sure timesheets for all departments are completed and submitted on time. We have implemented addition checks and balances to ensure direct deposits are handled correctly. Payroll has also done an excellent job getting payroll submitted as required while working around holidays.

*Accounting* - The accountants continue to send out monthly reports and assist directors when needed. We are continuing to make improvements to the financial processes of the Nation. We are current on monthly closeouts and bank reconciliations.

**III. Quarterly Goals and Objectives**

- Manage Pawnee Nation Budgets.
- Provide training to employees on financial processes
- Perform quarterly close-outs
- Complete a schedule of tasks required to be completed in the finance department on a monthly basis by the finance employees
- Complete the 2019 IDC proposal.
- Improve Grant Closeout Process
- Complete fiscal yearend 12/31/19 grant closeouts.

**IV. Travel and Training**

The Finance Director attended the NAFOA fall conference. The training and contacts made are serving the nation by helping us improve our financial processes and efficiency.

**V. Financial Reporting**

The department budget has been reviewed. The remaining budget remained the same and is healthy and in good shape as of December 31, 2019.

**VI. Conclusion**

The Finance Division will maintain an open-door policy and attempt to be available always to assist tribal members, the public, directors and employees. Please feel free to contact any of the finance department employees with your questions:

William Perry, Finance Director, Ext. 205  
Janet Mulder, Accountant, Ext. 121  
Freida Pratt, Payroll Clerk, Ext. 125

Penny Powell, Sr. Accountant, Ext. 209  
Nancy Moore, Accountant, Ext. 119  
Davi Ferris, A/P-Clerk, Ext 120



**Division of Finance  
Quarterly Report to the Pawnee Business Council  
4th Quarter  
October – December 2019**

Respectfully,  
W. Harrison Perry  
Finance Director



## Division of Health and Community Services Quarterly Report to the Pawnee Business Council 4th Quarter - 2019

I. **Program/Office/Project Name: Division of Health and Community Services**  
The mission of the Division of Health and Community Services is to improve the overall wellness and lifestyle of Pawnee Tribal members and Native Americans within our community. DHCS accomplishes this by providing services such as health education, substance abuse counseling, nutrition, physical fitness, preservation of family, safety planning, and youth development. The Division of Health and Community Services consists of eight (programs) under (4) departments: Health-Community Health Representatives/Health Education and Special Diabetes Program for Indians; Prevention-Substance Abuse Program/Methamphetamine and Suicide Prevention Initiative/Tribal Opioid Response Program; Nutrition Services-Food Distribution and Title VI; and Family Services-Ti-Hirasa Domestic Violence Programs and Indian Child Welfare. The DHCS Office is also overseeing the tribal assistance programs: elders, disability, and emergency.

II. **Executive Summary:**  
Much of the quarter was dedicated assisting Title VI Program when Coordinator resigned; finishing up the required reporting for HRSA-RCORP and SAMSHA-TOR, grant writing, and helping with DHCS events. DHCS Director was also selected to sit on the Pawnee Service Unit Health Board as well as awarded the Division Director of the Year.

### **Quarterly Goals and Objective**

**GOAL 1:** The DHCS Director will be responsible for new program development and- technical assistance to program directors in preparing new and continuation proposals that support the continued and future growth of the Pawnee Nation.

**OBJECTIVE 1:** The DHCS Director will work in a coordinated team effort with Program Coordinators in the development of new or continuation proposal applications to funding agencies.

**ACTIVITY 1:** The DHCS Director worked with Tribal Planner and RCORP Administrative Assistant on the Comprehensive Opioid Abuse Program Grant; submitted on July 26.

**OUTCOME 1:** Unfortunately, we were not awarded funding.

**ACTIVITY 2:** The DHCS Director worked with Tribal Opioid Response (TOR) Program on receiving supplement funding.

**OUTCOME 2:** Supplemental amount awarded was \$41,615.



## **Division of Health and Community Services Quarterly Report to the Pawnee Business Council 4th Quarter - 2019**

**ACTIVITY 3:** The DHCS Director worked with Tribal Planner and MSPI on the Tribal Behavioral Health “Native Connections” Grant; submitted on December 10.  
**OUTCOME 3:** Waiting on response.

**OBJECTIVE 2:** The DHCS Director will work with the Planning Director on strategic planning for new program development and/or reorganization.

**ACTIVITY 1:** The DHCS Director is on the Organizational Chart Committee and reviews organizational changes for each division.

**OUTCOME 1:** Re-reviewed Administrative Affairs; DNRS; and Property Management.

**ACTIVITY 2:** The DHCS Director was assigned to lead a Veterans Assistance Project that would provide utility assistance to Native veterans and/or spouses of deceased veterans in our service area; submitted Dec 4.

**OUTCOME 2:** (30) veterans and/or spouses signed up and received assistance.

**GOAL 1:** The DHCS Director will be responsible for all program compliance in regarding to the funding agencies and/or PN.

**OBJECTIVE 1:** The DHCS Director will work in a coordinated team effort with Program Coordinators to make sure programs are in compliance with the funding agency and/or PN.

**ACTIVITY 1:** THE DHCS Director is working with each program to develop and/or update their COOP Plans; make sure all staff has completed the NIMS, Food Handlers, and CPR Trainings; and all staff evaluations have been completed.

**OUTCOME 1:** COOP Plans have all been updated.

**OUTCOME 2:** New and/or current staff need to complete and/or recertify for trainings. Almost all of the staff has completed CPR/First Aid, Food Handlers, and NIMS.

**OUTCOME 3:** All programs need to update program information on the PN website.

**OUTCOME 4:** Evaluations need to be submitted to Human Resources.

**ACTIVITY 2:** THE DHCS Director is working with each program to make sure all budgets are up-to-date and match funding agency award amount.

**OUTCOME1:** N/A.



## Division of Health and Community Services Quarterly Report to the Pawnee Business Council 4th Quarter - 2019

**Objective 2:** The DHCS Director will assist in providing community health education to the Pawnee community.

**ACTIVITY 1:** DHCS sponsored “Rock Your Heritage Shirt” with a walk for Native American Heritage Month on November 15.

**OUTCOME 1:** (17) participated in the walk.

**ACTIVITY 1:** DHCS Director helps with the Wellness Program (when needed) (i.e. Zumba, Yoga, RIPPED, Kickboxing, or Bootcamp).

**ACTIVITY 2:** DHCS Director participated and/or attended 6 Nations Domestic Violence Awareness Event, Fall Festival, Red Ribbon Walk, Headstart & PNLK Trick or Treating, Diabetes Poker Run/Walk, World Diabetes Day Employees Luncheon, Title VI Advisory Board Bingo Nights, and PBC Elders Christmas Party.

### **III. Meetings and Tribal/DHCS Events**

10/03-Fall Festival Meeting

10/03, 11/04- Seed Preservation Planning Meeting

10/07, 11/04 12/2, -DHCS Coordinators Meetings

10/07, 10/22, 11/07, 11/19, 12/17 - Division Directors Meetings

10/09/ 11/08-Organizational Chart Meeting

10/11, 12/13-Title VI Advisory Board Bingo Night

10/14-Employee Fun Day

10/19-6 Nations Domestic Violence Awareness Event

10/21-Meeting with SAP Coordinator; then Fitness Center Attendant; and Executive Director on Fitness Center complaint

10/21-Pawnee County Healthy Coalition

10/23-Red Ribbon Walk

10/24, 11/21-Title VI Advisory Board Meeting

10/24-Southern Oaks Halloween Carnival

10/26-Fall Festival

10/28, 11/22, 11/26, 12/4-Princess Committee Meeting

10/30, 11/12, 11/19, 11/26-Tribal Behavioral Health Grant Meeting

10/31-DHCS Halloween Potluck

10/31, 11/27, 12/20-Employee Staff Meeting

11/05-Meeting with OSU Medical Program

11/06-Diabetes Poker Run/Walk

11/08-Facility Space Meeting

11/13-Title VI Application Webinar

11/14-World Diabetes Day Employees Luncheon

11/15-Title VI Coordinator Going-Away Party



**Division of Health and Community Services  
Quarterly Report to the Pawnee Business Council  
4th Quarter - 2019**

**11/18-Open Enrollment**  
**11/21-Pawnee Service Unit Health Board Meeting**  
**11/22-Meeting with Executive Director on Christmas activities**  
**11/22-Employee Thanksgiving Potluck**  
**11/25-Princess Committee Handgame**  
**11/27-CRD Coordinator Interviews**  
**12/11-Meeting with Fire Chief, City Police, and Ambulance about TOR**  
**12/11-Title VI Coordinator Interviews**  
**12/17-Wellness Program Meeting**  
**12/18-PBC and Elders Christmas Party**  
**12/19-Meeting with VAW Coordinator**  
**12/20-Employee Christmas Potluck**  
**12/26-Meeting with Amy Romero-SAMSHA**  
**12/31-DHCS Christmas/New Year's Eve Breakfast Brunch**

**IV. Travel and Training**

N/A

**V. Financial Reporting**

The DHCS Office financial status is reflected in special reports prepared by Pawnee Nation Finance Department and Grants & Contracts Office. Also, the DHCS Director has access to all DHCS program budgets and reports.

**VI. Direct Assistance (this quarter-non-reoccurring)**

Elders-(8)  
Disability-(1)  
Emergency-(9)

**VII. Future Plans**

Continue to work on employees needing training (CPR/First Aid/Food Handlers)  
Continue working on TOR Workplan  
Awareness months (stalking, human trafficking, heart health, etc.)





## Pawnee Nation CHR/EMS/Health Education Program Quarterly Report to the Pawnee Business Council 4<sup>th</sup> Quarter - 2019

### I. Pawnee Nation CHR/EMS Program:

The purpose of the Community Health Representative/Emergency Medical Services is to act as an advocate and facilitator for families and individuals to gain access to comprehensive health care services as well as provide opportunities to enhance the quality of life for the people they serve. The target population is eligible Indian residents living within the Pawnee Tribal Service Area in Pawnee County and the city limits of Stillwater, OK in Payne County.

#### **Pawnee Nation Health Education Program:**

The purpose of this contract is to establish identifiable health education components within the tribal health department. The Health Education Program strives to promote awareness, guidance & counseling and prevention of disease and/or disability among Indian people. The overall goal is to enhance the quality of life for the people we serve with healthy lifestyles.

### II. Executive Summary:

The CHR/HE Program completed the 4<sup>th</sup> quarter with one event and business as usual. The program participated and assisted in several community outreach events and activities. One of the CHR Generalists left Pawnee Nation in November and a new hire started in December. Despite having submittal difficulties, we finally received funding for both direct assistance programs-LIHEAP and CSBG.

### III. Quarterly Goals and Objectives:

**Goal 1:** To provide for a continuum of services to the population through health education, case findings, referral follow ups and provisions of supportive services.

**Objective 1:** To assist the target population in maintaining their health and well-being and to continue to enhance the quality of life through preventative services and health delivery.

**Activity 1:** The CHR/EMS Program picked up medications, supplies, and equipment from IHS, local pharmacies, and out of town referral pharmacies for clients with no other means of transportation.

**Outcome 1:** The CHR Program picked up and delivered medications, supplies, and or equipment for (40) clients this quarter.

**Activity 2:** The CHR/EMS Program provided transportation services to eligible Indian residents to and from IHS and other referred facilities when necessary for routine non-emergency appointments.

**Outcome 2:** The CHR/EMS Generalists transported (112) clients this quarter.

**Activity 3:** The CHR/EMS Program conducted home visits/wellness checks for those who are homebound.



## Pawnee Nation CHR/EMS/Health Education Program Quarterly Report to the Pawnee Business Council 4<sup>th</sup> Quarter - 2019

**Outcome 3:** The CHR/EMS Generalists conducted (1) home visit this quarter.

**Objective 2:** To organize community health promotions and disease prevention for the target population.

**Activity 1:** The CHR/HE Program in collaboration with the Diabetes Program organized a Breast Cancer Awareness event for tribal employees on October 17.

**Outcome 1:** (33) attended the event and (4) employees conducted health screenings.

**Activity 2:** The CHR/HE Program participated in the 6 Nations Domestic Violence Awareness event held on October 19.

**Outcome 2:** (322) participated in the event.

**Activity 3:** The CHR Coordinator assisted the DHCS Director with a Veterans Assistance Project that would provide utility assistance to Native veterans and/or spouses of deceased veterans in our service area; submitted Dec 4.

**Outcome 3:** (30) veterans and/or spouses signed up and received assistance.

**Activity 4:** The CHR/HE Program in collaboration with DHCS Program organized the Fall Festival on October 26.

**Outcome 4:** Approximately (300) that attended the event.

**Activity 5:** The CHR/HE Program assisted the Diabetes Program with their Employees Poker Run/Walk on November 6.

**Outcome 5:** (16) employees participated in the event.

**Activity 6:** The CHR/HE Program assisted the Diabetes Program with their Employees Luncheon for World Diabetes Day on November 14.

**Outcome 6:** (45) employees participated in the luncheon.

**Activity 7:** The CHR/HE Program in collaboration with the Diabetes Program and SAP Programs, shall be known as the Wellness Program Committee, provides Zumba, Yoga, and RIPPED.

**Outcome 7:** The total fitness class participants was (50) which includes RIPPED (41); Yoga (91); and Zumba (19). The classes are reoccurring participant average over the three (3) months.

#### IV. Travel, Training, and Meetings

##### October:

3-Fall Festival meeting

7-DHCS Coordinator's meeting

14-Employee Fun Day

18-InterTribal Fun Day

21-Pawnee County Healthy Coalition meeting



**Pawnee Nation CHR/EMS/Health Education Program  
Quarterly Report to the Pawnee Business Council  
4<sup>th</sup> Quarter - 2019**

21-25- Annual CHR conference  
30-Pawnee High School Health, Wellness Safety Committee meeting  
31-Pawnee Nation Employees Staff meeting  
31-DHCS Halloween Potluck

**November:**

4-DHCS Coordinator's meeting  
15-Rock Your Heritage Shirt & Walk  
21-CSBG Webinar  
27-Pawnee Nation Employees Staff meeting

**December:**

2-DHCS coordinator's meeting  
17-DHCS Wellness Committee meeting  
20-Pawnee Nation Employees meeting  
30-CSBG Webinar  
31-DHCS Christmas/New Year Eve's Breakfast Brunch

**V. Financial Reporting**

The Pawnee Nation CHR/EMS/HE program financial status is reflected in special reports prepared by Pawnee Nation Finance Department and Grants & Contracts Office.

**General Assistance:**

During this quarter, general assistance was provided to eligible clients through the CSBG and LIHEAP Programs. The following is the number of clients served this quarter:

LIHEAP - (52)

**VI. Upcoming Events:**

Weight Loss Challenge  
Heart Healthy Awareness month  
PHS Health Summit  
Spring Break Camp



## **Pawnee Nation Diabetes Program Quarterly Report to the Pawnee Business Council 4<sup>th</sup> Quarter -2019**

**I. Program/Office/Project Name: Diabetes Program**

The Pawnee Nation Diabetes Program promotes the delivery of supportive, interactive and educational services for Native Americans with the risk factors of developing and/or with the diagnosis of diabetes who reside within the Pawnee service area. It is our intent to improve the quality of life for Native Americans by implementing SDPI Best Practice: Physical Activity/Education.

**II. Executive Summary:**

The Diabetes Program has continued to provide services designated to enhance the quality of life for the people we serve. Much of the quarter has been dedicated to providing direct care services such as blood glucose monitoring supplies, socks, diabetic foot care, and assistance with eyewear, Glucerna, and N7 footwear. The Program continues to be involved in the Pawnee County Healthy Coalition, Pawnee Public School's Safety, Health, and Wellness Committee, to obtain more community outreach, network and combine resources. Best Practice continued with collaborations for the 6 Nations Domestic Violence Event, Red Ribbon Walk, Breast Cancer Walk, Fall Festival, and Diabetes Awareness Month activities.

**Quarterly Goals and Objectives**

**GOAL 1:** To increase physical activity, it helps reduce the risk for developing diabetes and its complications as well as the reduction of the occurrence of obesity.

**OBJECTIVE 1.1:** Increase the rate of participation of activities and education on physical activity with or without the diagnosis of diabetes.

**Activity 1:** The Diabetes Program in collaboration with the CHR/HE and SAP Programs, shall be known as the Wellness Program Committee, provides Zumba, Yoga, and RIPPED.

**Outcome:** The total fitness class participants was (50) which includes RIPPED (41); Yoga (91); and Zumba (19). The classes are reoccurring participant average over the three (3) months.

**OBJECTIVE 1.2:** Number of individuals that participate and clients with an improved BMI, blood sugar levels, and blood pressure levels

**Activity 1:** The Diabetes Program conducted screenings at the Elders Center on the 1<sup>st</sup> and 3<sup>rd</sup> Wednesdays of each month.

**Outcome:** The quarterly average for blood pressure is (144/78) and blood sugar is (131).

**GOAL 2:** Prevent and/or reduce the occurrence and complications of diabetes.

**OBJECTIVE 2.1:** Increase the rate of participants being educated on diabetes prevention during outreach events with or without the diagnosis of diabetes within our service area on how physical activity and weight loss affects the prevention and/or maintenance of diabetes.



## **Pawnee Nation Diabetes Program Quarterly Report to the Pawnee Business Council 4<sup>th</sup> Quarter -2019**

**Activity 1:** Pawnee County Healthy Coalition provides information and resources with the chance to collaborate in future events or projects. Continual Monthly meetings occur.  
**Outcome:** Monthly meetings were held on October 21 and November 18.

**GOAL 3:** To reduce the occurrence and prevent the onset of diabetes among Native American youth.

**OBJECTIVE 3.1:** Increase the rate of youth participation in screenings and/or physical activity during community youth outreach camps.

**Activity 1:** The Diabetes Program assisted with the Breast Cancer walk held on October 17.  
**Outcome:** Approximately (33) participated in the walk.

**Activity 2:** The Diabetes Program participated in the 6 Nation Domestic Violence Awareness event held on October 19.  
**Outcome:** (322) participated in the event.

**Activity 3:** The Diabetes Program participated in the Red Ribbon Walk held on October 23.  
**Outcome:** (312) participated in the event including youth, tribal employees, teachers, and law enforcement.

**Activity 4:** The Diabetes Program participated in Fall Festival/Truck or Treat held on October 26.  
**Outcome:** Approximately (300) participants were present.

**Objective 3.2:** Increase the rate of participants being educated on diabetes, nutrition, and participate in physical activity during community outreach events.

**Activity 1:** The Diabetes Program hosted an Employees Poker Run/Walk on November 6 for Diabetes Awareness Month.  
**Outcome:** (16) employees participated in the event.

**Activity 2:** The Diabetes Program hosted an Employees Luncheon for World Diabetes Day on November 14.  
**Outcome:** A total of (45) employees participated.

**GOAL 4:** To assist in preventing and/or reducing the occurrence of complications due to diabetes among Native Americans in our service area.

**Objective 4.1:** To increase the rate of complete & documented annual exams that assist in preventing and/or reducing the occurrence of complications due to diabetes.



## **Pawnee Nation Diabetes Program Quarterly Report to the Pawnee Business Council 4<sup>th</sup> Quarter -2019**

**Activity 1:** The annual exams are for the clients benefit to maintain control of diabetes and minimize the complications. Once all exams including downloads of glucometers, clients are eligible for the demonstrated need of Nike shoes.

**Outcome:** (7) clients completed annual exams within the quarter. (Dental, Eye, Nutrition, Foot, A1C lab, meter downloads). It's proven a demonstrated need for clients to obtain Nike N7 shoes to diabetes clients who have completed all annual exams. This shall reduce the complications diabetes which can occur over time.

**Objective 4.2:** Secondary Prevention: Program assists with testing supplies and non-formulary medications.

**Activity 1:** Clients were given glucometers to monitor their blood sugars at home. This tool helps the client to keep a close watch on the sugar levels and gain better control of hypo/hyperglycemic episodes. Glucerna shakes will be monitored closely in the upcoming months.

**Outcome:** (64) clients were issued testing supplies, (7) prescriptions were filled for non-formulary medications (Glucerna health shakes), (3) clients received eyewear assistance, (8) glucometers, and (7) received diabetic socks.

**Objective 4.3:** To increase the rate of participation during educational outreach clinics.

**Activity 1:** The Diabetes Program provided a free foot exam clinic on. Diabetes materials were handed out along with foot care products and brochures for home care.

**Outcome:** Foot exams were held on October 10-(10) participants and November 2-(8) participants.

### **III. Travel, Training, Meetings**

#### **October:**

- 3-Fall Festival meeting
- 7-DHCS Coordinator's meeting
- 14-Employee Fun Day
- 18-InterTribal Fun Day
- 21-Pawnee County Healthy Coalition meeting
- 28-Area Diabetes program meeting
- 30-Pawnee High School Health, Wellness Safety Committee meeting
- 31-Pawnee Nation Employees Staff meeting
- 31-DHCS Halloween Potluck

#### **November:**

- 4-DHCS Coordinator's meeting
- 15-Eagle Adventure meeting
- 15-Rock Your Heritage Shirt & Walk
- 25-IHS Diabetes Audit meeting



## **Pawnee Nation Diabetes Program Quarterly Report to the Pawnee Business Council 4<sup>th</sup> Quarter -2019**

27-Pawnee Nation Employees Staff meeting

**December:**

- 2-DHCS coordinator's meeting
- 12-RKM Q&A SDPI webinar
- 17-DHCS Wellness Committee meeting
- 18-SDPI Q&A Webinar
- 20-Pawnee Nation Employees meeting
- 31-DHCS Christmas/New Year Eve's Breakfast Brunch

**IV. Financial Reporting**

The PNDP continues to monitor spending and strives to maintain the level of usage of funding for current specifications of providing specialized services to the Native American Community. We have not been impacted with the government shutdown. Our funds were already appropriated. It has, however, impacted our upper management with the SDPI regional and national level.

**V. Future Plans:**

- Weight loss challenge
- Heart Healthy awareness month
- PHS Health Summit
- Spring Break Camp



## Food Distribution Program Quarterly Report to the Pawnee Business Council 4th Quarter - 2019

### I. **Program/Office/Project Name: Food Distribution Program**

The Food Distribution Program on Indian Reservations (FDPIR) is a Federal Program that provides USDA foods to low-income households and to Native American families residing in designated areas near reservations and in the State of Oklahoma. The program serves as an alternative to the Supplemental Nutrition Assistance Program (SNAP, formerly known as the Food Stamp Program).

### II. **Executive Summary:**

On October 1, 2019 the FY 2020 net monthly income standards went into effect. USDA sends these out the beginning of the new fiscal year regarding the monthly income standard for each household size. The FDPIR net income standard is based on the SNAP net monthly income standard plus the SNAP standard deduction. There are times this will help a household who is a little over the income to be eligible for the program.

The program added a new food item to the food package. The item was the frozen green peas, which come in a 2.5 lb. resealable package. This came in on our November food shipment truck and is not a fair share item. The frozen green peas count as (3) units in the vegetable category.

The program received our seasonal item of clementines in November. Our big families with small children like this product. Other seasonal items that are no longer available are the red & green grapes and the honeydew melon. The last month to order the honey dew melon was in November; and the red & green grapes were in December. Our participants really like the grapes.

### III. **Quarterly Goals and Objectives**

Our main goal this quarter was to continue to increase the number of participants on the program. This will always be an ongoing process for the program. The average number of participants during this quarter was 183, which was lower than the last quarter, which was 194. For October, we had 199 participants (106 households); for November, there were 179 participants (99 households); and in December, there were 171 participants (99 households).

The number of households that were new certifications/re-certifications for the quarter was: October-28 households; November-19 households; and December-10 households. The number of households that did not recertify this quarter was: October-18 households; November-11 households; and December-7 households.





## **Food Distribution Program Quarterly Report to the Pawnee Business Council 4th Quarter - 2019**

The program staff continues to provide courtesy calls to our households to remind them that they need to pick up their food. These calls are made at least one week before the end of the month and there are times the calls are made up to the last day of the month. The participants are told when the last day to pick up their food, but we will have some who will come by the office on the last day when we are closed.

The program continues to provide home deliveries to our elderly households, households that are disabled, or for those households that have no transportation. Participants call in their order and we deliver their order to them after 4:00 that day. In October, there were a total of 11 households, in which 6 households were elders, 4 households were disabled, and 1 household had no transportation. In November there were 11 households, in which 6 households were elders, 4 household was disabled, and 1 household had no transportation. In December, there were a total of 9 households, in which 4 households were elders, 4 households were disabled, and 1 household had no transportation. The Pawnee Nation Food Distribution Program Has Met/Continually in Progress their goals and objectives for this quarter.

The FDP Coordinator and Warehouseman helped with the 8<sup>th</sup> Annual 6 Nation's DV event "Glow the Distance, Walking Together Against Domestic Violence" on October 19. The staff gave out water and bananas to those who attended. We really enjoyed helping with this event.

#### **IV. Meetings and Tribal/DHCS Events**

During this quarter, the following meetings were attended by the program: PN Staff Meetings, DHCS Coordinator's Meeting. Staff participated in the following event: 8<sup>th</sup> Annual 6 Nation's Domestic Violence Awareness Walk.

#### **V. Travel and Training**

There were no travel or training attended by FDP staff during this quarter.

#### **VI. Financial Reporting**

The program continues to receive monthly expenditure reports from the Finance Division. These reports let us know what has been spent and how much is left in the program's budgets.

This quarter was the beginning of our FY 2020 Budget. On October 4, 2019, FDP Coordinator was notified that Pawnee's FDPIR would be under a Continuing



**Food Distribution Program  
Quarterly Report to the Pawnee Business Council  
4th Quarter - 2019**

Resolution (CR) from the period of October 1, 2019 thru December 31, 2019. The total provided to our program was \$57,423 for administrative expenses.

**VII. Future Plans**

The FDP Coordinator and Warehouseman are planning to attend the Annual Director's Meeting on January 28- 29 at the Chickasaw Nation – Oklahoma City Community Center. This was changed from November 2019 to January 2020.



## **Indian Child Welfare (ICW) Program Quarterly Report to the Pawnee Business Council 4<sup>th</sup> Quarter-2019**

### **I. ICW Program**

The purpose of the Indian Child Welfare Program is to prevent the break-up of Indian families by providing and making referrals for services to American Indians of the Pawnee descent, which include but are not limited to comprehensive counseling and training programs that focus on prevention and crisis intervention.

### **II. Executive Summary**

During the 4<sup>th</sup> Quarter, the ICW Coordinator maintained a caseload of (9) state cases, (5 out of state cases), (15) Pawnee Nation Tribal Cases, (2) Pawnee Nation Tribal Custody Cases, and (2) Pawnee Nation Tribal Foster Homes. There were (2) cases closed during this quarter and (1) state case deferred to another tribe. One state case was closed due to reunification services being completed with the mother and the child returned home and the other state case was closed due to the alleged Pawnee father being determined by paternity to not be the father of the child. There is a total of (38) Pawnee children involved in state and tribal cases. The ICW Coordinator completed all visits as required in state and tribal cases. The ICW Coordinator completed (13) home visits to children in state and tribal cases. The ICW Coordinator attended all court hearings on state and tribal cases. The ICW Coordinator attended (6) state court hearings, (5) Pawnee Nation Tribal Court Hearings, and (4) hearings by phone in out of state cases.

The ICW Coordinator attended (2) Family Support Team Meetings by phone on an out of state case, (1) Family Team Meeting at Kay County DHS and (1) Family Team Meeting by phone with Caddo County DHS. The ICW Coordinator attended a meeting with a parent as an advocate at the Pawnee Elementary School. The ICW Assistant completed (5) supervised visits between a mother and her children at the ICW office and (1) home visit during this quarter.

The ICW Program continues to manage both state and tribal custody cases while also overseeing the OKDHS Promoting Safe and Stable Families tribal project, Child Welfare Services and Federal Promoting Safe and Stable Families. The ICW Coordinator develops case plans for those participating in these programs while also completing home visits. The ICW Program continues to assist Pawnee families through the program funds with diapers, wipes, car seats, clothing, and beds for those families with an open case.

The ICW Coordinator and ICW Assistant traveled to Arkansas to deliver a bunk bed, toddler bed and bedding to a Pawnee family involved in a state custody



## Indian Child Welfare (ICW) Program Quarterly Report to the Pawnee Business Council 4<sup>th</sup> Quarter-2019

case in which the Pawnee children will be returned to the mother's care.

The ICW Coordinator continues to be involved in state cases involved with OKDHS to ensure that the Indian Child Welfare Act is followed. The ICW Coordinator is involved in case planning and family team meetings.

The ICW Coordinator continues to be the Secretary for the Pawnee Service Area Child Protection Team. The ICW Assistant attended the CPT meetings in October. The ICW Coordinator attended the CPT meetings in November and December. At the November meeting, the Oklahoma Department of Human Services, Kay County Child Welfare Supervisors and District Director were present to discuss any new updates and how to improve communication and collaboration when working with Indian families. The Kay County staff are overall cooperative in helpful when working with them on cases.

The ICW Program continues to work closely with state and tribal entities on cases and referrals for services. The ICW Coordinator meets regularly with the OKDHS Tribal Fields Liaison, Carmin Tecumseh Williams and has regular contact with the CWS Tribal Coordinator for DHS.

The Pawnee Nation ICW Program continues to process and verify enrollment eligibility for children as received by state agencies. There were (20) member requests for eligibility processed during this quarter. The ICW Assistant continues to process these requests and sends the eligibility letters and verification to state agencies.

**GOAL 1: Family Preservation:** Pawnee Indian children will live in an environment that is safe, nurturing, and culturally relevant with their own family.

**OUTCOME:** The ICW Coordinator manages both state and tribal cases and works closely with in state and out state child protection agencies to ensure the safety and well being of Pawnee children.

**GOAL 2: Reunification:** When Pawnee Indian children are placed outside of their home due to abuse or neglect, the ICW Program will utilize the ICWA along with providing case management services to help support the Indian parent(s) with reunification of the Indian family.

**OUTCOME:** Pawnee Nation ICW continues to provide case management services to Pawnee Nation children and families when they have been removed from the home or prior to removal to ensure the children's safety while also preserving the family unit. The Pawnee Nation ICW Coordinator has worked closely with the families on the newly opened cases including being present at all court hearings,



## Indian Child Welfare (ICW) Program Quarterly Report to the Pawnee Business Council 4<sup>th</sup> Quarter-2019

completing home visits and attending child safety and transfer meetings at OKDHS. The ICW Coordinator ensures that ICWA is followed in state cases. The ICW Coordinator is also filing a Motion to Intervene on behalf of Pawnee Nation on all state custody cases.

**GOAL 3: Foster Care:** When Pawnee Indian children are placed outside of their home due to abuse or neglect, the Pawnee Nation ICW program will utilize a tribally approved Foster home that is safe, nurturing, clean, and supports cultural awareness.

**OUTCOME:** The Pawnee Nation ICW Program works closely with OKDHS to ensure that any Pawnee child that is removed from their home is placed in a tribally approved home that is ICWA compliant. The ICW Program currently has (2) Pawnee Nation Tribal Foster Homes. There was one child placed in Voluntary Tribal Custody during this quarter. This child was maintained in a Pawnee Nation Tribal Foster Home.

**GOAL 4: Permanency:** When all reasonable efforts have been exhausted to reunify Pawnee Indian children with their parents or other family members, the ICW Program will utilize a tribally approved permanent home that is nurturing, safe, and supports cultural awareness.

**OUTCOME:** The Pawnee Nation ICW Program continues to make efforts to ensure that Pawnee Indian children are placed in ICWA compliant homes.

Some of the activities that the ICW Coordinator and/or Assistant participated in this quarter include the following:

- 1) The ICW Program organized an Angel Tree for Pawnee children. The ICW Program coordinated with the Pawnee Indian Health Center employees and placed a tree with angels at Pawnee Nation. The ICW Coordinator and ICW Assistant delivered gifts to (18) Pawnee children for Christmas.

### III. Travel and Training

The ICW Coordinator and ICW Assistant attended the Oklahoma Indian Child Welfare Association Conference in Lawton on November 6-9, 2019 at the Apache Casino.

### IV. Meetings and DHCS/Tribal Events

October:

- DHCS Coordinator's Meeting
- Family Support Team Meeting
- Employee Fun Day
- Southern Oaks Fall Festival



## **Indian Child Welfare (ICW) Program Quarterly Report to the Pawnee Business Council 4<sup>th</sup> Quarter-2019**

**Pawnee Nation Fall Festival  
Pawnee Service Area CPT-Ponca City  
Pawnee Nation Staff Meeting  
Red Ribbon Walk  
6 Nations Domestic Violence Event  
DHCS Halloween Potluck**

### **November:**

**DHCS Coordinator's Meeting  
OICWA Conference-Lawton  
Family Support Team Meeting  
Family Team Meeting-Kay County  
Pawnee Service Area CPT-Ponca City  
World Diabetes Day Employees Luncheon  
Pawnee Nation Staff Meeting**

### **December:**

**DHCS Coordinator's Meeting  
Family Support Team Meeting  
Pawnee Service Area CPT-Pawnee  
Angel Tree  
DHCS Christmas/New Year's Breakfast Brunch**

### **Financial Reporting**

The ICW Program operated under the FY 2018/2019 funds during the 4th quarter. The program also operates the Title IV-B PSSF and CWS funding for Child Welfare Programs and the OKDHS Tribal Project. The Title IV-B PSSF pays for 5% of ICW Coordinator position with BIA paying 95%. The Pawnee Nation ICW Program is able to provide financial assistance to families only through the Federal Promoting Safe and Stable Families Program, Subparts 1 and 2 and the OKDHS Promoting Safe and Stable Families Program.

**OUTCOME:** ICW provided direct assistance to (16) children and families during this quarter through the above-mentioned programs.

### **Future Plans**

The Pawnee Nation ICW Program will continue to recruit foster homes for Pawnee Nation and process their applications. The Pawnee Nation ICW Program will work diligently in recruitment of foster home and help to build the Pawnee Nation Foster Home program.



## **Ti-Hirasa Domestic Violence Program Quarterly Report to the Pawnee Business Council 4th Quarter - 2019**

### **I. Program/Office/Project Name:**

Ti-Hirasa Domestic Violence Program includes the Domestic Violence Prevention Initiative (DVPI) and Family Violence Prevention/Domestic Violence Shelter and Supportive Services (FVPSA). It is a confidential support service to victims of domestic violence, dating violence, sexual assault, stalking, and human trafficking. We serve all of Pawnee County regardless of age, economic status or race. We prioritize Native American women and members of the Nation. Our mission is to provide prevention and awareness and increase victim safety and offender accountability.

The program provides services including domestic and sexual violence prevention, advocacy, crisis intervention, education, and coordinated community response to victims and their families of domestic and sexual violence while incorporating Pawnee culture and traditional practices. Staff increase family as well as community involvement by providing opportunities to participate in trainings as well as culturally relevant activities. The program also promotes outreach and increases awareness by providing victim advocacy, legal assistance, emergency victim assistance, intervention, cultural healing, safety planning, transportation to shelter or relevant appointments, court advocacy, women's group, anonymous phone or text consultation, case coordination, policy development, community response teams, sexual assault examiner programs, and community and school education programs. Our three main areas of focus are criminal justice intervention, victim services and prevention.

### **II. Executive Summary:**

Our main focus this quarter was to provide effective and efficient services to our participants while training program staff.

This quarter, we provided crisis intervention for new and established clients. Our program provided services to (3) additional clients. New clients this quarter were (3) female and (0) male, (1) were Caucasian, (3) were Native American, and (0) unknown. All clients were served in some capacity. We also continued to work with and provide services to (5) previously established clients.

### **III. Quarterly Goals and Objectives**

The Ti-Hirasa Domestic Violence Program has three main goals for the DOJ grant. Our first goal is to prevent incidents of domestic or dating violence, sexual assault or stalking. This goal is being met by providing prevention services to Indian women in a variety of activities centered on healing and character development. We met this goal by setting up domestic violence booths to raise awareness, attending and presenting at events, and providing domestic violence and sexual assault support



**Ti-Hirasa Domestic Violence Program  
Quarterly Report to the Pawnee Business Council  
4th Quarter - 2019**

group to clients. We have distributed brochures around Pawnee Nation and Pawnee County. We have (3) billboards; (1) in Pawnee and (2) in Cleveland that continue to refer people to the National Domestic Violence Hotline.

Our second goal is to increase victim safety and offender accountability. This goal was met by advocating for Native Victims at a State level as well as by providing victim services and education.

The third goal is to provide shelter, supportive services, and access to community-based services for victims. We meet this goal by providing safety, resources, and services to victims to allow participants to become self-sufficient and live a violence free life. This goal is met by maintaining the 24- hour culturally sensitive crisis hotline, providing legal services, providing emergency victim assistance, offering life skills classes, and providing supportive services that help the client meet their goal plan. Below is a list of the services provided for our clients this quarter:

**VICTIM SERVICES PROVIDED**

Partially Served	(2)
Served	(9)
Not Served	(0)
Civil Legal Advocacy/Court Accompaniment	(6)
Counseling	(4)
Criminal Justice/Court Accompaniment	(0)
Crisis Intervention	(3)
Employment Counseling	(2)
Financial Counseling	(4)
Hospital/Clinic/Medical Response	(0)
Material Assistance	(3)
Survivor Advocacy	(9)
Protection Orders	(0)
Protective Order Requested-Not Received	(0)
Transported	(11)
Shelter Services	(0)
Legal Aide (Protective Order, Divorce, Custody)	(1)
Emergency Victim Assistance	(2)
Grocery Assistance	(3)
Rental Assistance	(2)
Utility Assistance	(2)
Emergency Child Care Assistance	(1)
Children Served	(10)





## **Ti-Hirasa Domestic Violence Program Quarterly Report to the Pawnee Business Council 4th Quarter - 2019**

Hotline Calls	(42)
DV Education	(1)
(Provided services to client that included sessions to discuss the OKDHS DV Awareness Guide and journaling, and how it pertained to their relationship specifically, also went over the power and control and equality wheel)	
Medication Delivery	(0)

**\*\*All clients receive educational and resource materials from the program.**

### **IV. Meetings**

Oct 3-DVPI Site Visit  
Oct 3-Chu Rahikuts Brave Women Group  
Oct 4-Six Nations Glow Walk Planning Meeting  
Oct 7-DHCS Coordinators Meeting  
Oct 7-VAW Staff Meeting  
Oct 11-DVPI Conference Call  
Oct 22-Sexual Assault Response Team Meeting at Otoe-Missouria Tribe  
Oct 28-Meeting with OAG Tribal Liaison Brian Hendrix  
Oct 31-PN Staff Meeting  
Nov 4-DHCS Coordinators Meeting  
Nov 4-VAW Staff Meeting  
Nov 7- Chu Rahikuts Brave Women Group  
Nov 8-Six Nations Glow Walk Wrap Up Meeting  
Nov 14-DVPI Conference Call  
Nov 18-Open Enrollment  
Nov 19-FVPSA Region 6 & 9 Planning Call for FVPSA Conference  
Nov 22-Christmas Planning Meeting with Executive Director  
Nov 26-Sexual Assault Response Team Meeting at Otoe Missouri Tribe  
Nov 27- PN Staff Meeting  
Dec 2-DHCS Coordinators Meeting  
Dec 2-Six Nations Meeting to Plan for Human Trafficking Awareness Event  
Dec 3-VAW Staff Meeting  
Dec 3-DVPI Conference Call  
Dec 3- Chu Rahikuts Brave Women Group  
Dec 12- DVPI Conference Call  
Dec 13-NAAV Annual Business and Membership Meeting  
Dec 17-Sexual Assault Response Team Meeting at Otoe-Missouria Tribe  
Dec 19- Six Nations Planning Meeting Human Trafficking Event at Kaw Nation  
Dec 19-Meeting with DHCS Director

### **V. Events**



## **Ti-Hirasa Domestic Violence Program Quarterly Report to the Pawnee Business Council 4th Quarter - 2019**

Oct 4-Domestic Violence Awareness Purple Day  
Oct 5-Pioneer Day Awareness Booth in Cleveland  
Oct 14-Employee Fun Day  
Oct 18-Intertribal Fun Day  
Oct 19- Hosted Six Nations Glow the Distance Domestic Violence Awareness Walk  
Oct 24-Southern Oaks Fall Festival  
Oct 26-Pawnee Nation Fall Festival  
Oct 31-Pawnee Nation Learning Center and Head Start Trick or Treat  
Nov 6-Diabetes Poker Run  
Nov 13-Northeast Region State and Tribal Victims Roundtable in Bartlesville  
Nov 11-19-Pawnee County Tree of Honor Victim Ornament Decorating  
Nov 14-Pawnee Nation World Diabetes Day Luncheon  
Nov 15-Rock Your Heritage Shirt Walk  
Nov 22-Pawnee Nation Employee Thanksgiving Dinner  
Dec 5-Pawnee County Tree of Honor and Remembrance Ceremony  
Dec 20-Pawnee Nation Employee Christmas Dinner  
Dec 31-DHCS Christmas Luncheon

### **VI. Travel and Training**

Oct 1- 5-Annual NAAV Day of Unity – Hosted by Absentee Shawnee (Advocate and Prevention Specialist)  
Nov 5-“Investigating and Prosecuting Sex Trafficking Cases in Tribal Communities” Webinar (Prevention Specialist)  
Nov 19-MMIP Interim Study, Oklahoma State Capital (Advocate and Prevention Specialist)  
Dec 10-SANE/SART Webinar (Prevention Specialist)

### **VI. Financial Reporting**

We have not had any problems with availability of funds from our funding source. We are actually needing to spend more of our funding. The Ti-Hirasa Domestic Violence Program financial status is reflected in special reports prepared by Pawnee Nation Finance Department and Grants & Contracts Office.

### **VI. Future Plans**

- 1) Human Trafficking Awareness Training, hosted by 6 Nations, to be held at Osage Nation Casino in Ponca City, OK-Jan 25
- 2) Hosting a Teen Dating Violence Awareness Dance-Feb
- 3) Initiate Coordinated Community Response Team-Feb
- 4) Outreach/education/prevention activities such as Elder Abuse and Strangulation



**Pawnee Nation Substance Abuse Program/  
Methamphetamine and Suicide Prevention Initiative/  
Tribal Opioid Response  
Quarterly Report to the Pawnee Business Council  
4<sup>th</sup> Quarterly-2019**

**I. Program/Office/Project Name: Pawnee Nation Substance Abuse Program (SAP)/Methamphetamine and Suicide Prevention Initiative (MSPI)/Tribal Opioid Response (TOR)**

SAP's Scope of Work is to provide a community-based prevention service which includes the identification of persons at risk for developing problems related to the use/abuse which will offer a variety of services and use a range of prevention and treatment approaches. Services provided to individuals and/or groups include referral to primary residential programs that emphasize improved self-image, value, and attitude clarification, decision making, and recognition of the physical and emotional effects of alcohol and substance abuse and constructive processes for dealing with stress.

MSPI's scope of work is to service Native American youth (8 -24 years of age) and family members who reside in the Pawnee Nation service area, providing prevention and intervention for methamphetamine and suicide ideation through cultural and health activities.

The TOR grant adds an additional approach to our focused prevention outreach to reduce potential opioid misuse/abuse in our community through cultural and health activities.

**II. Executive Summary:**

This quarter was focused on clientele as far as individual sessions and transports to and from detox and in-patient treatment, probation officers, court appearances, lawyer appointments, and prevention activities with clients and the community.

The TOR Prevention Specialist left at the end of October so the DHCS Director has been finishing up the required reporting for SAMSHA-TOR. TOR was able to receive supplemental amount of \$41,615.

MSPI worked with the DHCS Director and Tribal Planner on the Tribal Behavioral Health "Native Connections" Grant; submitted on December 10.

**III. Quarterly Goals and Objectives:**

**SAP Goal:** To reduce and/or eliminate the effects of substance abuse problems among our tribal members as well as our community.

**Objective 1:** To raise awareness in the community regarding substance use/abuse and provide resources to the community and program clients.



**Pawnee Nation Substance Abuse Program/  
Methamphetamine and Suicide Prevention Initiative/  
Tribal Opioid Response  
Quarterly Report to the Pawnee Business Council  
4<sup>th</sup> Quarterly-2019**

**Activity 1:** SAP holds regular group meetings every Wednesday at 7:00 p.m. at the SAP office.

**Outcome 1:** Over the past three months, (83) people attended meetings.

**Activity 2:** The program staff transported clients to different facilities for inpatient treatment, detox, and/or suicide ideation. These clients that were transported either entered extended inpatient treatment or follow up care for outpatient with IHS Behavioral Health and or Pawnee Nation SAP.

**Outcome 2:** This quarter, (15) transports were conducted-(5) to court and attorney appointments, (0) for suicidal ideation, (3) to detox, (6) for treatment, and (1) to a doctor's appointment. Thirteen (13) clients were seen for individual counseling.

**Activity 3:** SAP maintains the Fitness Center, which meets the wellness component of the program.

**Outcome 3:** This quarter, (474) people utilized the Fitness Center.

**Activity 4:** SAP/MSPI participated in the CHR Breast Cancer walk on October 17.

**Outcome 4:** Approximately (33) participated in the walk.

**Activity 5:** SAP/MSPI/TOR participated in 6 Nations Domestic Violence Awareness Event on October 19.

**Outcome 5:** (322) participated in the event.

**Activity 6:** In honor of October being Alcohol and Drug Awareness Month, Red Ribbon bags filled with prevention material were distributed to the youth on October 21.

**Outcome 6:** A total of (722) bags were distributed to all (3) Pawnee Public Schools, Pawnee Nation Day Care, and Pawnee Head Start.

**Activity 7:** MSPI created a Suicide Awareness Sign Campaign that bordered the Pawnee Middle and High School on October 22.

**Outcome 7:** A total of (13) signs and (2) banners were placed outside of both schools. Each displayed suicide prevention messages for students, staff and community members to read.

**Activity 8:** In collaboration with Pawnee Elementary School, SAP/MSPI/TOR sponsored a Red Ribbon Walk on October 23.

**Outcome 8:** (312) participated in the event including students, teachers, law enforcement, parents, and PN employees.



**Pawnee Nation Substance Abuse Program/  
Methamphetamine and Suicide Prevention Initiative/  
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**Activity 9:** SAP/MSPI/TOR participated in the Fall Festival on October 26.  
**Outcome 9:** Approximately (300) participants were present.

**Activity 10:** SAP/MSPI assisted the Diabetes Program with the Poker Run/  
Walk for the PN employees to encourage physical activity for Diabetes  
Awareness Month on November 6.  
**Outcome 10:** (16) employees participated.

**Activity 11:** SAP/MSPI attended the World Diabetes Day Employees Luncheon on  
November 14.  
**Outcome 11:** (45) total employees participated.

**Activity 12:** SAP provided hams and turkeys for clients/families for Thanksgiving.  
**Outcome 12:** (15) hams and (15) turkeys were delivered to clients/families.

**Activity 13:** SAP/MSPI in collaboration with the CHR/HE and Diabetes Programs,  
shall be known as the Wellness Program Committee, provides Fitness Class,  
Zumba, Yoga, and RIPPED.  
**Outcome 13:** The total Fitness class participants was (50) which includes RIPPED  
(41) on Mondays, Yoga (91) held on Tuesdays and Zumba (19) that is held on  
Wednesdays. The classes are reoccurring participant average over (3) months.

**IV. Meetings and Tribal/DHCS Events:**

October:

- 3-Fall Festival meeting
- 7-DHCS Coordinator's meeting
- 7-SAP/MSPI/TOR Staff meeting
- 14-Employee Fun Day
- 21-Pawnee County Healthy Coalition meeting
- 21- Meeting with Fitness Center Attendant; then DHCS Director, and Executive Director on Fitness Center complaint
- 30-PHS Wellness, Health, & Safety Committee meeting
- 30-Tribal Behavioral Health Grant Meeting
- 31-Pawnee Nation Staff meeting
- 31-DHCS Halloween Potluck

November:

- 4-DHCS Coordinator's meeting
- 4-SAP/MSPI staff meeting
- 8-MSPI conference call



**Pawnee Nation Substance Abuse Program/  
Methamphetamine and Suicide Prevention Initiative/  
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- 12-Tribal Behavioral Health Grant Meeting with DHCS Director & Tribal Planner
- 13- Treatment Facility Meeting
- 15-Rock Your Heritage Day Shirt and Walk
- 18-Open Enrollment
- 19- Tribal Behavioral Health Grant Meeting with DHCS Director
- 26- Tribal Behavioral Health Grant Meeting with DHCS Director & Tribal Planner
- 27-Pawnee Nation Staff meeting

**December:**

- 2-DHCS Coordinator's meeting
- 2-SAP/MSPI staff meeting
- 17-DHCS Wellness Committee meeting
- 19-MSPI conference call
- 20-Pawnee Nation Christmas Potluck and Staff Meeting
- 26-Meeting with Amy Romero-SAMSHA
- 31-DHCS Christmas/New Year's Eve Breakfast Brunch

**V. Travel and Training**

- Oct 4-5-ODAPCA Conference

**VI. Financial Reporting:**

The Pawnee Nation SAP/MSPI/TOR program financial status is reflected in special reports prepared by Pawnee Nation Finance Department and Grants & Contracts Office. The Pawnee Nation Fitness Center is now a sub account within the SAP Program Budget.

**VII. Future Plans:**

- Pawnee Nation Weight Loss Challenge
- QPR Training for the Pawnee Community
- Prevention Speaker for PHS students
- Chaperone Title VI-Indian Education Valentine's Day Dance
- Planning Meetings for Spring Break Camp, Native American Youth Language Competition, Oklahoma High School Native American All-Star Singing and Dancing, and After Prom Party



## Title VI Program Quarterly Report to the Pawnee Business Council 4th Quarter-2019

### I. Title VI Program Elderly Meals

Title VI Elderly Meals Program receives three federal grants (Part-A Senior Nutritional Meals/Supportive Services, Part-C Caregiver Outreach Program (Support Services to homebound and caregivers), and the Nutrition Services Incentive Program) to promote the delivery of supportive and nutritional services for Native American Elders. The Administration on Aging Title VI primary purposes of Nutrition services are:

- *To reduce hunger and food insecurity;*
- *To promote socialization of older individuals; and*  
*nutrition and other disease prevention and health promotion services to delay the onset of adverse health conditions resulting from poor nutritional health or sedentary behavior.*

### II. Executive Summary:

The Title VI Coordinator left the program in November, and the new Title Coordinator (formerly the Head Cook) began in December. The DHCS Director and Advisory Board President have helped with the program to run smoothly. With that said, the program needs to a full-time cook and a part-time or full-time caregiver. The Title VI Application was successfully submitted in November. The program has (2) holidays meals for the elders and went to Otoe-Missouria for one of their holiday meals. The Pawnee Elders Advisory Board continued to meet monthly and had several fundraisers this quarter. The board also arranged an elder’s luncheon at Howlers.

### III. Quarterly Goals and Objectives

*To reduce hunger and food insecurity:* A total of 1,468 (1,827 last quarter) congregate meals was served for this quarter.

Month	Elder Center	I.H.S.	Total
October	399	175	574
November	304	139	443
December	349	112	451

\*The Title VI Senior Program projected to provide up to (52) home-delivered meals per day as noted in the proposal which is (16) days per month, and (12) months per year to eligible participants age sixty (60) and older or married to an elder spouse. This is equivalent to ten thousand (10,000) home delivered meals served per year.

A total of 1,453 (1,468 last quarter) homebound meals were served this quarter.

Month	Homebound
October	567
November	476
December	410



## Title VI Program Quarterly Report to the Pawnee Business Council 4th Quarter-2019

\*The total fourth quarter meals served for congregate and homebound meals combined is 2,921 compared to 3,484 third quarter, 3,332 second quarter 2019 and 2,946 first quarter 2019's meals and 2,850 in fourth quarter 2018.

In addition to meals prepared by the Elder Center, staff arranged for Elders to go the Food Bank twice a month with other Elders "Helping Hands" and staff taking others without transportation. There was (2) riders and (13) elders/homebound who received deliveries twice a month for (3) months.

*To promote socialization of older individuals:* Our Fridays are free for visitations and shopping trips for the Elders.

Overall Conclusions (based on annual report request for stats):

Volunteers (plus 3 TERO)	10
Unduplicated number (Congregate)	174
Unduplicated number (Homebound)	42
Unduplicated number (receiving services)	50
Nutritional Education	412
Nutritional Counseling	7
Unduplicated # receiving Support Services	21
Information Referral	3
Outreach (meds, errands, remind appointments)	9
Case Management	1
Transportation	550
Legal Assistance	4
Homemaker Service	2
Home Health Aid Service	1
Chores	120
Visiting*	14
<i>*All homebound are visited daily by Van Driver when meals are delivered. (7 were detailed health checks by driver and 7 were by I.H.S. referral).</i>	
Telephoning	88
Family Support	2
Health Promotion & Wellness	54
Caregiving support info about available services	2
Assistance in gaining access to available services	15
Individual Counseling	9
Support Groups (Care Giving, Elders Raising Children)	10
Caregiving Training	2
Lending Closet	2
Other (Shopping, Food Bank)	92
Respite	71





## Title VI Program Quarterly Report to the Pawnee Business Council 4th Quarter-2019

*To promote health and well-being by assisting older individuals to gain access to nutrition and other disease prevention and health promotion services to delay the onset of adverse health conditions resulting from poor nutritional health or sedentary behavior.*

All Homebound intakes are conducted by Pawnee Indian Health Center-Public Health Nurses and turned into the Elder Center (Partnership Background): In 2011, the Public Health Nursing Department established a partnership with the Pawnee Nation Title VI Program and with each year the relationship has become more efficient in addressing homebound needs. The purpose of the tribal program is to provide nutritious meals to the elderly (age 60 and older or married to an elder age spouse) who meet the requirements of the Title VI Homebound meals program the PHNs review homebound meds list and makes dietary recommendations for our cooking staff. To qualify for the home delivered meals program, individuals must be unable to walk under their own power, unless recovering from a short-term illness or surgery. They must be disabled and unable to stand for long periods of time to cook meals and/or clean dishes. The PHN Department assists with this program to provide the following:

1. Nutritional assessment
2. Health and functional assessment
3. Behavioral Health assessment
4. Home/environmental/safety evaluation
5. Case management needs

The PHNs also assist patients navigate the Pawnee Indian Health Center services including, establishing care for health services, home health and hospice coordination, wound care, follow up appointment referrals, appeals, and diabetic follow up appointments. Additionally, the PHNs provide flu shots and present health information at the Pawnee Nation Elder Center. Monthly IHS newsletters are posted.

#### **IV. Meetings and Tribal/DHCS Events**

10/03, 11/04- Seed Preservation Planning Meeting  
10/07, 11/04 12/2-DHCS Coordinators Meetings  
10/11, 12/13-Title VI Advisory Board Bingo Night  
10/14-Employee Fun Day  
10/24, 11/21-Title VI Advisory Board Meeting  
10/24-Southern Oaks Halloween Carnival  
10/31-DHCS Halloween Potluck  
10/31, 11/27, 12/20-Employee Staff Meeting  
11/13-Title VI Application Webinar  
11/15-Title VI Coordinator Going-Away Party  
11/18-Open Enrollment  
11/22-Meeting with Executive Director on Christmas activities



## Title VI Program Quarterly Report to the Pawnee Business Council 4th Quarter-2019

11/22-Employee Thanksgiving Potluck  
12/4-Advisory Board took elders to Howlers for lunch  
12/11-Title VI Coordinator Interviews  
12/18-PBC and Elders Christmas Party  
12/19-Travel to Otoe-Missouria Title VI Christmas Dinner  
12/20-Employee Christmas Potluck  
12/31-DHCS Christmas/New Year's Eve Breakfast Brunch

### **V. Travel and Training**

N/A

### **VI. Financial Reporting**

The Title VI Program financial status is reflected in special reports prepared by Pawnee Nation Finance Department and Grants & Contracts Office. The Division Director is working with the Budget Committee to find additional tribal funding for the program.

### **VII. Future Program Plans:**

To plan a more nutritious menu.  
Clean and organize the building including the kitchen pantry, refrigerator, and freezer.  
Update transportation vehicle with a handicap wheelchair lift.  
Purchase back porch furniture for elders.  
Develop policies for Food Bank night.  
Update homebound list with assistance from Pawnee Indian Health Center.  
Organize visitations with residents of Southern Oaks as well as shopping trips to Stillwater.



## **Pawnee Nation Law Enforcement Quarterly Report to the Pawnee Business Council 4<sup>th</sup> Quarter - 2019**

### **I. Pawnee Nation Police Department.**

The Pawnee Nation Police Department provides coverage for the Pawnee Nation Jurisdictional area with twenty-four (24) hours -seven (7) days a week continual law and order in providing for the safety and wellbeing not only for our tribal members but also for the general public. Officers are trained to be on-call for other officers who may be on leave, this guarantees that we maintain coverage for all calls. Officers continue to provide routinely daytime and nighttime patrols of rural tribal member residences which also includes a few residences within the city of Pawnee that are held in trust status. Patrol areas includes the jurisdictional boundaries of Pawnee, Payne and Kay Counties. This also includes the Pawnee Nation land located south of the Chilocco facility. Law Enforcement staff includes: Chief of Police David Kanuho, Assistant Chief of Police Harold (Gene) Howell, Police Officer Donna Hogan, Police Officer Brandon (B.J.) Novotny, Officer Michael (Cory) Jimboy and Administration Assistant/Dispatcher Courtney Turner.

### **II. Executive Summary:**

During this three-month period, officers traveled a total of 21,018 miles during their routine patrols. Officers recorded 2,210 on-duty hours for this quarter. Patrols are made daily and nightly of the North, West and South Indian cemeteries. The department also continues to receive motorists assists calls which include jumping dead batteries or offering rides for stranded motorist.

With the closing of the 2019 year, our police department has seen a high increase in criminal activity occurring within the jurisdiction of the Pawnee Nation. Once again, the large majority of calls have come from the Stonewolf Casino. This is due to a high patron traffic from the turnpike as well as rural small town individuals dealing in drug activity. With the majority of suspects in these crimes being non-Indian, our department has asked for assistance from the Pawnee County Sheriffs Department to assist in patrolling Stonewolf Casino. We are not giving up our sovereignty, but due to tribal officers are not allowed to arrest non-Indians of Indian land, this allows County Deputies to arrest these offenders. This also gives the public a sense of added security and provides for the safety of guest at our casino.

On October 23, Chief of Police assisted the Pawnee Nation Substance Abuse Program again this year for another Red Ribbon Walk downtown with all the Pawnee Elementary students participating. This event has been always been a favorite event for the young students and allowing them to express their contribution in preventing drug abuse.



## **Pawnee Nation Law Enforcement Quarterly Report to the Pawnee Business Council 4<sup>th</sup> Quarter - 2019**

On November 25, all officers of the Pawnee Nation Police Department had their bi-annual firearms qualification. This is a requirement of the Bureau of Indian Affairs under the Law Enforcement Contract and all officers must qualify at least with a minimum score of 240 out of 300 with their duty pistols and at least a minimum of 80% out of a 100% with their shotguns.

### **III. Quarterly Goals and Objectives**

- The Chief of Police will maintain statistics on the number and type of incidents, arrest and their results, that require police assistance.
  - During this quarter, Officers responded to and/or detected the following offenses committed within the Pawnee Nation jurisdiction: three (3) Counterfeits, one (1) Disorderly Conduct, four (4) Dangerous Drug Offenses, two (2) Trespassing, one (1) Larceny, two (2) Thefts, two (2) Intoxications, one (1) Possession of Stolen Property, one (1) Embezzlement.
  - There were three (3) arrest made for this quarter.
  - Officers have also responded to the following non-enforcement calls: Five (5) Assistance to Sick or Injured, (2) Court Process Services, thirty-eight (38) Public/Community Services, three (3) Traffic Warnings, and thirty-four (34) Assistance to Citizens.
  - There was one (1) reported accident that occurred within the Pawnee Nation Jurisdiction.
  - There was six (6) reported patrols of the Chilocco area. The Pawnee Nation only has pastureland located to the south of the Chilocco facility but as part of our contract agreement, this area is a requirement for being patrolled.
- Assistance provided to the tribal members, and to the local law enforcement agencies which include: City of Pawnee Police Department, City of Yale Police Department, Pawnee County Sheriff's Department, other Tribal Law Enforcement Agencies, and other Pawnee Nation Program services.



## **Pawnee Nation Law Enforcement Quarterly Report to the Pawnee Business Council 4<sup>th</sup> Quarter - 2019**

- During this quarter, Officers assisted with the local Law Enforcement Agencies a total of forty-two (42) times. Pawnee Nation Officers have assisted the local state Law Enforcement departments with providing back-up on unsafe calls and for traffic control during major accidents.

-During this quarter, our department registered two-(2) sex offenders living within the jurisdictional boundaries of the Pawnee Nation.

-Other services our department has provided for the public includes performing one (1) fingerprint (for the local public school system, foster parent applications and for IHS employees), and one (1) notary. No drug testing stats have been recorded for this quarter.

- Law Enforcement Officers continue to provide monthly criminal and drug activity reports which are recorded and forwarded to the Bureau of Indian Affairs – Office of Justice Services.

- All statistics are gathered during each month by the Chief of Police and the Admin. Asst. and are submitted to the BIA - OJS. These reports are part of the requirements from the funding agency. This also includes drug activity reports.

#### **IV. Travel and Training**

On October 24, Officer Cory Jimboy attended a one day “Sex Trafficking in Oklahoma: An Overview for Tribal Gaming Personnel and Law Enforcement” course held at the CLEET Training Center in Ada, OK.

On October 29, Asst. Chief Gene Howell attended a one day “Glock Armorer’s Course” held in Glenpool, OK.

On November 11-15, Asst. Gene Howell attended a one week “Southeastern Homicide Investigators Association” Conference held in Norfolk, VA.

#### **V. Financial Reporting**

Monthly Revenue & Expenditure Reports and Expenditure Journals prepared by the tribe’s Finance department are submitted to the LE department in a timely manner. These figures are compared to the financial figures that the



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Administrative Assistant, Courtney, monitors very closely through an up to date cuff account system.

**Future Plans**

In efforts to provide a safe and enjoyable environment at the tribe's Casino facilities, we will continue to monitor criminal activity involving drugs and will continue to work with the Pawnee County Sheriffs Department for assistance.

This ends the Quarterly Report for October, November and December 2019.

Respectfully Submitted,  
David Kanuho, Chief of Police

# Division of Natural Resources and Safety

## *Quarterly Report- 4th, 2019 October, November, and December 2019*

### **I. Division Overview**

The Pawnee Nation Division of Natural Resources and Safety was established and implemented in 2010. It consists of four Departments:

- Department of Environmental Conservation and Safety,
- Department of Transportation and Safety,
- Department of Fire and Rescue, and
- Department of Emergency Management.

Although each Department within the Division has its own primary mission and service objectives, each Department shares many common interests and supporting services concerning natural resources and safety. Examples include NEPA compliance challenges, federal regulatory compliance, Tribal regulatory compliance, disaster response and recovery efforts, FEMA mitigation re-imbusement projects, conservation of life and property activities, easement agreements, trespass issues, zoning issues, protection of human health and environment, and maintaining effective emergency planning and response capabilities. Each Department is operating with limited staffing while challenged with maintaining comprehensive services to the citizens. Placing these Departments under a common Division enables direct collaboration among the Management and staff which has resulted in ongoing efficient and effective services while having the limited staffing resources.

### **II. Division Reports**

The Division of Natural Resources and Safety (DNRS) continues to develop its objectives through the ongoing collaboration among its Departments. Each Department continues to identify their objectives and achieving their goals as resources and priorities allow. The Director is continuing to work with the DNRS Department Managers to identify critical services, staffing, and associated funding needs.

#### **Department of Environmental Conservation and Safety (DECS)**

This reporting period is the first fiscal quarter of federal assistance agreements with USEPA for the DECS. The DECS initiated its federal obligations under the FY20 projects beginning October 1, 2019. Activities under the federal agreements include water quality investigations and monitoring, Federal permit certifications (Sections 401 and 404), oil and gas inspections, hazardous spill response, emergency planning, environmental management planning, wetland management plan development, non-point source pollution prevention management, and requesting additional funding for special investigations. Non-federal activities include facility inspections and issuances of permits under the FDA Food Inspections Codes, review and issuance of oil and gas permits, and continues its enforcement of the Pawnee Nation Energy Resource Protection Act (Title XIII). The DECS has issued approx. \$20,000 in energy related permits as authorized under the Act under the reporting period. The DECS is working with USDA on the Pawnee Nation's Industrial Hemp production initiatives and trying to acquire authorization to implement the program. The DECS must maintain an approved EPA/Tribal Environmental Management Plan which provides objectives of both Tribal and Federal priorities. The DECS staff continues to be challenged with capacity development and the implementation of adopted Codes (International Codes: Fire, Building,

Mechanical, Energy, Plumbing, and FDA Food Code), Pawnee Nations Natural Resource Protection laws (Title 11 and Title 12 of the Pawnee Nation Law and Order Code) and implementing environmental regulations.

The staff continues to work with contracted inspectors, EPA, BIA, and IHS/OEH personnel for conducting needed facility inspections and issuances of permits. The DECS Inspector and Rangers have been providing facility inspections and utilizing the NOV process for its enforcement (Civil and Criminal). The new enforcement process has continued to work well resulting in defendants paying prescribed penalties and directed corrective actions.

Federal Assistance for the FY2020 project period includes the FY 20 GAP, WPC, and NPS proposals. The Pawnee Nation is the only Tribe in Oklahoma to receive additional funding under its “Treatment As State” regulatory certifications for water quality. USEPA’s Multipurpose Assistance funding will enable the DECS to acquire equipment and supplies needed to enhance existing investigative capabilities. The DECS will acquire the (Geophex GEM-2 Sensor system for brine source identification, the RaPIDASSAY pesticide analyzer for Pawnee Nation Pesticide program development, and sampling and testing supplies for eDNA monitoring assessment of water quality to identify the absence or presence of benthic macro invertebrate indicator species to assist in determining its water quality. The DECS received approval of additional USEPA funding to assist in three investigations. The its proposed budgets from the Budget Committee. The DECS has received invitation to apply for additional; EPA funds to enhance its priorities and investigations.

The Pawnee Nation (DECS) acquired 319 and 404 certification authorities along with Tribal Water Quality Standards authorization in 2005. These authorizations are granted through the US Clean Water Act and enables the Pawnee Nation to establish its water quality standards, certify (review, approve, disapprove) all federal permits for wastewater discharges and stream bank disturbances within Pawnee Nation, and enables the Pawnee Nation to receive an allocation for addressing Non-Point Source Pollution issues within the Pawnee Nation. The Pawnee Nation is the only Nation in Oklahoma to acquire 303 (Water Quality Standards), and 404 (Certifications) program authorization. The DECS staff has provided review of and submitted conditions for 404 certifications as issued by the Federal Government (US Army Corp. of Engineers and USEPA) within Pawnee Nation. The DECS staff is continuing its compliance monitoring of approx. 23 streams and lakes within the Pawnee Nation to assure water quality supports their designated uses.

**Environmental Regulatory Commission (ERC)** had no activities under the reporting period.

Department of Transportation and Safety Department of Transportation and Safety (PNDOTS) staff have continued to work on its construction projects and road maintenance projects under the reporting period. PNDOTS reviewed easement applications for ODOT and Oil & Gas Operation projects; PNDOTS worked on adding all Pawnee Nation jurisdiction roadways on National Tribal Transportation Facility Inventory Database;

Activities include:

- DOTS staff working on expanding Pawnee Nation roadway database.
- DOTS staff working on Pawnee Nation Enhancement & Safety Projects
  - 1<sup>st</sup> Street Project – GMP #1 -sewer line - completed
    - GMP#2 – lights - completed
    - GMP#3 – roadway - completed
    - GMP#4 – Entrance signs - completed



- Working on GMP#5 – signalization of Hwy 18/64
  - Morris Rd project – GMP#1
    - 95% complete; waiting on BNSF Railroad to finalize connection
    - GMP#2 – Lights; wire and pedestals – completed
    - GMP #3 – Fog seal Morris to Beck Dr - completed
  - Catlett Rd project – GMP#1
    - Lights- completed
  - Fog Seal Project – GMP#1
    - All tribal complex roads- completed
  - 18/64 GMP#1
    - Fog Seal from Morris Rd to Highway 18/64 - completed
  - GMP#2 – Entrance signs- completed
  - Directional Signs GMP #1 - completed
    - 4 – 10’ signs placed around the complex - completed
- DOTS staff working on ROW applications.
- DOTS staff working on FEMA Flooding Projects
- DOTS working on end of the year reports
- DOTS staff continues fleet management oversight

### **Department of Fire and Rescue**

The Emergency Services Coordinator has been tasked with providing needed Fire Fighting Training, CPR/AED training, assisting with fire inspections, assisting with NIMS training, developing EOC&EM exercises, developing Fire Grants, coordinating and participating in fire prevention activities, reporting fire activities to the FSA, maintaining all equipment and apparatus in a “ready” condition, and responding to calls as dispatched.

The ESC has acquired needed Fire Inspectors Training and NIMS training under the reporting period. The ESC completed his probationary period under the reporting period and has been retained for continued services to the Pawnee Nation.

The DFR is continuing to have problem retaining its new firefighters. Qualifications for Pawnee Nation firefighters include Fire Fighter I certification accredited by the International Fire Service Accreditation Congress (approx. 140 hrs. training), Emergency Medical Responder certification accredited by the National EMS registry or Oklahoma EMS Registry (approx. 60 hrs.), and Hazmat Operations or Tech. (IFSAC) (approx. 96 hrs.). Once in initial training is completed, the Firefighter will require approx. 56 hrs. of in-service training to maintain certification as a Pawnee Nation Firefighter. The DNRS Director is looking at options to encourage continued service retention. A minimum of 56 hours in- service training is required to maintain skills and certifications as a fire fighter/EMS responder. This is in addition to dispatches and new training initiatives. State side fire departments offer retirement compensation for its volunteers. Pawnee Nation provides no benefits or compensation to its responders. In the past, Pawnee Nation has enabled employees to participate in training/response on “admin leave” status. This assures no lost wages but does not address lack of compensation for the additional responsibilities, including maintaining of in-service training requirements, 24/7 response coverage, elevated risks of injury or life, or the compensation for non-employee responders. The DFR issues responders an annual honorarium of up to \$1,200 to compensate for these needed services to the Pawnee Nation.

### **Department of Emergency Management**

The Department of Emergency Management (DEM) is currently funded as part of the DFR and DEM. The DEM participated in flood recovery activities as was reported in the previous reporting period. The ESC conducted a site inspection at the Dannebrog, NB property. ESC is continuing to work with state officials (Oklahoma and Nebraska) and FEMA on recovery efforts for property damages. The Pawnee Nation incurred approximately \$203,000 in property damages and emergency services. The assessments have been turned over to FEMA representatives.

**Tribal Emergency Response Committee (TERC)**

The TERC has not met during the reporting period.



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**I. Planning Division:**

Planning Division consist of the planning department, ICDBG, and Grants and Contracts. The planning department is responsible of bringing new ideas to the table and collaborating with other departments to increase services to the tribe & tribal members. The Planning Director is incorporated in the development of the tribe organization. The Planning Director works side by side with Pawnee Business Council and all the other Divisions. The Planning Director uses the Nation's strategic plan to increase productivity and organizes the overall structure of the Tribe's vision. ICDBG is utilizing grants to better serve the community. They play a big role in developing various projects which include: decent housing, suitable living environment, and economic opportunities. Grants and Contract major goal is to ensure that the federal and non-federal grants are completed. GC makes sure that the grants are constructed to their full potential and that they meet the budget requirements to minimize the risk of losing funding. Also, they analyze opportunities to increase funding from federal contract and see if there are opportunities within the tribe to take advantage to increase serves.

**II. Executive Summary**

The Planning Division has been working on several projects throughout the 4<sup>th</sup> quarter. Since the ending of the grant funding cycle of the Treatment Facility grant, we spent a lot of time networking with people and promoting our project. We went to University of Oklahoma, Oklahoma State University, Parkside, and met with other consultants to promote our efforts and to gather additional information/support in our project. Now, this is a complex project because we are looking for construction capital and we know that this is a need for the community. We are going to continue pushing forward and seeing where this lead us. In the meantime, we are looking for alternative methods to address our needs. We were able to go after a SAMSHA grant that will extend our services and give us the ability to address suicide in our community. In addition, this grant will supplement the SAP program and create the first ever "Task Force" in our community.

During the 4<sup>th</sup> quarter, we change our approach in conducting our CEDS meeting. We decided to open it up to more stakeholders throughout the county which will increase our participation rate and provide a diverse perspective that will strengthen our partnerships altogether. As we finish conducting our 3<sup>rd</sup> meeting in December, our team has been spending time writing up the plan. Once we develop our rough draft, we will have another meeting next quarter.

This quarter we worked with several Departments and Divisions in planning for goals and objectives that we would like to accomplish. We are researching methods that



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will help us utilize the big pasture. There are several steps that need to be taken before we put livestock out in the big pasture. We need to do couple more burns (which we did see that this quarter) and we need to develop a “fence line” plan. This will illustrate the perimeter around the big pasture and the best method to manager the herd. In the meantime, we are looking at funding that will assist our efforts and work with Property to make sure that we have the time and personal to accomplish these goals.

We have started pre-planning for the greenhouse project and the new ICDBG grant in 2020. We are working with our consultant to review and accomplish what we can at this time. We are still at the early stages, but I want to make sure that we cover all the things we need to before we start construction. Also, we are working on developing a job description for a “Greenhouse Manager”. This is a critical part in the development phase because they would be the expert to make sure that we develop a sufficient facility and that we make sure that the greenhouse is sustainable and profitable. We did send off samples of our water from the wells to be tested. The information that was gathered showed no signs of concern and with the water infrastructure in place showed that the water can be manageable and didn’t show concerns of the longevity of the maintenance of the equipment. We had several meetings with NRCS and Transportation. We talked as a team to go after the new ICDBG grant to extend the transportation/fire station. This will extend their bays, office/training areas and expand their parking lot.

Previously in the last quarter, we were busy writing grants for CRD. We were informed that we received a grant for \$100K that will resurrect the sustainability of CRD. I had several meetings with the CRD’s Director to discuss the goals and objectives of the grant and the needed information to move forward. I wanted to make sure that he could ask any question to ensure that this will be an easy transition.

Lastly, the Planning Office conducted and/or participated in several community wide meetings. This will help us build a richer relationship and enhance our ability to share resources that can increase productivity and strengthen collaboration between the Nation, The City, and the County. In addition, we are heavily involved with other Division, Department, and PBC on developing plans and providing suggestions that will enhance the progress throughout the Nation.

### **III. Quarterly Goals and Objectives:**

Planning Directors goals and objectives and new insight that we want to accomplish.

#### **a. Description on Activities Conducted**

- i. Partaken in PBC, Budget Committee, Proposal Review, Directors, Executive, PBC Strategic Planning, and Staff, Organizational Chart Meetings**
- ii. Conducted monthly meetings:**
  - 1. Behavioral Health Treatment Facility**



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- iii. Started Seed Preservation Meeting to move PSPP to develop an LLC
- iv. Chris, Reva, and others went to the Daycare to start the planning for the kitchen renovations
- v. Conducted a meeting on the projects outside Pawnee Nation to develop a format that would enhance ICDBG to manage more project that happen throughout the tribe, TDC, and BIA.
- vi. Went to OSU as a guest speaker to speak at the ENACTUS (Community of Student Leaders committed to global entrepreneurial projects) about Pawnee Nation and creating a business/LLC under tribal law and select some students as interns to develop some business and marketing plans for Pawnee Nation
- vii. Spoke at the Pawnee County Health Coalition about our Behavioral Clinic
- viii. Conducted a meeting with OSU about the Behavioral Facility to possibly draw interest and possible funding opportunities
- ix. Conducted a meeting with Steve Bond to begin pre-planning meeting for the greenhouse
- x. Partaken in the Audit exit interview
- xi. Conducted meeting with Herb to update him about the new Shakopee grant and highlight the goals and objectives that is required. Had another meeting with him about developing a cultural survey
- xii. Participated in the 1<sup>st</sup> street ribbon cutting
- xiii. Partaken in a meeting with Jimmy & Monty, and a local rancher on getting information about starting up a livestock operation to start putting the big pasture to use
- xiv. Conducted several meetings with SAP & Tiffany to go after the “Native Connection” grant to address suicide and substance abuse which could lead to the first Task Force in our County
- xv. Met with OSU personal about the Treatment Facility. They were highly interested yet they are still working on the Tahlequah facility, but they would assist us in Telehealth and helping us in our workforce development.
- xvi. Met with OU Dr. Teasdale on our efforts on creating a treatment facility and he stated after the holiday to have another meeting with other Doctors that were familiar with this area. Meeting still pending.
- xvii. Went on Travel to TribalNet to gain knowledge about software that would make Pawnee Nation more efficient and what resource that could help our efforts in economic development



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- xviii. Partaken a phone call with USDA over our Hemp Act and what information/verbiage that is required to be in there. We are now waiting to hear a follow up on the changes that we made to the Act.
- xix. Conduct our third CED meeting with our stakeholders to gather more information that is needed for the plan
- xx. Conduct a conference call with EnerTribe who is a company that is wanting to work in Indian County that related to broadband and energy projects. They are a company that looking for handful of tribes to start this movement in strengthen community with better broadband and implementing more energy efficient projects and the impact that these projects have on a rural community.
- xxi. Started Pre-Planning meeting with NRCS Division and Planning to go after the 2020 ICDBG grant.
- xxii. Participated in a meeting with eCivis to see and understand their software that could assist and make Pawnee Nation more efficient
- xxiii. Had a Behavioral Health committee meeting to discuss our efforts moving into 2020.
- xxiv. Continue researching grants opportunity for the Nation
- xxv. Still helping Seeds Program on developing contracts and getting them processed and working on their budgets.
- xxvi. Working in Publisher on developing the Nation's Strategic Plan
- xxvii. Working with our consultant on building our CEDS plan.
- xxviii. Submitted several grants
  - 1. IHS Self-governance
  - 2. SAMSHA Native Connection
- xxix. Conducted several conference calls
  - 1. OSU Dr. Watters
  - 2. Sara Siems
  - 3. OSU Dr. Shideler
  - 4. David Corrdry
  - 5. Steven Bond
- b. New Objective for Next Quarter
  - i. Finish up Strategic Planning and develop a booklet for PBC and tribal members
  - ii. Extend our efforts and develop an investment package for the treatment facility.
  - iii. Possibly finish the CEDs plan.
  - iv. Agricultural business plans for the Nation
  - v. Finish the Campground project
  - vi. Start planning for our next efforts implementing greenhouse project



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- c. Future Meeting and Establish New Relationships
  - i. Meeting with Steven Bond on the greenhouse planning
  - ii. Pawnee County CEDS meeting
  - iii. Build relationship with investors for the Treatment Facility
  - iv. Additional powerful stakeholders throughout the County
- IV. Travel and Training**
  - a. Travel
    - i. TribalNet- Nashville, TN
  - b. Training
    - i. Webinar
      - 1. Taking Advantage of Opportunity Zones
      - 2. Keepseagle Fast Track Organization Support
      - 3. Rethinking Philanthropy: Indigenous-led Grantmaking
- V. Financial Reporting**

For the 4<sup>th</sup> quarter, the Planning Department remained within budget and had no over-budget line items. Expenses are concentrated more in salary and fringe benefits. The Planning Director went on one travel.

**VI. Conclusion**

The Planning Division continues assisting other Divisions and Departments and motivated them into moving in a new direction and thinking outside the box to deliver new methods and services to Pawnee Nation. We believe this new direction will make the tribe more efficient. As the Planning Division, we want the Nation to become more sustainable. We are developing new goals leading into 2020 to create a solid roadmap that will create a foundation and momentum. Moreover, we continue working with others while establishing a new mindset that will help us move from Federal reliance to Tribal dependency. This allows us more freedom and flexibility to increase services to our people.



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## Grants and Contracts Office

The Grants and Contracts' office (G&C) main objectives are to ensure post-award administration is efficient and effective. The G&C Office makes sure the federal grant goals and objectives are completed as stated in the grant application; confirms that all activities are carried out on time and within the approved budget utilizing the full funding amount; determines that the individual program costs are allowable, necessary, reasonable and allocable under the terms and conditions of an award; and that the programs are abiding by the federal statutes and regulations listed in their award documents. In addition, the Grants and Contracts office also verifies that the reporting requirements, programmatic and financial, stated in the grant or contract are adhered to and that the deliverables are met. Internal financial compliance is another important aspect of grant administration and the G&C office monitors grant expenditures to ensure the federal programs are following OMB 2 CFR Part 200 and the Fiscal Policies and Procedures established by the Pawnee Nation for all purchases.

The Grants and Contracts manager keeps current on grant management instructions and information issued by federal agencies to make certain required processes and policies are adhered to. The G&C office has an obligation to inform the directors and managers of current federal rules and regulations that govern the administrative management relevant to the grants and contracts overseen by the Pawnee Nation.

By informing the directors and managers on grant administration topics as well as following proper financial procedures, it's anticipated a better understanding of the fiscal policies and procedures will ultimately reduce audit and program review findings. This is evident in the fact that the Pawnee Nation has received unqualified opinions in the last two audits ("clean" opinions). The employees of the Pawnee Nation have made a conscious and collective decision to use the Pawnee Nation's Fiscal Policies and Procedures as guidance. The employee's efforts have led the way into making the Nation an organization that maintains notable fiscal management.

### **VII. Executive Summary:**

The Grants and Contracts Manager still serves as the Interim TERO director and is expected to do so until the 2020 budgets become effective in January 2020. In the meantime please accept my abbreviated versions of the G&C quarterly reports.





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During the 4<sup>th</sup> quarter in 2019 the Grants and Contracts Manger worked on various projects, including:

- Updated federal programs on funding balances to ensure all funds would be spent by 12/31/2019
- Completed Indian Health Service contract support cost (CSC) reconciliation which resulted in the Nation being under paid for CSC; IHS increased funding for the amount that was under paid and G&C calculated the amounts that went back into the programs
- Prepared a P.L. 93-639 contract for a BIA House Demolition project; project to begin in early 2020
- Updated the Chart of Accounts (Federal Program Codes) in the accounting system
- Completed the G&C and TERO quarterly reports
- Completed the Federal Programs' Federal Financial Status Reports on time
- Completed a Pawnee Nation Housing Authority timeline for the upcoming self-monitoring
- Worked on getting proper documentation to close the Cultural Resource Fund project; the Nation had to return the funds: \$23,000; the check was *finally* processed
- Completed drawdowns for all the reimbursable grants on a regular basis
- Working on the Child Care Center renovation application
- Attended a meeting with CRD staff related to Shakopee grant responsibilities
- Met with NAGPRA coordinator to discuss upcoming FY20 grant submission
- Completed the Shakopee grant quarterly report (CRD staff will prepare going forward)
- Completed the Shakopee grant budget
- Completed and sent in all necessary documents for the BIA and IHS programs' annual funding requests
- All BIA and IHS programs are renewed
- The Aid to Tribal Government and Indian Child Welfare programs were granted new 5-year contracts
- The EPA grants were funded for 2020
- Assisted with the Title VI grant renewal submission



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In addition, Grants and Contracts continues to assist program directors in a variety of ways, i.e., reviewing and monitoring expenses to avoid any disallowed expenditures that would have to be paid by the Nation; informing directors of their program budget balances and provide estimated expenses so they can better monitor spending and keep within the approved budget; send financial reports as requested by the program directors; answer questions related to allowable costs, gather required information for new grant applications or renewals and sharing grant information as received by the funding agencies.

**VIII. Quarterly Goals and Objectives**

The Goals and Objectives of the G&C office will basically remain the same: to assist in increasing the volume of federal grants that are administered at the Nation by researching external funding opportunities; keep current on grant management processes; continue organizing the grant files; and keep electronic files updated. This item remains the same: I hope to coordinate with the finance department so 1) budgets will be entered into the accounting system in a timely manner and 2) more accurate and up-to-date information will be entered into the accounting system so reliable reports can be made. For item 1, the financial information being sent from the Grants and Contracts office to fulfill the directors request is not up to date, i.e., adjustments. For item 2, transactions are not being completed in a timely manner, i.e., payroll, program charges. Grants and Contracts needs accurate financial information when sending the financial reports to the funding agencies.

**IX. Travel and Training**

There was no travel or training for Grants and Contracts in the 4<sup>th</sup> Quarter 2019.

**X. Financial Reporting**

Grants and Contracts is within the Department of Planning and the financial status is reported in the Planning Department report.

**Conclusion**

I'm available to explain anything in detail that is written in this report for anyone who may have questions. The Grants and Contracts office maintains an open-door policy and is always available to assist anyone who wants more information on grants or contracts. You may call at any time: 918-762-3621 Ext. 123, office; or 918-399-5107, cell. The Grants and Contracts office is in Room 204 on the 2<sup>nd</sup> floor of Building 64.

Respectfully,

Laura Melton  
Grants and Contracts Manager



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## Indian Community Block Development Grant Program (ICDBG)

The ICDBG Program provides eligible grantees with direct grants for use in developing viable American Indian and Alaska Native Communities, including decent housing, a suitable living environment and economic opportunities, primarily for low- and moderate-income persons.

[http://portal.hud.gov/hudportal/HUD?src=/program\\_offices/public\\_indian\\_housing/ih/grants/icdbg](http://portal.hud.gov/hudportal/HUD?src=/program_offices/public_indian_housing/ih/grants/icdbg)

### XI. Executive Summary:

#### **FY-16 ICDBG: Pawnee Nation Ceremonial Campgrounds & Nature Fit Trail (PNCCNFT)**

The grant will allow the Pawnee Nation to revamp the Campgrounds area and add a nature fit trail just east of the campgrounds. This would include the demolition of the existing restroom facility and replace with a newly constructed larger facility to hold at least 3 stalls for toilets and showers for both men and women, with ADA compliance. All existing electrical lines to be placed under ground while adding several electrical pedestals along the camping areas. A new dance arbor complete with new LED lighting. The nature fit trail would be almost a mile in length, lined with solar lighting, exercise stations, picnic tables and benches.

#### **FY-18 Pawnee Nation Greenhouse Project (PNGP)**

This funding opportunity will allow the Pawnee Nation to grow economically by building two (2) 30' x 92' gutter connected Nexus Vail Greenhouses to house and grow cash crops (tomatoes & lettuce) by use of hydroponics.

#### **FY-19/20 Public Safety Center**

A proposal is currently under progress as the FY-19/20 NOFA was issued in December. Deadline for submission is February 3, 2020, 11 P.M. CST.

### XII. Quarterly Goals and Objectives



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**PNCCNFT**

**🚩 FY-16 ICDBG**

The five phases of the ICDBG PN Ceremonial Campgrounds & Nature Fit Trail are near completion and will be completed within the 1<sup>st</sup> Quarter of 2020. The Pedestrian Bridge phase of the contract were finalized and approved. Meeting with the all stake holders to provide a new innovative delivery method to install a bridge in one day. Team is currently speaking with the subcontractor on promotion of the bridge, and promotional production to spotlight the bridge and the Pawnee Nation. Bridge is scheduled to be installed on January 7, 2020. Will continue to coordinate efforts for this process.

Arbor is near 95% completion; a final inspection is to take place in January to ensure structural soundness. The team will be working on a Grand Opening in the early Spring to showcase all the projects associated with the CM/GC suite of Projects.

**Pawnee Nation Greenhouse Project**

**🚩 FY-18 ICDBG**

The initial first meeting with all inter-office stakeholders has taken place. As this project will be fast paced, all programmatic issues are being addressed before any construction will take place.

A pre-planning meeting is scheduled for the middle of January to update on the current project requirements and objectives needed to be met.

Currently an environmental assessment is being preformed to ensure compliance is being met per the Environmental Review that HUD requires.

**Public Safety Center Project Proposal**

**🚩 FY-19/20 ICDBG**

A Notice of Funding Availability (NOFA) was released in December. New components of the FY-19/20 funding cycle were that they combined 2019 & 2020 funding cycles increasing the ceiling limit of total funding available from \$800,00.00 to \$900,000.00, which also increasing the leveraging amount to \$300,000.00.

This funding cycle project was chosen as it has been on the community survey as a desire but also the program's ability to provide cash leverage needed for the project. The Public Safety Center Project proposal will expand the current fire station building, adding office space to the Division of Natural Resources, additional parking spaces for vehicles and a covered overhang for trucks and equipment. With the addition of more space, there will also be a fitness area added onto the facility.



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This proposal is still in the very early grant writing stages and could change due to budget or other logistical issues before the grant is due February 3, 2020.

**XIII. Travel and Training**

No travel or training was taken this quarter.

**XIV. Financial Reporting**

**PNCCNET**

All federal funds have been expended and the tribal match is currently being used for final phase of the FY-16 ICDBG Project.

**PNGP**

Total expenditures for this project for this project are within budget for the total overall project. Salary is the on costs for this project as of now.

**Division of Property Management**  
**Quarterly Report to the Pawnee Business Council**  
**4th Quarter 2019**

I. Division of Property Management:

The Division of Tribal Operations has the authorization and responsibility for management of maintenance, preservation, operations and security of Tribal assets. The Division of Tribal Operations does so in a manner that provides for preservation, protection and care consistent with their operational needs and that accomplish overall government objectives. The management of operations and maintenance of assets, and operational systems must be cost effective and energy efficient and adequate to meet the needs of the Division of Tribal Operations missions. The maintenance and operational systems must meet tribal and/or nationally recognized standards. They must also be at an appropriate level to maintain and preserve the Tribal assets, consistent with available funding. The Division of Tribal Operations has the responsibility of managing the assets of the Pawnee Nation of Oklahoma. In the management, the Division of Tribal Operations provides support services to programs, departments and partnerships with outside entities. The Division of Tribal Operations receives operating funds through Cost Allocation Plan, Indirect Cost and Agriculture Lease monies to fund our division. Rest assured, while issues relating to employees, visitors and Tribal members are never the same, we attempt to resolve them promptly and carefully while ensuring an open-minded remedy.

II. EXECUTIVE SUMMARY:

October 2019

During the month of October, the Division of Property Management cut fire lines across the Big Pasture as well as the outer ring of the Big Pasture. This is done in preparation for burning the grass in the Big Pasture. The outer ring is cut so the fire doesn't spread to neighboring pastures during the burn. On October 1, maintenance workers replaced light bulbs in the BIA Building as well as the Food Distribution warehouse. Maintenance workers also reset one of the A/C units located at the Staff Quarters Building and repaired a door in the North Daycare Building In the toddler classroom. On October 3, two A/C units went down in the Learning Center, during this time maintenance workers took fans to the Learning Center until the units could be fixed. On this day maintenance workers repaired four toilets in the women's restroom and one in the men's restroom located in the Round House Bldg. Maintenance staff also checked on the A/C unit located at the Staff Quarters. A new fan motor was ordered and installed by the maintenance staff the following day. On October 4, the water technician took water samples

for the Green House Project. Samples were taken from three different locations, the third well, the water system and from the municipal water system. The results from the water samples were given to the Green House Project Manager. On this day maintenance workers installed tar on the roof of the BIA Building. The roof has small leaks in certain areas and the tar prevents the leaks from happening. Maintenance workers also built a 4' x 8' frame for a picture that came from the Substance Abuse Program. Workers then framed the picture and installed the picture in the Substance Abuse Building. On October 7, staff from the Division of Property Management repaired the basketball court inside the Wellness Center. The roof of the Wellness Center had a leak from the rain and water got under the floor and warped some boards on the west side of the court. Boards had to be taken out and dried and flattened out and reinstalled. After the repairs were made basketball practice for high school and little league teams started. Maintenance workers installed a new blower motor on a A/C unit located at the Staff Quarters Bldg. #63. On October 8, maintenance workers installed a new soffit around the entrance of the Fire Station Building. Workers also did work to the entry way by the doors at the Fire Station as well. During this time workers installed a Veterans marker on a grave at the North Cemetery and grounds maintenance workers filled in some graves with dirt. October 14, maintenance staff measured awnings at the Learning Center and ordered metal for new awnings. Maintenance workers also repaired the front door entry system located in the Title VI Building. The entry system is for the handicap clients that are in the program. On October 19, set up tables and chairs in front of the Administration Offices for the Violence Against Women, Glow the Distance Event. Staff also moved the bounce houses from the Wellness Center and set them up on the court lawn for the event as well. On this day staff removed a refrigerator from the VAW building and replaced it with a new unit. October 22, maintenance staff moved furniture and filing cabinets for the Procurement Department in Building #64. The Procurement Department has a need for more space to accommodate all the deliveries for the programs located at the Pawnee Nation. October 25, maintenance workers had to reset the breakers for the elevator located in the Health and Community Services Building. Staff also installed a new thermostat in the Enrollment office and replaced the filters in the attic of the Health and Community Services Building. There are thirteen heating and air units in the attic that controls the entire H&CS Building. On October 29, maintenance staff replaced a control board on one of the heating units in the I.T. Room in Building #64. Staff also changed air filters in Building #64 and as well as the filters in the north and south daycare buildings. October 30, maintenance staff installed new ignitor on one of the units located at the Pawnee Nation College. Staff also installed new light bulbs, filters and insulated a water faucet all in the Albin Leading Fox Building. Staff also had to install a new capacitor on a heating unit located in the Cultural Learning Center. The Division Director had a meeting with a local rancher regarding a cattle operation located on Pawnee Nation Land. A lot of information was exchanged on what it takes

to have a cattle operation and what it takes to maintain and run a large cattle operation for a long period of time.

## November 2019

During the month of November, a kick - off meeting was held with TDC regarding the renovation of the Trading Post and the parking lot at the Trading Post. TDC is providing the funding for all renovations being done at the Trading Post Building. On November 4, maintenance staff cleaned out the gutters around the Health and Community Services Building, staff also cleaned out all the floor drains around the exterior of the building as well. During this time the grounds maintenance staff cut grass and cleared trees around the outer edge of the Walking Trail north of the IHS Clinic. Grounds maintenance staff also cut up and removed trees from the North Cemetery. The trees were dead and had been blown over by the wind. On November 7, six new LED lights were installed on the poles located in the parking lot at the Wellness Center. In the future new LED Lights will be installed in the Fitness Center/Daycare parking lot as well in front of the Roam Chief Building. On this day, maintenance staff reset the timer for the exterior lights in the parking lot of the Title VI Building. On November 8, maintenance staff reset the hot water tank and installed a new breaker located in the Pawnee Nation Round House. Grounds maintenance staff cleaned out the gutters on the exterior of the Title VI Building, staff also diverted runoff water away from the generator located at Title VI. On November 15, Grounds maintenance staff began clearing the south fence row located in the Big Pasture. Most of the fences in the Big Pasture are covered up from years of neglect from the previous tenants who leased the land from the BIA. The fences in and around the Big Pasture need to be repaired or rebuilt before any livestock can be on the land. On this day maintenance staff installed new insulation and hardy board on the exterior of the Roam Chief Building. Staff also installed a new sink in Building #64. On November 19, maintenance staff installed a Veterans plaque at a grave in the South Cemetery. The plaque was for Mr. Owen "Jay" Echo Hawk. On this day the Property Management staff burned the pasture north of the IHS and inside the walking trail. Staff also burned the pasture east of the Standpipe all the way to the Black Bear Creek and the train bridge. On November 20, maintenance staff applied sealant to the roof of the Wellness Center and around the A/C units mounted on the roof. The sealant prevents the roof from leaking on to the gym floor below. Staff also installed vent hood covers on the units to prevent rain from entering the A/C units. On November 22, maintenance staff cleaned all faucets and removed all calcium deposits on the fixtures located in the kitchen and restrooms at the Round House. On November 26, maintenance staff replaced batteries in every smoke detector in the Administration Building #64. Grounds maintenance workers also started clearing the north fence line in the Big Pasture right off Beck Drive and the entry way to the Big Pasture.



## December 2019

During the month of December, Division of Property Management staff burned the pasture east of Loop Road and north of the train tracks to the lagoons. Staff used the brush trucks from the Pawnee Nation Fire Department to conduct the burn. Staff also burned the east side of the Campgrounds in preparation for the new bridge being installed in January. Maintenance staff moved and repaired a piece of playground equipment located at the south daycare playground. On December 4, Funeral services were held for Nehemiah Opal Jayne Peterman at the Roam Chief Building. Burial services were conducted at the South Cemetery. Maintenance workers installed new tin awnings over the entry ways located in front of the south daycare at the Family Development Center. During this time grounds maintenance workers continued to clear fence rows in the Big Pasture. On December 8, Burial services were conducted for Mr. Charles Wilde at the North Cemetery. On December 9, maintenance staff repaired the garage door frame and rollers located in the property barn. Grounds maintenance staff cleaned the Campgrounds of leftover debris such as lumber and bricks from the new restrooms and dance arbor project. On December 12, Funeral services for Mr. Tom Evans were held at the Pawnee Nation Roam Chief Building. Burial services for Mr. Evans were conducted at the North Cemetery. On December 18, maintenance workers removed the old canopy cover that was behind the Health and Community Services Building. Staff also had to reset the electrical breakers located in the Cultural Learning Center. Maintenance staff also installed changed outside security lights at the Pawnee Nation Law Enforcement Building. On December 30, Burial services were conducted for Mr. Edgar Pratt at the South Cemetery. Maintenance staff changed the door locks on the Community Building and moved furniture in the I.T. offices and took old furniture to property garage.

## QUARTERLY GOALS AND OBJECTIVES

The Division of Tribal Operations manages facilities by utilizing preventive maintenance and/or current industry standard practices. Under the management plan, the Division of Tribal Operations provides facility maintenance services to Tribal programs, departments and customers. These services cover complete operations, maintenance, tribal facilities – routine, scheduled or emergency services. Facility occupants are provided with one or any combination of the services offered. The Division of Tribal Operations offers a comprehensive array of individual building maintenance services through the Division of Tribal Operations management plan. These services will assist facility users to achieve a preventative maintenance program for specific areas of a building.

## Burial Services

The Division of Tribal Operations has four cemeteries to maintain; however, we manage only three on account of the location of the Pitahawirata cemetery. Our Operations staff assists Tribal family members with the burying of their loved ones at their choice of location. These services include the opening and covering of the grave; as well as the use of a Tribal facility for wake services, the funeral and the traditional mourner's feast. Facility users may choose one or any combination of the services offered.

#### Custodial Services

The Division of Tribal Operations manages facilities by utilizing housekeeping standards and/or current industry standard practices. Tribal programs, departments and customers can obtain facility custodial services under the Division of Tribal Operations management plan. These services cover the cleaning schedules for operation of the Tribal facilities. Facility users may choose one or any combination of the services offered. The Division of Tribal Operations offers a comprehensive array of individual building maintenance services through the Division of Tribal Operations management plan. These services will assist facility users to achieve a cleaning program for specific areas of a building.

#### Property Management

The Division of Tribal Operations provides property management services for Tribal workers through its Division of Tribal Operations management plan. Although a majority of the Tribal workforce are housed in buildings owned by Pawnee Nation, a substantial number are located in the former Pawnee Industrial School, called "Gravy U" that operates under the banner of Pawnee Nation College.

#### Utility Management

The Utility Commission oversees the overall utility codes. During the last quarter all water meters were read and bills were mailed out to the customers. Water meters are read on the twenty fifth of each month. The Division of Tribal Operations possesses the responsibility for management of Tribal utilities. The Division of Tribal Operations manages, operates, and maintains the utilities for the Pawnee Nation of Oklahoma. As director of the Utility Department, we have taken upon the responsibility of only daily activities. The Utility department provides the following services:

- Water
- Wastewater

During the last quarter the Division of Property Management has completed (61) work orders for different programs throughout the Tribal Reserve. These are done in addition to their

normal workload. Most of our goals depend upon the financial status of the Pawnee Nation, the work schedules vary according to the circumstances of work orders. The workload increases as urgent and emergency requested are submitted to our office while less urgent and/or emergency request are given a lighter priority.

#### MEETINGS, TRAININGS AND TRIPS

Hemp Meeting	October 2
Utility Commission Mtg.	October 10
Mtg. w/ local rancher Re: Cattle	October 15
Utility Mtg.	October 22
Directors Meeting	October 22
Trading Post Kick Off Mtg.	November 1
Property Committee Mtg.	November 6
Directors Meeting	November 7
Land Management Mtg.	December 6

#### FUTURE PLANS

The housekeeping, grounds maintenance and maintenance duties are repetitive during most days. Some projects may take a little longer to complete do to the number of maintenance requests that are received.

- Burn Big Pasture
- Clean out fence rows in Big Pasture
- Demolish old showers at the Camp Grounds

Submitted By:

Jim Jestes, Division Director

Pawnee Nation Property Management

# Division of Property Management

## I.H.S. Housekeeping/Grounds Maintenance Services Quarterly Report -4th Quarter Report 2019

October, November, December

### I. Program Overview

The Housekeeping/Ground Maintenance (HK/GM) Manager of the HK/GM Department administers and carries out the Housekeeping and Grounds Maintenance Services for the USPHS Indian Health Center, Pawnee, Oklahoma.

#### Housekeeping Services

The Pawnee Nation provides housekeeping services in support of the five (5) days per week. 8:00 a.m. to 5:00 p.m., schedule for clinic operations.

#### Grounds Maintenance Services

The Pawnee Nation provides all grounds maintenance services including landscape and snow removal from onsite roads and parking lots to support the clinic operations of five (5) days per week on an 8:00 a.m. to 5:00 p.m. schedule.

### II. Executive Summary

In accordance with the provision of P.L. 93-638, as amended, the Pawnee Nation of Oklahoma shall administer and carry out the Housekeeping and Grounds Maintenance Services for the USPHS Indian Health Center, Pawnee, Oklahoma. The clinic serves the Ponca Tribe, Tonkawa Tribe, Kaw Nation, Otoe-Missouria, Osage Tribe and Pawnee Nation, for public health nursing, environmental health services, physical therapy, nutritional services, health education and Pawnee Benefit Package Program. All the medical ambulatory, dental optometry, all support ancillary services and contract health services to the Tonkawa, Otoe-Missouria Tribe, Osage Tribe, and Pawnee Nations.

The housekeeping and grounds maintenance services are provided based on collaboration; the housekeeping manager and assistant is accountable for the Pawnee Health Center all together.

### III. 2nd Quarter – Goals and Objectives

The housekeeping and grounds maintenance staff collaborate to meet goals and objectives of the contract services. Each housekeeper is responsible for each divided section within the Pawnee Health Center facility. Whenever a housekeeper is not at work for the day it was discussed that the housekeeping staff would step in and completes the usual duties. It was decided that any assigned areas in the event of a housekeeper being absent would be left up to the supervisor's discretion. The grounds maintenance workers are responsible for the Pawnee Health Center campus including sidewalks, parking lot, driveways and bordering curbing.

The housekeeping manager and assistant are accountable for the cleanliness of the Pawnee Health Center. Housekeeping duties can be found in the housekeeping manual; updated by the infections control committee members and housekeeping staff members to correspond with the new healthcare facility.

#### **Monthly, Quarterly and Annually Duties:**

# Division of Property Management

1. High dusting on a weekly basis.
2. Facility and housekeeping (on occasion—an administrative staff is present) are performing weekly inspections at the Pawnee Health Center.
3. Manager and/or Assistant are/is attending supervisor, infection control and any other meetings we are requested to attend.
4. Grounds Maintenance will keep the campus surrounding the facility free of any trash in parking lots and the maintenance of the grass will be performed daily and as needed.

#### **IV. The Housekeeping/Grounds Maintenance Department strives to accomplish the following:**

1. Provide quick responsive and friendly service to patients, employees, staff and visitors.
2. Complete cleaning schedules according to developed housekeeping manual.
3. Maintain Pawnee Health Center campus – always thinking safety first.
4. Fulfill routine cleaning schedules – Pawnee Health Center.

Most of housekeeper's duties are routine, the work schedules deviate according to the circumstances (i.e. blood spill, vomit, employee on sick leave, etc.). The workload increases as flu season approaches or upon urgent and emergencies requested by the critical areas (Lab and Medical). Although non-critical submissions to our office are rare, less urgent and/or emergency requests are given a lighter priority and are scheduled to be performed subsequently by a housekeeper whose duties are in the non-critical areas. In October, the department consists of Steven Moore supervisor, Jordan Moore assistant, Recia Pickering housekeeper, Hayden Howell housekeeper, and Rick Tatum ground maintenance. The housekeeping department has continued the daily maintenance of the cleaning and lawn mowing equipment. The cleaning of all areas is being done on a routine basis. At the request of the facilitator manager, carpet in business office and contract health was shampooed and the restroom deep cleaned as well as the pantry area. In November, the public restrooms were deep cleaned, and the floors scrubbed with the proper disinfectant cleaner. The mopping and the buffing of all the main halls was done to keep up with the floor maintenance. In December, the breakroom in dental was stripped and waxed. Grounds maintenance has helped with the cleaning of the restrooms upstairs because of the staff being shorthanded. Also Ground maintenance has continued with the upkeep of the facility by trimming trees and removing dead trees. Grounds Maintenance has also kept up with mowing and offers help when they can to the Tribal operations department. Grounds Maintenance worker Rick Tatum continued to pick up trash on outside of building and blow off the leaves, grass, and other debris for the IHS building to be maintained.

#### **V. Meetings, training & trips**

The housekeeping staff has annual training/refreshers for Infection Control, Active Shooter training was provided by Indian Health Service, Pawnee Service Unit.

#### **VI. Financial Reporting**

Due to tribal accounts being frozen all purchases and ordering must be approved by director and budget committee. There has been a shortage of money in the Housekeeping and Grounds Maintenance supplies and the IHS Facilities and Administrative staff were notified of problem. They said they would investigate their budget to see if help could be provided. No reports. However, when expenditure reports are needed; Finance is willing to print for our use.

## Division of Property Management

### VII. Future Plans

The stripping and waxing of the lower hallway. Also have talked with vendors about purchasing some type of floor machine that will aid in daily cleaning as well as stripping floors.

Respectfully Submitted,

*Steve Moore*

# *Pawnee Nation of Oklahoma*

Fourth Quarterly Program Reports 2019

*October, November, December*



**Pawnee Nation Committee, Commission  
and Board Reports**

Submitted to the  
Pawnee Business Council  
February 1, 2020

James E. Whiteshirt, President  
Darrell Wildcat, Vice-President  
Patricia McCray, Secretary  
M. Angela Thompson, Treasurer  
Sammye Kemble, Council Member  
Dawna Hare, Council Member  
Charles Lone Chief, Council Member  
Charles Knife Chief, Council Member







**PBC Budget Committee  
Quarterly Report to the Pawnee Business Council  
Fourth Quarter - 2019**

- I. **Program/Office/Project Name: PBC Budget Committee**  
The Budget Committee reviews budget, budget modifications and other financial documents for approval and/or recommendation to the Business Council for approval.
  
- II. **Executive Summary:**  
Activities include the following meetings.

**October 3, 2019 \* 2:00 PM  
Pawnee Tribal Reserve, Bldg. #64 Conference Room**

**1. Call to Order and Invocation**

Treasurer Thompson called the meeting to order at 2:03 pm.

**2. Roll Call (Establish Quorum)**

Present: (see Sign-in Sheet) William Perry, Brian Kirk, M. Angela Thompson and Muriel Robedeaux arrived at 2:04 pm.

Via Conference Call: Charles Lone Chief

Guests: Cynthia Butler and Lauren Quimby

**3. Approval of Agenda**

ADD: New Business, C., vi, 2019 ATTG Budget Mod #2; vii. 2019 Gaming Budget Mod #1; and 6, Other, i., PBC Attorney Fees

Motion made by William Perry to approve the Budget Committee meeting agenda for October 3, 2019 with amendments, seconded by Muriel Robedeaux.

Vote: all in favor, none against, and none abstaining. Motion carries.

**4. Old Business**

**A. Donation and/or Sponsorship Requests**

- i. Discussion and/or Action on Elders Walmart Gift Cards



**PBC Budget Committee  
Quarterly Report to the Pawnee Business Council  
Fourth Quarter - 2019**

Funds have been identified in some of the tribal budgets from communication line items to use for the Elders cards. Committee wants to up the amount to 20.00 each.

**RECOMMENDED FOR PBC AGENDA**

Motion made by William Perry to approve the funding for the Elders Walmart Gift Cards and raise the amount to \$20.00, seconded by Brian Kirk.

Vote: all in favor, none against, and none abstaining. Motion carries.

ii. Discussion and/or Action on Employee Turkey/Ham

**RECOMMENDED FOR PBC AGENDA**

Motion made by William Perry to approve the funding for the Employee Turkeys for Thanksgiving, seconded by Brian Kirk.

Vote: all in favor, none against, and none abstaining. Motion carries.

**ADDITIONAL ACTION:**

Motion made by William Perry to approve the amending of funding source from the savings in the Administrative Affairs and Gaming Budgets for the Elder Walmart Gift Cards, seconded by Brian Kirk.

Vote: all in favor, none against, and none abstaining. Motion carries.

Motion made by William Perry to approve the amending of funding source from the saving in the Administrative Affairs and Gaming Budgets for the employee turkeys and hams, seconded by Brian Kirk.

Vote: all in favor, none against, and none abstaining. Motion carries.

**5. New Business**

**A. Donation and/or Sponsorship Requests**

**i. Southern Plains Tribal Health Board Dues**

**RECOMMENDED FOR PBC AGENDA**

Motion made by Brian Kirk to send for approval by the Council on the Southern Plains Tribal Health Board Dues, seconded by William Perry.



**PBC Budget Committee  
Quarterly Report to the Pawnee Business Council  
Fourth Quarter - 2019**

Vote: all in favor, none against, and none abstaining. Motion carries.

**B. New Budgets - None**

**C. Budget Modifications**

i. 2019 Information Technology (IT) Budget Mod #1

Motion made by William Perry to table the 2019 IT Budget mod #1, seconded by Brian Kirk.

Vote: all in favor, none against, and one abstaining. Motion carries.

ii. 2019 Communications Budget Mod #1

Motion made by William Perry to approve the 2019 Communications budget mod #1, seconded by Brian Kirk.

Vote: all in favor, none against, and none abstaining. Motion carries.

iii. 2019 Communications Budget Mod #2

**RECOMMENDED FOR PBC AGENDA**

Motion made by William Perry to approve the 2019 Communications budget mod #2 and recommend for the PBC agenda, seconded by Brian Kirk.

Vote: all in favor, none against, and none abstaining. Motion carries.

iv. 2019 Property Management (IDC) Budget Mod #1

Motion made by William Perry to approve the 2019 Property Management IDC budget mod #1, seconded by Brian Kirk.

Vote: all in favor, none against, and none abstaining. Motion carries.

v. 2019 Administrative Affairs Budget Mod #2

Motion made by William Perry to approve the 2019 Administrative Affairs budget mod #2, seconded by Brian Kirk.

Vote: all in favor, none against, and none abstaining. Motion carries.



**PBC Budget Committee  
Quarterly Report to the Pawnee Business Council  
Fourth Quarter - 2019**

vi. 2019 ATTG Budget Mod #2

Motion made by William Perry to approve the 2019 ATTG budget mod #2, seconded by Brian Kirk.

Vote: all in favor, none against, and none abstaining. Motion carries.

vii. 2019 Gaming Budget Mod #1

Motion made by William Perry to table the 2019 Gaming budget mod #1, seconded by Brian Kirk.

Vote: all in favor, none against, and none abstaining. Motion carries.

Amendment of the Agenda to add viii. 2019 PBC Budget Modification #6

Motion made by Brian Kirk to amend the agenda and add C, viii, 2019 PBC Budget Mod #6, seconded by William Perry.

Vote: all in favor, none against, and none abstaining. Motion carries.

viii. 2019 PBC Budget Mod #6

**RECOMMENDED FOR PBC AGENDA**

Motion made by William Perry to approve the PBC budget mod #6, seconded by Brian Kirk.

Vote: all in favor, none against, and none abstaining. Motion carries.

**6. Other**

i. PBC Attorney Fees

Motion made by Brian Kirk to remove Item 6, Other, i. PBC Attorney Fees from the agenda, seconded by William Perry.

Vote: all in favor, none against, and none abstaining. Motion carries.

**7. Confirm Next Meeting Date**



**PBC Budget Committee  
Quarterly Report to the Pawnee Business Council  
Fourth Quarter - 2019**

The next meeting date will be on October 24<sup>th</sup> at 2 pm.

**8. Adjournment**

Motion made by Brian Kirk to adjourn, seconded by William Perry.

Vote: all in favor, none against, and none abstaining. Motion carries to adjourn at 3:24 PM.

**October 24, 2019 2:00 PM  
Pawnee Tribal Reserve, Bldg. #64 Conference Room**

**1. Call to Order and Invocation**

Treasurer Thompson called the meeting to order at 2:04 pm. Mr. Andrew Knife Chief gave the invocation.

**2. Roll Call (Establish Quorum)**

Present: (See Sign-in Sheet) Muriel Robedeaux, William Perry, Laura Melton, Brian Kirk, Darrell Wildcat and M. Angela Thompson.

Guests: Cynthia Butler, Andrew Knife Chief and Bob Dimmick.

**3. Approval of Agenda**

ADD: 5, Other, C, GMP Phase 5 Campground Project

Motion made by Brian Kirk to approve the Budget Committee agenda for October 24, 2019 with addition, seconded by William Perry.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries.

**4. New Business**

**A.** Donation and/or Sponsorship Requests - None

**B.** New Budgets

i. Treatment Facility Construction Budget

Brian Kirk and guest, presented on the Treatment Facility budget.



**PBC Budget Committee  
Quarterly Report to the Pawnee Business Council  
Fourth Quarter - 2019**

ii. 2019 FVPSA Budget

Motion made by William Perry to approve the 2019 FVPSA Budget, seconded by Laura Melton.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries.

i. 2020 Gaming Commission Budget

Motion made by William Perry to table the 2020 Gaming Commission Budget, seconded by Laura Melton.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries.

ii. 2020 PTDC Budget Projections

Recommended to the PBC agenda. TDC will be present to present at the meeting.

**B. Budget Modifications**

i. 2020 Food Distribution TM Budget Modification #1

**RECOMMENDED FOR PBC AGENDA**

Motion made by William Perry to approve the 2020 Food Distribution TM Budget Modification #1, seconded by Brian Kirk.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries.

ii. 2019 Planning Budget Modification #2

Motion made by William Perry to approve the 2019 Planning Budget Modification #2, seconded by Muriel Robedeaux.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries.

iii. 2019 Gaming Commission Budget Modification #1

Motion made by Laura Melton to approve the 2019 Gaming Commission Budget modification #1, seconded by William Perry.



**PBC Budget Committee  
Quarterly Report to the Pawnee Business Council  
Fourth Quarter - 2019**

Vote: All in favor, none against, none abstaining and one not voting. Motion carries.

**9. Other**

**A. Discussion on Indirect Cost Rate, Gaming Commission**

Motion made by Laura Melton to deny based on discussion and presentation, seconded by William Perry.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries.

**B. 2020 PTDC Tribal Distribution**

Discussion only.

**C. GMP Phase 5 Campground Project**

Discussion only.

**10. Confirm Next Meeting Date**

The next Budget Committee meeting will be on November 6<sup>th</sup> at 2 pm.

**11. Adjournment**

Motion made by Laura Melton, seconded by William Perry to adjourn.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries to adjourn.

**November 6, 2019 2:00 PM  
Pawnee Tribal Reserve, Bldg. #64 Conference Room**

**1. Call to Order and Invocation**

Treasurer Thompson called the meeting to order at 2:01 pm and Darrell Wildcat gave the invocation.

**2. Roll Call (Establish Quorum)**



**PBC Budget Committee  
Quarterly Report to the Pawnee Business Council  
Fourth Quarter - 2019**

Present: M. Angela Thompson, Sammye Kemble, Darrell Wildcat, Brian Kirk, William Perry, Laura Melton, and Muriel Robedeaux.

**3. Approval of Agenda**

**4. New Business**

- A. Donation and/or Sponsorship Requests
- B. New Budgets
  - i. 2019 JOM Budget

Recommendation was to send back to the JOM Committee and suggest opening their own account at the bank.

**C. Budget Modifications**

- i. 2019 PBC Budget Mod #7

Motion made by Laura Melton to approve the 2019 PBC Budget Modification #7 with changes, seconded by William Perry.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries.

- ii. 2019 Information Technology Mod #1

Motion made by Brian Kirk to approve the 2019 Information Technology budget modification #1, seconded by William Perry.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries.

- iii. 2019 Information Technology Mod #2

Motion made by Laura Melton to approve the 2019 Information Technology budget modification #2 with changes, seconded by Muriel Robedeaux.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries

- iv. 2019 LIHEAP Budget Mod #1

**RECOMMENDED FOR PBC AGENDA**

Motion made by William Perry to approve the 2019 LIHEAP budget modification #1 with changes, seconded by Brian Kirk.





**PBC Budget Committee  
Quarterly Report to the Pawnee Business Council  
Fourth Quarter - 2019**

Vote: All in favor, none against, none abstaining and one not voting. Motion carries

v. 2019 477 Budget Mod #2

**RECOMMENDED FOR PBC AGENDA**

Motion made by Brian Kirk to approve the 2019 Information Technology budget modification #1, seconded by William Perry.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries

vi. 2019 TERO Budget Mod #2

Motion made by William Perry approve the 2019 TERO budget modification #2, seconded by Brian Kirk.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries

**5. Other**

**A. Discussion on Health Insurance Increase for 2020**

The rate for health insurance for employees will go up by 20%. Will have to find \$71,000.00. Mr. Perry just wanted to bring this to the Committees attention.

**6. Confirm Next Meeting Date**

Next meeting date will be Wednesday before the next Council meeting.

**7. Adjournment**

Motion made by Laura Melton to adjourn, seconded by William Perry.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries to adjourn at 3:08 pm.

Budget Committee Report for  
January 16, 2020, and  
Quarterly Report for February 2020



## PBC Budget Committee Quarterly Report to the Pawnee Business Council Fourth Quarter - 2019

President Jimmy Whiteshirt appointed Pamela Cook, Rick Nordwall, Kim Murie and Karen Haymond to the Budget Committee on November 13, 2019 at the Pawnee Nation Business Council Meeting, with the announcement that Pamela cook would serve as Chair to the Budget Committee. Karen Haymond later declined to served on Budget Committee due to personal reasons. The Budget Committee was appointed in accordance with the Pawnee Nation of Oklahoma Handbook, Section 3.0 Policy, Paragraph 3.5 dated December 02, 2015.

Chairperson, Pamela Cook called an official Budget Committee Meeting on December 13, 2019 to review Year End financial reports for 2019. Present at the Meeting were Pamela Cook; Rick Nordwall; Kim Murie; Treasurer, M. Angela Thompson; Councilman, Charles Lonechief; Executive Director, Muriel Roubedeaux; Finance Director, Mr. Perry; Planning Director, Brian Kirk. The Agenda was modified at the request of Brian Kirk, Planning Director to include the Shakopee Budget and presented to the Budget Committee by Mr. Kirk and approved by the Budget Committee Staff. There was also a discussion on the budget modification approval by for Federal Grant Program Budgets to authorized Finance Department to modify budgets without approval of the Budget Committee Process, since Federal program funds are approved initially by proposal review committee and budget committee in the early stages of budget development and approval process, which would be redundant. However, **Tribal program** budget modifications should continue to be reviewed by and approved by the Budget Committee for new (money) programs and budget modifications. Treasurer, Ms. Thompson, stated she would still want PNB Council to approve both federal and tribal program accounts. There is a need to be consistent with policy in approving all program budget modifications.

The October, and November 2019 Expenditure reports were received and reviewed by the Budget Committee. The Committee requested their next Budget Committee Meeting on January 22, 2020 to review December 2019 year end reports for 2019 in accordance with Fiscal Policy, Paragraph 7, Budget Reports and Review Process and Paragraph 8, Budget Modifications.

At the meeting on December 13, 2019, Chairperson, Pamela Cook noted that in the October 31, 2019 Expenditure Reports that some line items were grossly over expended in some tribal budgets and the Budget Committee instructed the Executive Director, and Finance Director that program Directors need to make modifications to their programs in order to accommodate for over expenditures at the year ending 2019. This directive was made in accordance with the Fiscal Policy, states, under "1. Final Year end budget modifications. A. Re-budgeting Process. 1. Fiscal Year End Budget Modifications a. By January 31<sup>st</sup> and b. This should result in zero variances in Final Budget vs actual." The Budget Committee also reviewed the Chart of Account Budgets and Pawnee Nation Tribal Development Corporation (TDC) Proposed 2020 Budget. Rick Nordall, Budget Committee Member requested TDC Chairperson and CEO to attend the next Budget Committee Meeting on January 22, 2020 for clarification of budget.



## PBC Budget Committee Quarterly Report to the Pawnee Business Council Fourth Quarter - 2019

In conclusion of the Budget Committee Meeting, it was the consensus of the Budget Committee that there are serious problems with the previous budget committee actions.

- Purposeful over-expenditure of program funds, resulting in deficit budgeting.
- There should be a balanced budget as specified in the Fiscal Policy and procedures.
- Some Budget Line Items at Year Ending 2019 are over-expended and need modifications, in order to comply with Final Year End Budget Modifications Paragraph 8 – Budget Modification and Budget Process.
- Budget Control is a critical element of the Executive Director’s duties outlined in the Fiscal Policy and Procedure Manual, as stated in Paragraph 9, - “ Disciplinary Action for neglecting Budgetary Control, as the Executive Director is responsible for budgetary control and is subject Disciplinary Action by Counsel for failure to properly execute and control the budget.
- In addition, the budget forecast for year 2020 needs to be remanded back to the Budget Team who initially prepared the budget for 2019; and 2020 due to budget shortfalls and negligence on the part of the Team who prepared it. Budget shortfall is a serious issue and could put our tribe in jeopardy for Budget Year 2020, by not projecting a working, balanced budget, thus creates insufficient funding to cover expenses for the projected budget year 2019; and 2020.
- Therefore the Budget Committee consensus is to return the budgets back to the Executive Director, and staffing for correction and resubmission to the Budget Committee for review and approval, in order to address this budget shortfall. This recommendation was made by Rick Nordwall and by Budget Committee Members, according to Fiscal Policy, Appendix b. under the Budget Process, paragraph 3, Budget Development and Paragraph C. – Budget Limited to expected Revenue - which states, “**the budget shall not exceed** the funding generated by Federal, state, contract and grants, endowment funds, and other revenue.” The 2020 budget forecast is way out of compliance and needs to be corrected and resubmitted to the Budget Committee for approval.

This report is being submitted by the Budget Committee Chairperson, Pamela Cook on this 16<sup>th</sup> day of January, 2020 and is true and accurate account of the Budget meeting



**PBC Budget Committee  
Quarterly Report to the Pawnee Business Council  
Fourth Quarter - 2019**

held on December 13, 2019, and is hereby being submitted as the Official Budget Committee Quarterly Report for February 2020.

Respectfully Submitted,

Pamela Cook,  
Budget Committee Chair



# Pawnee Cultural Resource Division

1/27/2020

Herb Adson  
Pawnee Cultural Resource Division

Pawnee Nation Business Council

## Quarterly Report for Fourth Quarter 2019

- I. DIVISION NAME:
- II. Cultural Committee, Pawnee Cultural Resource Division (CRD)
- III. Committee Members:
  - Larry Goodfox
  - Walter Echohawk
  - Ralph Haymond Jr.
  - Frank Adson
  - Warren Pratt Jr.
  - Steven Moore
  - Helen Norris
  - Adrian Spottedhorsechief
  - Jamie Nelson
  - Carol Young
  - Ramona Horsechief
  - Sonny Eppinette
- II. EXECUTIVE SUMMARY:

This final quarter of 2019 resumed our cultural committee. CRD office was shut down in January, 2019 due to financial shortfall in tribal funds. THPO and NAGPRA Departments continued in 2019 as they operate under federal grants. CRD was awarded a grant from Shakopee Mdewakanton Sioux Community in the summer of 2019. This help start our language program in September, 2019. I was re-hired on Oct 27, 2019 and Adrian Spottedhorsechief was hired on Dec 1, 2019 as CRD Project Coordinator.

This committee met on November 5, 2019 to update them on CRD Status. CRD and cultural committee hosted a Pawnee Handgame in November in recognition of National Native American Heritage Month. We resumed our weekly culture classes, and were asked to name the new pedestrian bridge by ICDBG Project at our tribal campgrounds

Respectfully

Herb Adson  
Director  
Pawnee Cultural Resource Division



## **Education Committee**

### **Quarterly Report to the Pawnee Business Council**

### **4th Quarter Report 2020**

**I. 477/Education Division/Te Tu Koo Resources/Education Committee**

The Education Committee meets to make the final approval of recommended candidates and scholarship amount for the Pawnee Nation Higher Education scholarship by semester. The committee also hears Appeals and makes final decision.

**II. Executive Summary:**

The committee did not meet during this quarter. We received notice that our committee membership would be changed.



## Quarterly Report to the Pawnee Business Council Enrollment Committee 4th Quarter 2019

### The Enrollment Committee

#### I. Executive Summary:

The role of the Enrollment Committee is to review all Pawnee Nation enrollment membership applications, relinquishments of tribal membership, dual enrollments and document the date of death of tribal members with integrity, accuracy and the utmost respect of confidentiality. After Committee reviews documentation, recommendations are made to the Nasharo Council.

The Enrollment Committee is comprised of five members:

Patricia McCray – Chairperson  
Warren Duane Pratt Sr. – Member  
Dawna Hare – Member  
Linda Jestes – Member  
Vacant – Member

President- Ex-officio Member  
Executive Director – Ex-officio Member

Staff Support:

Carrie Peters, Enrollment Manager  
Suzie Kanuho, Enrollment Specialist

During this quarter the Enrollment Committee met on October 9 and November 6 for revision of the Enrollment Statute.

- II. **Travel and Training:** During this quarter there were no travel or trainings.
- III. **Financial Reporting:** No budget for Enrollment Committee.
- IV. **Challenges and Plans:** Committee will continue the revision of the Enrollment Statute and will meet next quarter to review new applications and any relinquishments.

*Submitted by Patricia McCray, Chairperson*





**PBC Ethics Committee  
Quarterly Report to the Pawnee Business Council  
Fourth Quarter - 2019**

**I. Program/Office/Project Name:**

Pawnee Business Council Ethics Committee

**II. Executive Summary:**

The Ethics Committee was appointed on November 13<sup>th</sup>, 2019. The following are on the Committee:

Sammye Kemble, Chair  
Vickie Richardville  
Denise Miller  
Ramona Horsechief  
Pete Moore  
Laura Whiteshirt

**III. Quarterly Goals and Objectives**

- No activity for the fourth quarter
- Discussion on scheduling a meeting in the new year



**PBC Governing Documents Committee  
Quarterly Report to the Pawnee Business Council  
Fourth Quarter - 2019**

**I. Program/Office/Project Name**

Pawnee Business Council Governing Documents Committee

**II. Executive Summary:**

No meetings have been held during the fourth quarter. The following members were appointed by the President on November 13<sup>th</sup> at the Pawnee Business Council meeting.

William Howell, Liana Teter and M. Angela Thompson.

Additional members will be appointed.



## **HR Grievance Committee Quarterly Report to the Pawnee Business Council 4th Quarter - 2019**

### **I. Human Resource Grievance Committee**

The Human Resources Grievance Committee is responsible for all aspects of complaints submitted by employees.

### **II. Executive Summary:**

The Human Resources Grievance committee is composed of three tribal employees.

### **Quarterly Goals and Objectives**

#### **Personnel Policy Review**

- The committee only meets when a complaint has been file.



## Human Resources Committee Quarterly Report to the Pawnee Business Council 4th Quarter - 2019

### I. Human Resources Committee

The Human Resources Committee is responsible for all aspects of developing and deploying HR policies and procedures, monitoring to be compliance with applicable tribal, federal, and applicable state laws.

### II. Executive Summary:

The Human Resources Office has continued to develop and implement improvements to personnel management within the Pawnee Nation.

### Quarterly Goals and Objectives

#### Personnel Policy Review

- No Policy & Procedure Committee meetings have been held since July 2019.



**PBC Land Management Committee  
Quarterly Report to the Pawnee Business Council  
Fourth Quarter - 2019**

**I. Program/Office/Project Name:**

Pawnee Business Council Land Management Committee

**II. Executive Summary:**

New members were appointed on November 13<sup>th</sup>, 2019. There was no other activity for the Land Management Committee during the fourth quarter.

**Members:**

Darrell Wildcat, Chair

Lauren Quimby

Jimmy Jestes

Ramona Horsechief

**Princess Committee**  
**Quarterly Report to the Pawnee Business Council**  
**4<sup>th</sup> Quarter 2019**

**I. Pawnee Princess Committee**

The Pawnee Nation Princess Committee serves to help selected a young woman to represent not only the Pawnee Nation but her community and family as well with as much support as possible.

**II. Executive Summary:**

The Princess Committee met various times to prepare for a meeting and greet as well as expanding the Committee, fundraising, and discuss Princess classes to help prepare the future youth for the Pawnee Nation Princess Title.

**III. Quarterly Goals and Objectives**

- October 28, 2019 Met to discuss upcoming Native American Heritage Month events.
- November 13, 2019 PBC had a meeting appointed a total of 6 members to the Princess Committee: Angela Thompson, Chairwoman; Tiffany Fietze, Vice-Chair; Reva Howell, Secretary; Jamie Nelson, Treasurer; Tonya Moore-BraveScout, Member; and Beverly Harjo, Member
- November 22, 2019 Met to introduce all new members, and review over Princess Application and Contract and update new members on the current activities.
- November 25, 2019 Hosted Handgame in honor of Native American Heritage Month.
- December 11, 2019 Meet to discuss fundraiser, princess classes, application process and submittals.

**IV. Travel and Training**

- None at this time

**Future Plans**

- Prepare of 2020/2021 Selection Process
- Coordinate 2<sup>nd</sup> Annual Princess Dance
- Additional Fundraisers



## PAWNEE NATION Property Committee Quarter Report

The Property Committee was appointed November 13, 2019.  
Members of the Committee are Dawna Hare, Angela Thompson, Jimmy Jestes, Lauren Quimby, Reva Howell, and Amber Jones.

First meeting held December 11, 2019.

### Discussion/Action:

Space cost for charter school/Education will work directly with Property for the space and renovations needed.

Cemetery Policy: Newly developed policy distributed/ Policy will be reviewed at next meeting.

FEMA Funding: Jon James updated the Committee on FEMA for the Nebraska property in Dannesbrog.

Rental Agreement: Committee discussed campgrounds to be used for cultural events/Action will be taken in next meeting to recommend approval to the PBC.

Fences around Superintendents and Boys Dorm: Property Department will board up the buildings from the inside. No fences will be built at this time.

The Committee is in the process of determining priorities and will meet monthly during this time.

Respectfully Submitted by Dawna Hare, Chair



## Proposal Review Committee Quarterly Report to the Pawnee Business Council 4th Quarter - 2019

### I. **Program/Office/Project Name: Proposal Review Committee**

The Pawnee Nation Proposal Review Committee's responsibility is to review and approve all grant submittals, made on behalf of the Pawnee Nation.

In November of 2019 the Proposal Review Committee was Appointed. Charles "Buddy" Lonechief, Chairperson, Brian Kirk, member, and Carol Young, member. The Committee is hoping for a few more appointments in January of 2020.

### II. **Executive Summary:**

The Proposal Review Committee meets when it is necessary to review and approve grant submittals. The review process also includes any updates on previously submitted grants and status of funding.

On October 16, 2019, we met with Carol Nuttle as the author on submitting the IHS Self-Governance Grant. This grant was submitted for the amount of \$120,000.

An overall summary of the grant is to research and analyze the IHS budget at all levels to gain a full understanding of the funding distribution from the Federal Government, Service Area, and reimbursements from third-party billing. Once that is accomplish, we can work as a team a determine if any/all programs could be incorporated into the Nation's health programs. In addition, we can evaluate the current level of health care being provided and make an informed decision on what new or expanded services that will be assumed under the Compact.

### III. **Travel and Training**

No travel or training taken by any committee member.

### IV. **Financial Reporting**

The committee does not have a budget.



# **Pawnee Nation Tribal Emergency Response Committee**

## ***Quarterly Report- 4th, 2019 October, November, and December 2019***

### **I. Committee Overview**

The Pawnee Nation “Tribal Emergency Response Committee” (TERC) was established in 1998 via Resolution by the Pawnee Business Council, as authorized by US Congress by the authority of SARA Title III (Federal Superfund amendments and , Re-authorization Act) under the Emergency Planning and Community Right To Know provisions (EPCRA). While the primary function of the TERCs are to serve as the planning component for hazardous chemical release response for the protection of human health and environment, the Pawnee Nation has expanded its TERC role to include “all hazards”. The TERC is made up of the Division Directors and the Executive Director.

The Emergency Manager is the primary administrator of the TERC. The mission of the TERC is to establish a planning process to assure minimal loss of life and property in the event of an emergency of incident (chemical, weather, etc). The TERC has established the operating parameters of the Emergency Operations Center. In addition, the Pawnee Nation TERC has developed the Pawnee Nation Continuity of Government (COG) to assure effective operation of Essential Governmental Functions during times of emergencies (earthquakes, floods, inclement weather, civil disturbances, etc.). The COG is further supported by the development of the Division specific Continuity of Operations Plans (COOP). Both COG and COOPs are in place. The TERC also provides overview of the Pawnee Nation Hazard Mitigation Plan

The COG Plan establishes policy and guidance to ensure the execution of the essential functions for the Pawnee Nation in the event the services are threaten or incapacitates.

### **II. Committee Report**

The TERC did not meet under the reporting period.



**Pawnee Nation Election Commission  
Quarterly Report to the Pawnee Business Council  
Fourth Quarter - 2019**

**I. Program/Office/Project Name:**

Pawnee Nation Election Commission

**II. Executive Summary:**

No activity. Continuing to advertise to fill the Chair, Clerk and Secretary positions.

# **Pawnee Nation Environmental Regulatory Commission**

## ***Quarterly Report- 4th, 2019 October, November, and December 2019***

### **I. Commission Overview**

The Pawnee Nation “Environmental Regulatory” (ERC) is established by law under Title 12, Section 102 of the Pawnee Nation Natural Resource Protection Act. It is governed by a board of three Commissioners. The ERC is responsible for various environmental and natural resource functions including acting lead agency for Tribal Water Quantity Allocations, and select regulatory functions requiring administrative review (Public Drinking Water Regs, Wastewater Regs, International Fuel/Gas Code, International Building Code, International Mechanical Code, International Plumbing Code). The ERC and the DECS works collaboratively as needed to develop needed regulations, planning, and education and outreach for the protection of human health and environment.

### **II. Committee Report**

The ERC did not meet under the reporting period.



## **PAWNEE NATION GAMING COMMISSION**

### **Quarterly Report to the Pawnee Business Council**

### **4<sup>th</sup> Quarter - 2019**

#### **I. Program/Office/Project Name:**

The Pawnee Nation Gaming Commission is an agency established by the Pawnee Business Council. The Pawnee Nation Gaming Ordinance was enacted in 1999. The ordinance created the opportunity for Gaming Activities to be conducted on Tribal Lands and created the Gaming Commission to regulate the Gaming Activities. The Gaming Commission's goal is to provide a safe environment to offer gaming and protect the integrity of the games offered on Nation Lands.

Gaming Commission members:

- Lyle Fields, Acting Chairperson
- Stephen Bird, Vice Chairperson
- Daniel Sherron
- Leslie Tanyan

The Gaming Commission staff:

- Arthur L. Attocknie, Director
- Arlo Frazier, Field Investigator
- Christie Hamby, Licensing Manager
- Alicia LeadingFox, Licensing Assistant

The Gaming Commission strives to hold regular meetings twice a month. The meetings are open to the public. Due to budget constraints and other influences, the Commission has been limited to one meeting per month.

The Gaming Commission operates under the Pawnee Nation Human Resources and Fiscal Policies and Procedures as well as within the scope of the Ordinance and other applicable internal policies.

#### **II. Executive Summary:**

The Gaming Commission held regular meetings with no special meetings this quarter. The Gaming Commission staff assisted the Commission in gathering information needed for rendering the appropriate decisions. The information gathered related to four investigations and forty (40) license applications among other compliance matters. The annual audit was completed. The assessment fee was approved pursuant to the completed audit.

#### **III. Quarterly Goals and Objectives**

The Gaming Commission's main duty is to provide a safe atmosphere for gaming and to protect the integrity of the games that are offered on Pawnee Nation Lands. Our objectives included:

### Compliance Checks

We work with the facilities that are licensed to conduct gaming and provide our resources to observe on and report to the Commission that the facilities are conducting gaming activities in a manner suitable for the Pawnee Nation.

Our staff provided services which included:

- Game Changes
- Game Repairs
- Testing

Our goal is to monitor these processes, procedures, and outcomes. Our field investigator made sure the facilities are using software that has been tested and approved and it is compatible with the product they are using it with. Over the quarter, we tested one hundred thirty-nine (139) machines.

### Licensing

Our staff provides a fair and safe gaming atmosphere by reviewing the personnel that conduct gaming activities on our lands.

We license the following entities:

- Gaming Facilities
- Employees of Gaming Facilities
- Employees of Vendors who provide gaming related services to licensed Facilities

During the quarter, our staff processed applications for licenses for vendors and employees. The time it takes to process an application can vary from person to person, but it can also vary for each type of license as well. This quarter, we processed applications for:

- Numerous Vendor Packets/Employees
- 15 Standard Employees
- 19 Key Employees
- 5 Employee Renewals

Fees generated from these activities help offset the costs of performing the required checks and references. This is a very important process when reviewing the role of the Gaming Commission and its functions. We are making sure that we have honest people

conducting the gaming activities and protecting the assets of the Nation. This is one of the parts of the Commission that is reviewed periodically by State and Federal authorities. Audits were recently completed of this department, and those reports are attached. Most interesting in the NIGC report is the % of NORs received late. We have consistently held high rates of compliance, but due to recent budget constraints and staffing levels, these rates have consistently fell for the last 3 years.

All Gaming Activities conducted on Pawnee Nation Land must be licensed by the Pawnee Nation Gaming Commission. This includes any types of wagering. A wager is a consideration at risk or dependent upon the result of a future event. The different classes of Gaming in the Pawnee Nation depend on who is hosting the event. Traditional Gaming, such as Hand Game, for prizes of low value is considered Class I. Class II involves two or more parties wagering against each other. Class III Gaming is where a player is wagering against an entity or "bank". Any wagering outside of Class I Gaming must be licensed by the Gaming Commission.

### Surveillance

The Surveillance Department expenses were turned over to PTDC beginning of 2019. It is the position of the Gaming Commission that direct oversight and management of the surveillance department should remain with the Gaming Commission Staff. This would allow the department to remain uninfluenced in day to day activities and reporting.

### Budget

The Gaming Commission Budget for the main office were submitted. The Budget committee adjusted the proposed budgets to previous spending levels. This is due to the financial health of the Tribe currently.

It is the position of the Gaming Commission that the Gaming Commission is currently understaffed. Lack of staffing has put efforts to increase productivity and effective regulation on hold. For the previous two years, the Gaming Commission has sought an increase in expenditures regarding personnel and technology. The Casino Operations has not ceased to grow and expand; however, the Gaming Commission has been restricted on improving and keeping up with its regulatory role within the Gaming Industry. Lack of staffing has caused significant delays in the past two quarters with some processing as well as putting strain on compliance. While the Gaming Commission Staff has been able to keep up standards, it has come at a cost of progress and effort, and ultimately, precious resources such as time and money.

The Gaming Commission met directly with PBC to discuss budget concerns. At this time, there has been no follow-up by PBC concerning the Gaming Commission budget. Budget Modification proposals will be reviewed and submitted to assist the Commission in meeting its compliance goals. It is expected that Casino Facility revenue will increase due to a better economic conditions in 2020.

## Audits

The Gaming Commission is responsible for ensuring an audit is completed annually of the Gaming Operations. Pursuant to Federal regulations and state compact requirements, this audit shows the nation compliance with various regulations as well as financial status of the gaming operations.

This year's audits included a brand-new addition to audit work completed by PNGC. The annual external audit preliminary work was completed in the month of November. The PNGC also hired a firm to complete the Internal Audit for the Gaming Facilities. Internal Audit is requirement that was not completed for most of the recent timeframes. With the PNGC fully managing the audit components of the Gaming Activities, the PNGC will be more fully involved in assisting with achieving compliance with the Gaming Facilities with respect to Federal, State, and Tribal Law.

The partner selected to conduct the annual external audit is BlueBird CPAs based out of Las Vegas, Nevada. The partner selected to conduct the Internal Audit is RSM US, based out of Oklahoma City, OK.

## Assessment

The Gaming Commission assesses a fee to maintain its department. The fee is supposed to be used for regulatory purposes. During the quarter, the Commission approved the current fee rates at the previous levels of 2.5% for Tier 1 and 5.0% for Tier 2.

For the past two years, PTDC has not paid the fees on time and in a manner consistent with history. A separate report is being compiled to supplement the annual external audit concerning payment of any fees and other payments made to the Tribe.

### **IV. Travel and Training**

The Gaming Commission was able to attend some events due to remaining funds expected to be available.

Arthur Attocknie, Director, attended OTGRA Fall Conference in Tulsa, Oklahoma at Hard Rock as well as training concerning different aspects of Gaming Activities at NIGA's Master Class conducting in Las Vegas, Nevada in December. Arthur has also been in attendance, at the request of the Gaming Commission as well as President Whiteshirt, at the various meetings concerning the Oklahoma Model Gaming Compact.

Christie Hamby, Licensing Manager, attended OTGRA Fall Conference in Tulsa, Oklahoma at Hard Rock as well as training concerning different aspects of Gaming Activities at NIGA's Master Class conducting in Las Vegas, Nevada in December.

Arlo Frazier, Field Investigator, attended OTGRA Fall Conference in Tulsa, Oklahoma at Hard Rock Casino Hotel.

Alicia LeadingFox, Licensing Assistant, attended NIGA's Master Class in Las Vegas, Nevada at New York New York Casino Hotel.

Concerning all of the training, each employee recognized the importance of staying up to date concerning changes and events. The Licensing Department is evaluating how changes with the FBI MOU and NIGC Fingerprint process is going to affect Pawnee Nation's processes and opportunities. The Director has been keeping the Gaming Commission and other respective bodies informed about the attempt at changing the terms of the compact with the State of Oklahoma.

## **V. Financial Reporting**

The Gaming Commission assesses a fee to the Casinos based on the previous year's gaming revenue. The assessment rate was approved at the respective rates of 2.5% & 5%.

Due to a change in procedure, PTDC has not paid the Gaming Commission directly on recent Fee Assessments. This concern has been forwarded to PBC.

During this quarter, the Finance Department, on behalf of the Gaming Commission, collected the following revenues for the Pawnee Nation:

Payment to Tribe	\$117,208.84
Vendor License Fees	\$26,780.00
Employee Licensing Fees	\$8,950.00
Facility License Fees	\$0.00
Misc Fees	\$80.00





## **Pawnee Nation Liquor Control Commission Quarterly Report to the Pawnee Business Council Fourth Quarter 2019**

### **I. Pawnee Nation Liquor Control Commission (PNLCC):**

The Pawnee Nation Liquor Control Commission's responsibility is the establishment and enforcement of Pawnee Nation Liquor Control Act for use of Liquor, alcohol and beer beverages on Pawnee Nation tribal jurisdictional land and within Indian Country. The Pawnee Nation Liquor Control Commission's purpose is to regulate the sale and distribution of liquor and beer products on all properties under the jurisdiction of the Pawnee Nation and to generate revenue to fund needed tribal programs and services.

The Pawnee Nation Liquor Control Commissioners are as follows: Reva Howell, PNLCC Chairperson; Cynthia Butler, PNLCC Secretary; Phyllis Soxie, PNLCC Treasurer; Brian Kirk, PNLCC Member; and Kyla Wichita, PNLCC Member.

Commissioner Phyllis Soxie's term is up on December 31<sup>st</sup> and the advertisement for the position has been posted.

### **II. Meetings:**

The Pawnee Nation Liquor Control Commission had met on October 8, 2019, October 23, 2019, November 21, 2019 and December 19, 2019. Approved meeting minutes are attached to this report.

### **III. Quarterly Goals and Objectives:**

The PNLCC continues to approve monthly individual liquor licensing for TeePee Smoke Shop Casino, Howler's Famous BBQ, Arrowstop 1 & 2 and StoneWolf Casino. The PNLCC will continue to review and approve licenses for individuals to sell or serve alcohol. The Commission has also reviewed violations within the entities and has made corrections to several actions to meet the primary purpose of ensuring no violations of the PNLCC Act.

The PNLCC has been working diligently to improve and strengthen the Act and policies within the Commission. The Commission has been working with the Pawnee Tribal Development Corporation to fix some inefficiencies and to streamline a more sufficient process when it comes to licensing and violations. Continuing these efforts to create a more collaborative work environment in meeting the requirements and regulation of the Act. The PNLCC is continues to collect the assessment fees of 3% on beer sales and 5% on liquor sales as implemented in the third quarter. More revisions made the Act are being reviewed and the Commission sent out those revision for public comment as per the PN Administrative Procedures Act. Looking for recommendation to the PBC for approval during the first quarter of 2020.

### **IV. Staff Support:**

The PNLCC made a decision to evaluate the staff support work performance and based upon that evaluation it was determined to relieve the staff support of their duties. The Executive

Office will assume the staff support duties. Louise Stevens will be formally appointed and take over the Liquor Control Commission staff support duties during the first quarter of 2020.

**V. Travel and Training:**

No travel or training for the fourth quarter of 2019. The Liquor Control Commissioners are looking forward to future training to be apprised of issues related to liquor control and the sale of liquor on Pawnee Nation tribal land and within Indian Country.

**VI. Financial Reporting:**

Although the Commission does understand the budget restraints, they have continued to work on the enforcement of the PNLCC Act and activities. The Commission will diligently watch their expenditures and adjust or modify their budget as necessary for expenses as they will continue their growth process.

	<u>4<sup>th</sup> Quarter</u>	<u>Year to date</u>
Liquor/Beer Assessment Fees	\$ 977.29	\$4,201.67
NOV (Fines Issued/Paid)	\$ 000.00	\$1,200.00
Individual Licensing/Renewals	\$ 1,285.00	\$2,580.00
Facility Licensing	\$ 2,650.00	\$2,650.00
Event Licensing	\$ 000.00	\$ 000.00

**VII. Regulatory Activities:** The PNLCC has the following to report for the 2019 second quarter.

	<u>4<sup>th</sup> Quarter</u>	<u>Year to date</u>
Approved Individual Licensing	13	50
Approved Individual Lic Renewals	18	18
Denied Individual Licensing	0	2
NOV's Issued	0	1
Review of Incident Reports	6	10

**VIII. Conclusion:** The Pawnee Nation Liquor Control Commission has been busy with activities entrusted to this Commission and will continue to work to ensure the PNLCC Act is adhered to concerning the sale of Liquor, Alcohol and Beer. The PNLCC will be working to expand the Pawnee Nation Liquor Control Act and develop legislation that benefits the Pawnee Nation with additional revenues.

PAWNEE NATION  
Liquor Control Commission Meeting

MINUTES

Tuesday, October 8, 2019 \* 12:00 Noon  
Pawnee Nation Building 64 Conference Room \* Pawnee Tribal Reserve

Reva Howell- Chairperson; Cynthia Butler- Secretary; Phyllis Soxie-  
Treasurer; Brian Kirk-member; Kyla Wichita- Member.

**I. Meeting called to Order & Invocation**

**Chairperson, Reva Howell called the meeting to order** at 12:05 pm and **Brian Kirk** gave the invocation.

**II. Roll Call- Declaration of Quorum**

**Secretary Cynthia Butler called the roll:** Reva Howell – here, Cynthia Butler – here, Phyllis Soxie – here, Brian Kirk – here, and Kyla Wichita – here. Quorum Established.

**Present:** Lyle Fields, Staff Support and Andrew Knife Chief

**III. Approval of Agenda**

Motion made by Cynthia Butler to approve the Pawnee Nation Liquor Control Commission meeting agenda for October 8, 2019 with the addition of Approval of Minutes, seconded by Brian Kirk.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries.

**IV. Meeting Minutes Approval**

1. PNLCC Meeting Minutes September 27, 2019

Motion made by Cynthia Butler to approve the Pawnee Nation Liquor Control Commission meeting minutes for September 27, 2019, seconded by Kyla Wichita.

Pawnee Nation Liquor Control Commission Meeting Minutes  
October 8, 2019 \* 12:00 PM \* Building 64 Conference Room

Page 1

Vote: All in favor, none against, none abstaining and one not voting. Motion carries.

Motion to Move to New Business:

Motion made by Cynthia Butler to move to New Business first and come back to Old Business, seconded by Kyla Wichita.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries.

**V. Old Business:**

1. Discussion on Liquor Control Act Revisions
2. Discussion on State Liquor Laws

Discussion only. The Commission will send via email some language to add to the Act and follow the PN APA and send out for a 20-day comment period before taking to the PBC for review/approval.

Will bring to the next meeting agenda for approval of the Commission.

**VI. New Business:**

1. Discussion with Andrew Knife Chief, PTDC, COO & Robert Dimmick, PTDC, CEO related to Tribal Businesses Hours, training, Alcohol/Beer Selling Hours/days

Discussion only. The Commission made some suggestions and requests to the PTDC on the sale of wines in the Convenient Stores. Requested to be invited to the next training on serving for the Commission.

Mr. Knife Chief suggested the Commission also attend the ABLE Commission training.

2. Discussion and Update on Memorandum of Understandings

Discussion only. PTDC will be incorporating in their procedures to send over any incident reports. MOU with PN Law Enforcement was signed and returned to the Commission.

3. PNLCC Incident Report 2019-05 (Executive Session)

Motion made by Cynthia Butler to send a letter concerning IR-2019-05 and determined there was no violation, seconded by Brian Kirk.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries.

**VII. Open Forum**

Cynthia Butler: mentioned she talked with William Perry, Finance Director and he will be present at the next meeting.

**VIII. Set Next Meeting**

The next meeting date will be on October 23<sup>rd</sup> at 12 pm in the Conference Room Building 64.

**IX. Adjournment**

Motion made by Cynthia Butler, seconded by Kyla Wichita to adjourn the meeting.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries to adjourn at 1:10 pm.

DATE APPROVED: October <sup>23<sup>rd</sup></sup> 8, 2019



Reva Howell, Chairperson  
PN Liquor Control Commission



Cynthia Butler, Secretary  
PN Liquor Control Commission

PAWNEE NATION  
Liquor Control Commission Meeting

MINUTES

Tuesday, October 23, 2019 \* 12:00 Noon  
Pawnee Nation Building 64 Conference Room \* Pawnee Tribal Reserve

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Reva Howell- Chairperson; Cynthia Butler- Secretary; Phyllis Soxie- Treasurer;  
Brian Kirk-member; Kyla Wichita- Member.

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I. Meeting called to Order & Invocation

**Chairperson, Reva Howell**, called the meeting to order at 12:08 pm and Mr. William Perry gave the invocation.

II. Roll Call- Declaration of Quorum

**Secretary, Cynthia Butler called the roll:** Reva Howell – here, Cynthia Butler – here, Phyllis Soxie – here, Brian Kirk – here and Kyla Wichita – here. **Quorum established.**

Present: Lyle Fields, Staff Support and William Perry, Finance Director

III. Approval of Agenda

Motion made by Cynthia Butler to approve the Pawnee Nation Liquor Control Commission meeting agenda for October 23, 2019 with addition, seconded by Brian Kirk.

Vote: all in favor, none against, none abstaining. Motion carries.

IV. Meeting Minutes Approval: October 8, 2019

Motion made by Brian Kirk to approve the PNLCC Meeting minutes for October 8, 2019, seconded by Kyla Wichita.

Vote: all in favor, none against, none abstaining. Motion carries.

V. Review of Monthly Assessment Fees

Pawnee Nation Liquor Control Commission Meeting Minutes  
October 23, 2019 \* 12:00 PM \* Building 64 Conference Room

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Discussion with William Perry on credit/check request for Teepee assessment fees and talked about accountability for the fund the Commission brings in.

VI. Old Business:

1. Discussion on Liquor Control Act Revisions

Motion made by Brian Kirk to approve recommended revisions for the PNLCC Act and send the document to the Attorney General for review and/or opinion, and upon review send out the document for public comment, seconded by Cynthia.

Vote: all in favor, none against, none abstaining. Motion carries.

2. Discussion on State Liquor Laws

No further discussion, request was to remove from the old business items on the agenda.

VII. New Business:

1. Approval/Denial of Employee Liquor Licenses 2019-99: 2019-100;2019-101;2019-102;2019-103; 2019-104

2019-99 Samantha Hutchinson

Motion made by Cynthia Butler to approve permanent licensing for applicant 2019-99, seconded by Brian Kirk.

Vote: all in favor, none against, none abstaining. Motion carries.

2019-100 April Zollars

Motion made by Brian Kirk to approve permanent licensing for applicant 2019-100, seconded by Cynthia Butler.

Vote: all in favor, none against, none abstaining. Motion carries.

2019-101 Karie Dunham

Motion made by Cynthia Butler to approve permanent licensing for applicant 2019-101, seconded by Kyla Wichita.

Vote: all in favor, none against, none abstaining. Motion carries.

2019-102 Tracey Watson

Motion made by Brian Kirk to approve permanent licensing for applicant 2019-102, seconded by Cynthia Butler.

Vote: all in favor, none against, none abstaining. Motion carries.

2019-103 Kyle Horn

Motion made by Cynthia Butler to approve permanent licensing for applicant 2019-103, seconded by Brian Kirk.

Vote: all in favor, none against, none abstaining. Motion carries.

2019-104 Mikayla Stilley

Motion made by Cynthia Butler to approve permanent licensing for applicant 2019-104, seconded by Brian Kirk.

Vote: all in favor, none against, none abstaining. Motion carries.

2. Incident Report 10-2019-067; PNLCC-06

The Commission reviewed the incident report and found no liquor related violations.

Motion made by Cynthia Butler to send a response letter of no violation, seconded by Brian Kirk.

Vote: all in favor, none against, none abstaining. Motion carries.

VIII. Open Forum

Cynthia Butler: Discussion with support staff on utilizing the Commission email

Reva Howell: Discussion on team's documents and using the app

Cynthia Butler: Discussion on temporary licensing expiration date; also utilizing the new application form with the changes; all have been uploaded to the team's app



IX. Set Next Meeting

The next meeting will be scheduled for November 21, 2019 at 12 pm.

X. Adjournment

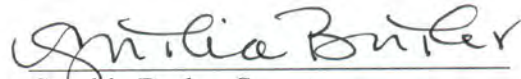
Motion made by Cynthia Butler, seconded by Brian Kirk to adjourn at 12:59 pm.

Vote: all in favor, none against, and none abstaining, motion carries.

DATE APPROVED: December 19, 2019



Reva Howell, Chairperson  
PN Liquor Control Commission



Cynthia Butler, Secretary  
PN Liquor Control Commission

PAWNEE NATION  
Liquor Control Commission Meeting

MINUTES

Thursday, November 21, 2019 \* 12:00 Noon  
Pawnee Nation Building 64 Conference Room \* Pawnee Tribal Reserve

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Reva Howell- Chairperson; Cynthia Butler- Secretary; Phyllis Soxie- Treasurer;  
Brian Kirk-member; Kyla Wichita- Member.

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I. Meeting called to Order & Invocation

**Chairperson, Reva Howell**, called the meeting to order at 12:11 pm and **Ms. Phyllis Soxie** gave the invocation.

II. Roll Call- Declaration of Quorum

**Secretary, Cynthia Butler called the roll:** Reva Howell – here, Cynthia Butler – here, Phyllis Soxie – here, Brian Kirk – here and Kyla Wichita – here. **Quorum established.**

Present: Lyle Fields, Staff Support

III. Approval of Agenda

Motion made by Cynthia Butler to approve the meeting agenda for November 21, 2019 with changes, seconded by Brian Kirk.

Vote: all in favor, none against, none abstaining and one not voting, motion carries.

IV. Meeting Minutes Approval: October 23, 2019

Motion made by Cynthia Butler to table the meeting minutes for October 23, 2019 until the next meeting, seconded by Kyla Wichita.

Vote: all for, none against, none abstaining and one not voting, motion carries.

V. Old Business:

1. Discussion on Liquor Control Act Revisions

Pawnee Nation Liquor Control Commission Meeting Minutes  
November 21, 2019 \* 12:00 PM \* Building 64 Conference Room

Page 1

Discussion on posting of the PNLCC Act with suggested revisions. Mentioned that there were no specifics on posting. The Commission agreed to post on the website and social media sites. The Commission also discussed establishing an SOP for Administrative Procedures Act (APA) compliance.

2. Discussion on State Liquor Laws

No Discussion. Asked for item to be removed from the agenda until further notice.

VI. New Business:

1. Discussion of Numbering of Licenses

Discussion among the Commission was the keep the 2019 numbering for renewals. New applicants who are approved in 2020 will have the new 2020 numbers.

Motion made by Kyla Wichita to approve the reviewed numbers and keep the renewal numbers the same, seconded by Cynthia Butler.

Vote: all for, none against, none abstaining and one not voting, motion carries.

2. Approval/Denial of Employee Liquor Licenses 2020-54: 2020-37;2020-40;2020-02;2020-55; 2020-36;2020-01;2020-105;2020-106;2020-107;2020-108: 2020-22; 2020-2020-26;2020-24;2020-27;2020-30.

2019-54 Ashley Sentel

Motion made by Cynthia Butler to approve the renewal of license 2019-54, seconded by Brian Kirk.

Vote: all for, none against, none abstaining and one not voting, motion carries.

2019-37 Teri Fowler

Motion made by Brian Kirk to approve the renewal of license 2019-37, seconded by Cynthia Butler.

Vote: all for, none against, none abstaining and one not voting, motion carries.

2019-40 Samantha Peters

Motion made by Cynthia Butler to approve the renewal of license 2019-40, seconded by Kyla Wichita.

Vote: all for, none against, none abstaining and one not voting, motion carries.

2019-02 Rebecca Lanious

Motion made by Brian Kirk to approve the renewal of license 2019-02, seconded by Cynthia Butler.

Vote: all for, none against, none abstaining and one not voting, motion carries.

2019-55 Amanda Clapper

Motion made by Cynthia Butler to approve the renewal of license 2019-55, seconded by Kyla Wichita.

Vote: all for, none against, none abstaining and one not voting, motion carries.

2019-36 Sabrina McAlister

Motion made by Cynthia Butler to approve the renewal of license 2019-36, seconded by Kyla Wichita.

Vote: all for, none against, none abstaining and one not voting, motion carries.

2019-01 Debra Brown

Motion made by Brian Kirk to approve the renewal of license 2019-01, seconded by Cynthia Butler.

Vote: all for, none against, none abstaining and one not voting, motion carries.

2019-105 Paula Dunham

Motion made by Cynthia Butler to approve permanent licensing for applicant 2019-105, seconded by Kyla Wichita.

Vote: all for, none against, none abstaining and one not voting, motion carries.

2019-106 Kelli Moore

Motion made by Brian Kirk to approve permanent licensing for applicant 2019-106, seconded by Cynthia Butler.

Vote: all for, none against, none abstaining and one not voting, motion carries.

2019-107 Samuel VanNoy

Motion made by Cynthia Butler to approve permanent licensing for applicant 2019-107, seconded by Kyla Wichita.

Vote: all for, none against, none abstaining and one not voting, motion carries.

2019-108 Crista Whipple

Motion made by Cynthia Butler to approve permanent licensing for applicant 2019-108, seconded by Kyla Wichita.

Vote: all for, none against, none abstaining and one not voting, motion carries.

2019-22 Robert White

Motion made by Cynthia Butler to approve the renewal of license 2019-22, seconded by Kyla Wichita.

Vote: all for, none against, none abstaining and one not voting, motion carries.

2019-26 Wilma Marrow

Motion made by Brian Kirk to approve the renewal of license 2019-26, seconded by Cynthia Butler.

Vote: all for, none against, none abstaining and one not voting, motion carries.

2019-24 Keeley Moore

Motion made by Kyla Wichita to approve the renewal of license 2019-24, seconded by Brian Kirk.

Vote: all for, none against, none abstaining and one not voting, motion carries.

2019-27 Angela Stafford

Motion made by Cynthia Butler to approve the renewal of license 2019-27, seconded by Kyla Wichita.

Vote: all for, none against, none abstaining and one not voting, motion carries.

2019-30 Lucille Morphew

Motion made by Brian Kirk to approve the renewal of license 2019-30, seconded by Kyla Wichita.

Vote: all for, none against, none abstaining and one not voting, motion carries.

3. Incident Report 10-2019-105 PNLCC-07

Motion made by Cynthia Butler to send a letter for incident report PNLCC-07 with no liquor violations found, seconded by Brian Kirk.

Vote: all for, none against, none abstaining and one not voting, motion carries.

4. Incident Report 11-2019-004 PNLCC-08

Motion made by Kyla Wichita to send a letter for incident report PNLCC-08 with no liquor violations found, seconded by Cynthia Butler.

Vote: three for, none against, one abstaining and one not voting, motion carries.

5. October 2019 Beer Assessment collections review

Discussion among the Commission on assessment collection and forms. Suggestion is to do a separate form from the tax form for the PNLCC to keep collection of funds separate.

6. TeePee 2020 Annual Liquor Business License approval

Motion made by Cynthia Butler to approve the annual facility license for TeePee Smoke Shop and Casino, seconded by Kyla Wichita.

Vote: all for, none against, none abstaining and one not voting, motion carries.

VII. Open Forum

Reva Howell: informed the Commission she was appointed to the PTDC Board; the Council addressed with her the issue of conflict of interest with her being seated on the PNLCC and TDC Board; the Council will let her know officially at a separate date on the legal opinion or decision of conflict of interest; Ms. Howell will be resigning from the Commission if they see there is an issue.

VIII. Set Next Meeting


Next meeting date will be on December 19<sup>th</sup> at 12 pm in the Building 64 Conference Room.

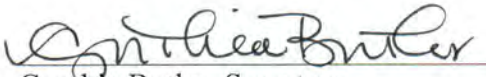
IX. Adjournment

Motion made by Cynthia Butler, seconded by Brian Kirk to adjourn at 1:12 pm.

Vote: three for, none against, none abstaining and one not voting, motion carries.

DATE APPROVED: December 19, 2019

  
Reva Howell, Chairperson  
PN Liquor Control Commission

  
Cynthia Butler, Secretary  
PN Liquor Control Commission

PAWNEE NATION  
Liquor Control Commission Meeting

MINUTES

Thursday, December 19, 2019 \* 12:00 Noon  
Pawnee Nation Building 64 Conference Room \* Pawnee Tribal Reserve

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Reva Howell- Chairperson; Cynthia Butler- Secretary; Phyllis Soxie- Treasurer;  
Brian Kirk-member; Kyla Wichita- Member.

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I. Meeting called to Order & Invocation

**Chairperson, Reva Howell** called the meeting to order at 12:00 pm and **Brian Kirk** gave the invocation.

II. Roll Call- Declaration of Quorum

**Secretary Cynthia Butler called the roll:** Reva Howell – here, Cynthia Butler – here, Phyllis Soxie – here, Brian Kirk – here, and Kyla Wichita – here. **Quorum Established.**

Present: Lyle Fields, Staff Support and William Perry, Finance Director

III. Approval of Agenda

Motion made by Kyla Wichita to approve the Pawnee Nation Liquor Control Commission meeting agenda for December 19, 2019, seconded by Cynthia Butler.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries.

IV. Approval of Minutes:

1. PNLCC Meeting Minutes for October 23, 2019

Motion made by Cynthia Butler to approve the Pawnee Nation Liquor Control Commission meeting minutes for October 23, 2019, seconded by Kyla Wichita.

Pawnee Nation Liquor Control Commission Meeting Minutes  
December 19, 2019 \* 12:00 PM \* Building 64 Conference Room

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Vote: All in favor, none against, none abstaining and one not voting. Motion carries.

2. PNLCC Meeting Minutes for November 21, 2019

Motion made by Brian Kirk to approve the Pawnee Nation Liquor Control Commission meeting minutes for November 21, 2019, seconded by Cynthia Butler.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries.

V. Executive Session

1. Staff Support – Discussion and/or action

Motion made by Cynthia Butler to go into Executive Session, seconded by Kyla Wichita.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries.

Motion made by Cynthia Butler to come out of Executive Session, seconded by Kyla Wichita.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries.

ACTION AFTER EXECUTIVE SESSION:

Discussion with Mr. Fields about the on-going job performance issues. It is the decision of the Commission to terminate Mr. Fields as staff support effective immediately.

Motion made by Brian Kirk to approve the termination of staff support effective immediately, seconded by Cynthia Butler.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries.

VI. New Business:

1. Approval/Denial of Employee Liquor Licenses:
  - a. Renewals – 2019-11; 2019-41; 2019-18; 2019-33; 2019-49; and 2019-34

2019-11 Ericka Suneagle Shawnee, Renewal

Pawnee Nation Liquor Control Commission Meeting Minutes  
December 19, 2019 \* 12:00 PM \* Building 64 Conference Room

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Motion made by Cynthia Butler to approve the renewal of license 2019-11,  
seconded by Brian Kirk.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries.

2019-41 Jose Todd

Motion made by Cynthia Butler to approve the renewal of license 2019-41,  
seconded by Brian Kirk.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries

2019-18 Kaylee Fowler

Motion made by Cynthia Butler to approve the renewal of license 2019-18,  
seconded by Brian Kirk.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries

2019-33 Jaden Gardipe

Motion made by Kyla Wichita to approve the renewal of license 2019-33, seconded  
by Cynthia Butler.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries

2019-49 Kirsten Tallchief

Motion made by Cynthia Butler to approve the renewal of license 2019-49,  
seconded by Kyla Wichita.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries

2019-34 Kylee Sneed

Motion made by Brian Kirk to approve the renewal of license 2019-11, seconded by Cynthia Butler.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries

b. New Applicants – 2019-109; 2019-110; and 2019-111

2019-109 Mitzi Moore

Motion made by Cynthia Butler to approve permanent licensing for applicant 2019-109, seconded by Kyla Wichita.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries

2019-110 Krystal Branch

Motion made by Cynthia Butler to approve permanent licensing for applicant 2019-109, seconded by Kyla Wichita.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries

2019-111 Jasmine Todd

Motion made by Cynthia Butler to approve permanent licensing for applicant 2019-109, seconded by Brian Kirk.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries

2. Review and Decision on Incident Report PNLCC-09

Motion made by Cynthia Butler to approve no findings of violations on Incident Report PNLCC-09, seconded by Kyla Wichita.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries

3. Review and Decision on Incident Report PNLCC-10

Motion made by Brian Kirk to request further information on Incident Report PNLCC-10 and bring back to the next meeting, seconded by Cynthia Butler.

Vote: three for, none against, one abstaining and one not voting. Motion carries

4. Review of November 2019 Beer Assessment Collections

The Commission will ask Mr. White to attend the next PNLCC meeting. A letter of request will go out before the next meeting.

5. Approval of Howlers 2020 Annual Liquor Business License

Motion made by Cynthia Butler to approve the annual Business License for 2020 for Howler's Famous BBQ, seconded by Kyla Wichita.

Vote: All in favor, none against, none abstaining and one not voting. Motion carries

Mr. Kirk left the meeting at 1:36 pm.

6. Approval of ArrowStop 2020 Annual Liquor Business License

Motion made by Kyla Wichita to approve the annual Business License for 2020 for ArrowStop 1, seconded by Cynthia Butler.

Vote: three for, none against, none abstaining, one absent and one not voting.  
Motion carries

7. Approval of PNLCC Assessment Fee Form

Motion made by Cynthia Butler to table and request a joint meeting with the Tax Commission and PBC, seconded by Kyla Wichita.

Vote: three for, none against, none abstaining, one absent and one not voting.  
Motion carries

8. Discussion and/or Action on PNLCC Budget and Assessment Fee Deadlines for 2020

Discussion on the budget and meeting schedule for 2020. The consensus is the first meeting of the month will be designated for Incident Reports due by the 1<sup>st</sup> of the month. Licenses will be approved at the second meeting of the month and applications due on the 15<sup>th</sup> of the month. A letter will be sent to TDC and TeePee notifying of the change.

Motion made by Cynthia Butler to approve and send a letter to the entities on meeting schedule for 2020, seconded by Kyla Wichita.

Vote: three for, none against, none abstaining, one absent and one not voting.  
Motion carries

VII. Open Forum

Reva Howell – Discussion on Commissioner

Reva Howell – Discussion on cross jurisdiction at the casinos with the City of Pawnee and Nation.

VIII. Set Next Meeting

The next PNLCC Meeting is scheduled for January 7, 2020 at 12:00 pm.

IX. Adjournment

Motion made Kyla Wichita, seconded by Phyllis Soxie to adjourn at 1:59 pm.

Vote: all in favor, none against, none abstaining, one absent and one not voting. Motion carries.

DATE APPROVED: January 22, 2020



Reva Howell, Chairperson  
PN Liquor Control Commission



Cynthia Butler, Secretary  
PN Liquor Control Commission



**Pawnee Nation Sports Commission  
Quarterly Report to the Pawnee Business Council  
Fourth Quarter - 2019**

**I. Program/Office/Project Name:**

Pawnee Nation Sports Commission

**II. Executive Summary:**

No activity for the fourth quarter.

Pawnee Nation Tax Commission

Quarterly Report to the Pawnee Business Council

4<sup>th</sup> Quarter 2019

I. Program Overview

The Pawnee Nation Tax Commission's Mission Statement:

To exercise the tribal sovereignty by advancing the Pawnee Nation tribal economies and right to self determination. Promote Pawnee Nation exercising self-sufficiency through the maintenance of a comprehensive tax base and collection of revenues.

II. Executive Summary

The Tax Commission receives a listing of former tribal members who have relinquished their membership with the Pawnee Nation. Our listing is updated with any relinquishments after they are formally approved by Pawnee Business Council. There has been an updated listing given to the Tax Commission of recent relinquishments.

The Tax Commission has properly trained and competent personnel applying a state of art tax system, TagPro, to assist in the collection of taxes and licensing.

Tax Manager Lyle Fields has obtained the necessary training and requisite certifications (notary) in order to engage in transacting Tax Commission business. Lyle Fields has been the Tax Manager since July 2008. The Tax Assistant position was advertised and closed in December, 2019. Three applicants were selected to interview with Tax Manager Lyle Fields, Tax Director/ Chairperson Kathy Daniels, via teleconference, and overseen by Human Resource Assistant Roberta Ahdunko on January 2, 2020. Applicant Margaret Twins was selected for the position with a start date of January 6, 2020. Beginning January 1, 2020, the Tax Commission, with budgeted funding, will return to two full-time staff members consisting of Tax Manager and Tax Assistant. It is desirous of the Tax Commissioners to earmark some of the proposed rate increase to support Tax Commission staff and Cultural program.

The Tax Commission takes its responsibility to pursue revenue for the Pawnee Nation of Oklahoma especially during these times that are not good for tribal governments and funding cuts across all tribal programs for the Pawnee Nation.

The Oklahoma Intertribal Tax Association is meeting quarterly at various locations, with discussions to include the marijuana legislation, tobacco rates, alcohol rates and the upcoming Tobacco Compact renegotiations. The OITA met on December 12, 2019, at the Seminole Nation, coordinated by Mary Mashunkashey. Unfortunately, the Pawnee Nation Attorney General Don Mason was not in attendance due to his resignation with the Pawnee Nation. Mr. Mason was coordinating the development with Kathy Daniels, Pawnee Nation Tax Commission

Director/Chairperson. The Tax Commission did not attend the meeting due to the death of a tribal member whose funeral was being held on the same date.

The Tax Commissioners are focusing on developing Hemp taxation and researching the tobacco industry as to where their point of taxation takes place. It was requested of past Tax Commissioner Lael Echo-Hawk, who has assisted other tribes with their rules, regulations and/or tax rate structure, to review the Nation's Hemp Act. She advised that historically the states placed a tax at all 3 levels of development that is cultivator, processor, then at point of sale. If the Nation intends to do all 3 levels itself, it makes sense to impose a single tax at point of sale. This is still under development with the Pawnee Nation Tax Commission and will be developed.

The Tax Commissioners are working on increasing the taxation rate on vehicles. The taxation rate has never been increased since the Pawnee Nation started the vehicle registration program around 1993. The same taxation software has been used since implementation and the contractor verified that no rate increase has ever taken place. Tax Commissioners are also proposing the implementation of an excise tax on the purchase price of a first time registered vehicle. Tax Commissioners request the excise tax be earmarked to help fund the Pawnee Nation Cultural program and Tax Commission to return it to a two staff person department since it is only staffed at this time by the Tax Manager.

The following Notice was given pursuant to the Pawnee Nation Administrative Procedures Act.

On this 19<sup>th</sup> day of November, 2019, The Pawnee Nation Tax Commission met and proposes the following Amendments:

**Propose Amendment #1**

Increasing all existing vehicle tax rates by 15% per tax bracket.

**Propose Amendment #2**

Assess a 1.5% excise tax on first year registration of vehicle. Excise tax to be based on the actual purchase price as long as it falls within 20% above or below the average NADA retail value of the vehicle.

**Propose Amendment #3**

Increase vehicle tax bracket cap from \$15,000 to \$80,000 and implement tax brackets in between.

**Propose Amendment #4**

Enrolled Pawnee Tribal Member Elders, 65 years of age and up, shall be entitled to annually register 2 vehicles at a discount of 25% per tag. All other vehicles will be registered at the regular rate.

Public Hearing for Pawnee Tribal Members will be provided by submitting written comments on these proposed amendments to the Pawnee Nation Tax Commission General Revenue and Taxation Act. 808 Morris Road, Pawnee, Oklahoma, 74058 or mail to: PO Box 438, Pawnee, Oklahoma, 74058, by January 20, 2020.

Written comments will be presented to the Pawnee Nation Tax Commission at their next scheduled meeting set for January 21, 2020.

III. Mission/Purpose Statement/Goals and Objectives



The Pawnee Nation Tax Commission's responsibility is to support and strengthen the Pawnee Nation by licensing and regulating certain conduct with the Tribal jurisdiction, to provide financing for current expenses of the Pawnee Nation tribal government and to provide financing for tribal government services or departments. The Pawnee Nation Tax Commission provides the resources for our elected officials/tribal administration in meeting the needs of its tribal needs or services as it identifies them.

The Pawnee Nation Tax Commission's goals and objectives are to provide revenue for the Pawnee Nation of Oklahoma through its tribal vehicle registrations and titles for tribal members; to process the Tobacco Tax Rebate to the Pawnee Nation Tobacco Retailers, that being the following month of sales and upon receipt from the State of Oklahoma. The Tax Commission received the 8% sales tax from businesses located within Pawnee Nation boundaries, i.e. Pawnee Nation Travel Plaza, Pawnee Nation Trading Post, Teepee Smoke Shop, Howlers BBQ, and Harmon Denture Clinic.

The Pawnee Nation Tax Commission was re-established in 2015. The current Tax Commissioners are Kathy Daniels, Director; Martha Only A Chief, Assistant Tax Director; Liana Teter, Treasurer; Vacant, Secretary; and Ann Collins, Sergeant at Arms.

The Tax Commission has been meeting monthly with fourth quarter meetings on October 8, November 19, and December 10, 2019, even though the Pawnee Nation is allowing for one meeting per quarter to be compensable.

The Oklahoma Intertribal Tax Association meetings include sharing of the marijuana tax, alcohol tax, and tobacco tax information as it relates to tribes and the State of Oklahoma. OITA is looking at establishing as an LLC or 501(c)(3). On July 16<sup>th</sup> the tribes attended meetings in regards to Oklahoma Governor Stitt indicating that Gaming Compacts end December 31, 2019, and if not renegotiated by January 1, 2020, the tribes will not be able to operate gaming. Tribes across the state have united and agree the Gaming Compacts automatically renew January 1, 2020, if no new compacts are negotiated. The State of Oklahoma is requesting to raise the exclusivity fee it collects. The exclusivity fee rate varies from tribe to tribe based upon the Gaming Compact. The next OITA meeting was set for December 12, 2019, at Seminole Nation. Unfortunately no staff or Tax Commissioners attended due to a death in the tribe and Don Mason, Pawnee Nation Attorney General, had resigned.

Tax Commissioners are in the process of developing a tax structure relating to marijuana, hemp, CBD or related products. It is intended to actively pursue this matter since the Pawnee Nation is reviewing a partnering relationship with DuPree Greene who are involved in hemp and will ensure that Pawnee Nation will be in a position if a business partnership is developed and located within Pawnee Nation jurisdictional boundaries. There is going to be work necessary in the Pawnee Nation Law and Order Codes, Tax Commission regulations and other areas necessary in order to explore that potential business opportunity and the Tax Commission will be looking at potential business tax breaks/opportunity zone designations, etc. in attracting companies to be established within Pawnee Nation jurisdictional boundaries. This work on hemp legislation will take place throughout the year due to the Pawnee Nation looking to establish next year's hemp growing season. The Bureau of Indian Affairs and USDA are in the process of establishing their regulations based upon the Pawnee Nation of Oklahoma Hemp Act as a guide. The USDA has completed their standards Pawnee Nation Executive Office and DECS staff have submitted the Pawnee Nation Hemp Act and has met with USDA on areas that need to be added to the Pawnee Nation Hemp Act to proceed.

The Pawnee Nation Tax Commission is in the process of updating their policies and procedures and reviewing additional areas that are taxable and licensable for activities within Pawnee Nation tribal jurisdiction.

#### IV. Financial Reporting

The Pawnee Nation’s accounting system is appropriate for revenue auditing purposes. Other revenues for sales taxes, fees, permits, oil and gas severance taxes were reported by the Finance Department as their prime responsibility of the Pawnee Nation. This financial reporting information the Tax Manager accessed with our TagPro system, the software system in place for tribal tag issuances and renewals.

The 4th Quarter 2019 tag/title totals include 274 renewals, 77 new, 19 veterans, 0 commercial, 0 exempt, 13 duplicate titles, 0 lost decals, 66 liens, 11 motorcycle, 26 personalized, 9 boat, 0 farm, 2 transfer.

All revenues generated by the Tax Commission are booked into the General Fund by the Pawnee Nation Finance Department.

#### 4th Quarter 2019 Revenues:

<b>October 1, 2019 through December 31 2019</b>	
Tobacco Compact	
(September thru November)	\$ 97,484.15
Interest Income/return check fee	\$ 0.00
License/Assessment Fee Liquor	\$ 6,423.34
Merchandise	\$ 1,947.51
Oil & Gas Severance Tax	\$ 7,350.71
Oil & Gas permits	\$ 10,550.00
Pendleton Sales	\$ 1,400.00
Sales Tax	\$ 39,786.78
Tax Permits - hunting/fishing	\$ 1,070.00
Treatment, Storage, Disposal Fee	\$ 3,500.00
Vehicle Registration	\$ 23,002.90
Vending Device Decals/License	\$ <u>22,360.00</u>
Total Before Deduction	<b>\$214,875.39</b>

#### Deductions:

Sept-Nov Tobacco Rebate Payment–TDC	\$ 30,773.88
Sept-Nov Tobacco Rebate Payment–TeePee	\$ 37,480.39

**Total Net to Tribe:                   \$146,621.12**

#### V. Future Plans

Tax Commissioners and Tax Manager plan to continue attending the United Indian Nations of Oklahoma, Kansas and Texas (“UINOKT”) conferences to keep apprised of ongoing or arising issues related to local and state governments’ attempts to tax tribal governments’ businesses on tribal land.

Tax Commissioners and Tax Manager plan to continue attending the OITA quarterly meetings.

The Tax Commissioners are in the process of setting up regulations for vendors on the Pawnee Nation Tribal land and having to require an annual vendor permit; and proposing regulations for oil and gas registry system for delivery truck drivers, well operators, individuals taking oil off Pawnee Nation jurisdictional land. This goal has been completed and funds are reported each quarter and listed in this report.

Tax Commissioners are working with AG Mason in consulting and advising for new revenue sources for the Pawnee Nation and generate new revenue streams that will benefit the Pawnee Nation due to Federal programs cutting funding to tribal programs that provide needed services or unmet needs/programs needed for Pawnee Nation tribal members. The Pawnee Nation Tax Commissioners are continuing to look at additional revenue sources for the Pawnee Nation and will revise the Pawnee Nation Revenue and Taxation Act accordingly.

The Tax Commissioners are working on a proposed Excise Tax and vehicle registration rate increase to supplement the Tax staff and Cultural program. Presentation to the PBC resulted in their requesting additional bracket levels, possible Elders' discount, and following the Pawnee Nation Administrative Procedures Act for notification to Pawnee Nation tribal citizens and allow for public comment period. The Tax Commission has 4 proposed amendments to the Revenue and Taxation Act and written public comments from Pawnee tribal members is due by January 20, 2020.

The Tax Commissioners have researched information for implementation of hemp tax at the cultivation, processing, or sales level benefitting the Pawnee Nation revenue resources. Attorney General Don Mason had university legal externs research this. Past Tax Commissioner Lael EchoHawk, who helped establish hemp regulations with tribes she worked with in Washington State, provided her opinion on the taxation level of hemp to implement in the Pawnee Nation Revenue and Taxation Act.

The Pawnee Nation Finance Department provides the necessary financial statements and reports. The Pawnee Nation set up the Tax Department as a department of the Pawnee Nation when the Pawnee Nation Tax Commission ended in July 2008. The Tax Commission was re-established by the Pawnee Business Council in 2015. The Tax Commission has temporarily adopted the Pawnee Nation policies and procedures until the Tax Commission develops and approves new governing documents.

## VI. Travel and Training.

There was no travel for the Tax Manager, Tax Commissioners, or Pawnee Nation Attorney General Don Mason this 4th Quarter of 2019. The OITA scheduled a December 2, 2019, meeting but Tax Commission did not attend due to death of tribal member, and Attorney General Don Mason resignation. With travel being limited to in-state, it will be on a conference by conference basis if Commissioners or Staff will be able to attend due to all tribal programs operating on restricted budgets at this time.



**Pawnee Nation Tribal Employment Rights Office  
(TERO)  
Quarterly Report to the Pawnee Business Council  
4th Quarter  
October - December 2019**

**I. Pawnee Nation Tribal Employment Rights Office**

The Pawnee Nation Tribal Employment Rights Office is responsible for assisting in and requiring the fair employment of Indians, to create employment and training opportunities for members of the Pawnee Nation and other Indians, and to prevent discrimination against Indians in the employment practices of employers who are conducting business within the territorial jurisdiction of the Pawnee Nation of Oklahoma.

In addition, the TERO office receives federal funding from the Equal Employment Opportunity Commission. The funding provided from the contract with the EEOC is to provide continued development of indigenous capacity to enhance the employment opportunities of Indians and to identify, remedy and eliminate unlawful employment discrimination occurring on or near the reservation by supporting the work of the Tribal Employment Rights Office (TERO).

Further, the TERO office has an obligation to protect the Title VII and special preference rights of Indians

**II. Executive Summary:**

The TERO program is waiting on a couple of projects to get started: BIA House Demolition and TDC Trading Post Renovation.

The Interim TERO director spent a lot of time getting replacement parts for equipment being used by the wood cutting crew. A trailer tire had to be ordered, parts for the brush hog broke and had to be special ordered, it took 5 days for them to come in, then the wood splitter needed a hydraulic filter. In the meantime the wood cutters found other things to do and spent their time constructively like cleaning and organizing the TERO barn.

The TERO program purchased work boots for the lawn and wood cutting crews. Both crews do a great job and are willing to do all that is asked of them. We will be one lawn mower short because a TERO client was hired by J&J Custom Fire in Pawnee.

I closed both services down, lawn mowing and wood cutting, at the end of October 2019 because cold weather came in. The only payroll obligation TERO has now is the housekeeper for the Pawnee Nation and the trainee at J&J Fire; TERO will pay their salaries through December 28, 2019.

We were asked to send at least 3 carpenters for the Trading Post renovation and I had 3 people come in that are interested in that job who have had some experience in that type of work. These workers needed gaming licenses so a purchase order was done and appointments made for the TERO clients to go to gaming to fill out their temporary gaming license applications. This is a great opportunity for them.



**Pawnee Nation Tribal Employment Rights Office  
(TERO)  
Quarterly Report to the Pawnee Business Council  
4th Quarter  
October - December 2019**

*Update:* There is a hold-up for the Trading Post renovation right now and until the construction company gets their gaming license the work won't start. We do, however, have 2 TERO clients with temporary gaming badges ready to work once that project gets started. One additional worker may receive his temporary gaming license but his application needs to go before the gaming commission. I feel one 'reserve' worker for the Post will be good.

All the training cards that we received from Meridian have been signed for, picked up, or mailed out, except for one. I'm working on getting that person's address.

The TERO office was asked to supply a housekeeper for an elder who lives in the City of Pawnee Housing units. There were no takers in the beginning so I decided to change the title to a 'packager' to pack and move boxes. Upon the change, there were two clients who inquired about the job. A client was hired for 30/hours per week for \$10/hours at no more than 60 hours for the whole job.

I've been keeping up with the TERO payroll reimbursement invoices and we've been up to date as of this writing; all reimbursements have been received.

The TERO quarterly report for the Nation and for the EEOC were both completed and turned in on time. The final voucher for the final 2018-2019 payment from EEOC was completed and sent in.

Currently the Interim Director will be concentrating on doing a lot of filing for the TERO program as well as organize the TERO electronic documents in files.

We brought the wood cutters back in November to do some work for the roads department; they needed some trees cut down along Morris Road. That was a FEMA project related to the summer floods that was just approved.

Approved compliance plans since the last report were:

Pawnee Nation Trail	\$2,338.59
PN Agency Road Valley Gutter and Riprap	\$ 955.63
PN Heritage Circle Culvert	<u>\$1,026.43</u>
	\$4,320.65

### **III. Quarterly Goals and Objectives**

The interim TERO director will be going back to being a full-time Grants and Contracts Manager with the hiring of a full-time TERO director. However, I do intend to assist the TERO office as needed.

### **IV. Travel and Training**

There was no travel or training in the 4<sup>th</sup> quarter 2019.



**Pawnee Nation Tribal Employment Rights Office  
(TERO)  
Quarterly Report to the Pawnee Business Council  
4th Quarter  
October - December 2019**

**V. Financial Reporting**

The TERO program had \$17,847.83 in expenses; some of the expenses were for payments made to a few construction workers that were eventually reimbursed. Other expenses included space cost and I felt that was a bogus charge since the TERO office operated out of the Grants and Contracts office for over a year, why charge TERO for space that was already paid for. After the finance office does their end of the month calculations and adjustments then a true 2019 expense report can be made. A tentative amount that was spent by the TERO office for 2019 is \$80,000.

The program invoiced TDC for \$157,591.29 for 2019, well over the amount spent for the year. Construction fees paid to TERO for 2019 were \$43,481.60.

**Conclusion**

The TERO office was temporarily located in Room 204 on the 2<sup>nd</sup> floor of Building 64; it will now be located in the Pawnee Nation Resource Center.

I'm looking forward to the new TERO director taking the program to a level it deserves. We have a lot of our people out there that need training and jobs, even if it's just temporary jobs. We also need to let companies know that working with the Pawnee Nation is a good thing so that when construction opportunities come the Nation has an abundance of companies that will compete for those jobs in our jurisdiction. Working together will only make the TERO program and the Pawnee Nation grow.

Thank you for the opportunity for allowing me to work in the TERO program; TERO has been good to me and I learned **a lot!**

Respectfully,

*Laura Melton*

Interim TERO Director

# Utility Commission

## *Quarterly Report- 4th, 2019 October, November, December*

### **I. Utility Authority Commission Overview**

The Pawnee Nation Utility Authority commission was established to manage the utilities of the Pawnee Nation, and obtain and disburse funds as required for operation, maintenance, and expansion of the Pawnee Nation utilities.

The Utility Authority consists of three commissioners:

- 1) Utility Commissioner Position 1 - 4 years
- 2) Utility Commissioner Position 2 - 4 years (2 years initially)
- 3) Utility Commissioner Position 3 - (Tribal Community Representative) 2 years.

Terms shall expire upon the swearing in of newly appointed Commissioners.

- Review of Infrastructure update needs. Funding still needs to be identified.
- Review of Pawnee Nation Utility Authority Act of 2001 Sec. 5 continues. Update on payments and proposal drafted.
- Review of accountability with reading meters and billing with discussion on internal changes to proposed changes.



## **Pawnee Community School Board Quarterly Report to the Pawnee Business Council Fourth Quarter - 2019**

**I. Program/Office/Project Name:**

Pawnee Community School Board

**II. Executive Summary:**

The Pawnee Community School is continuing to move forward. The contract with the school and PBC has been developed and waiting to be signed. This is a pivotal document for the school. Once it is signed, the door is open to present the charter application approved by the council to receive the state and federal funding sources needed for operation. As well, we will finally be able to submit our application to the Walton Family Foundation for the \$350,000 grant we have been needing.

A community family meeting is scheduled for Thursday, January 30th that will include a cultural food demonstration from Deb Echo-Hawk. Board members, Dorna Battese, Gwen Shunatona and Jasha Lyon Echo-Hawk, accompanied by Starla Bilyeu, visited three schools, two in New Mexico and one in Arizona. These visits increased the motivation and understanding for how our school can have a great cultural impact on the Pawnee Community.

The opening for the school is still August, 2020 and responses from the community has been positive and great with anticipation. The Board has set up a checking account for the school and 501(c)3 status applied for.





# PAWNEE NATION College

*"Indigenizing Higher Education for All"*

## Quarterly Update – October 2019

### Pawnee Nation College Update

PNC has initiated classes effective January 6, 2020. Current enrollment is 38 students with another 5 students projected for the Medical Coding courses. PNC is moving forward with Bacone College as the primary accreditation partner. PNC administration has initiated dialogue with other colleges for articulation of accreditation.

### PNC and Native American Agriculture Fund

In September of 2019 the College applied to the NAAF organization for funding in its agriculture studies, and PNC was awarded a grant in excess of \$200,000.00. The College will utilize the funds for scholarship awards for students, up to 4, that desire to continue with their Associates and/or Bachelor's degree in Ag-Sciences or Ag-Business. Initial classes will begin in March 202 spring semester. The College will have applications available by the end of January for those who desire to enroll in the first 8-week session. As well students may apply for the scholarships into the summer and fall of 2020. The College will have the funding for this initial year, 2020, and will make application for follow up funding for the 2021-2022 academic year.

*At right are students of PNC helping with the Nature Trail. The trail is a part of the PANI-O project of the College.*



### PNC and Bacone College

In the previous Quarterly Update PNC announced that Bacone College and PNC were a new articulation agreement [accreditation memorandum]. PNC has just received notice to attend a meeting in late January or early February to discuss the agreement.

PNC and the City of Pawnee are now scheduling a meeting to renew discussions on the old city hospital for potential classrooms and future course expansion. Central to the discussion is the network of rural health providers which have shown an interest in using the old hospital as well for service provision to the community.

A Budget Snapshot 2019-2020

Department of Education, NACTEP	\$491,841.00
Pawnee Nation	136,901.00
In-kind	[65,723.00]
National Science Foundation/OSU	33,350.00
Native American Agriculture Fund	<u>203,000.00</u>
TOTAL FUNDING	\$865,092.00
Les In-kind	<u>(\$ 65,723.00)</u>
Gross Income	<b>\$799,369.00</b>

PNC is now accepting applications for enrollment for the summer or fall, if you wish to enroll please call Ms. Marcella Stephenson at (918) 762-3343.



**Pawnee Nation Museum Board  
Quarterly Report to the Pawnee Business Council  
Fourth Quarter - 2019**

**I. Program/Office/Project Name:**

Pawnee Nation Museum Board

**II. Executive Summary:**

There was no activity during the fourth quarter for the Museum Board.

**Board Members:**

Gwen Shunatona

Miranda Due

Patsy Cooper

Ronald Rice Sr.

Carlton Gover

Meghan Cunningham

Joseph Reed



January 21, 2020

Jeff Goodfox, Chairman of the Board  
Robert Dimmick, Chief Executive Officer  
Pawnee Tribal Development Corporation

RE: 4th Quarter 2019 Financial Statements

Attached please find the consolidated financial statements of the Pawnee Tribal Development Corporation's for the quarter ended December 31, 2019. Please note that the financial statements exclude the activities of Kuruks, LLC.

The following are selected items of note for the quarter:

- Gaming revenue for the quarter is \$3.3 million, up 21 % from the 4th Quarter in 2018.
- Convenience store gross margins for the quarter is 15%, up from 4th Quarter 2018.
- Food and beverage (Howler's) gross margins for the quarter is 11% down from 4th quarter 2018.
- PTDC has paid \$30,000 to the Tribe for rents this quarter.
- PTDC has paid \$1,255,626.73 to the Pawnee Nation of Oklahoma in 2019. The breakdown is as follow:
  - Gaming Assessment Fees \$688,389.95
  - Gaming Application Fees \$7,460
  - Pawnee Nation TERO fees \$307,915.57
  - Pawnee Nation of Oklahoma \$251,861.21

**Pawnee Tribal Develop Corp.**  
**Balance Sheet**  
**As of December 31, 2019**

	Quarter Ending 12/31/2019 <u>Actual</u>	Quarter Ending 09/30/2019 <u>Actual</u>	Quarter Ending 12/31/2018 <u>Actual</u>
<b>Assets</b>			
<b>Current Assets</b>			
Cash & Cash Equivalents	3,141,053.13	2,861,209.53	1,942,583.07
Trade Receivables	179,871.62	244,417.60	182,910.24
Due from Related Parties	157,333.47	156,533.60	133,435.30
Inventory - C-Stores	303,835.56	317,852.14	266,392.13
Inventory - Food & Beverage	23,370.65	14,373.34	31,319.18
Prepaid Expenses	157,631.65	212,102.98	82,532.90
<b>Total Current Assets</b>	<u>3,963,096.08</u>	<u>3,806,489.19</u>	<u>2,639,172.82</u>
<b>Long Term Assets</b>			
Investments	0.00	0.00	130,000.00
Restricted Deposits	311,990.85	310,046.59	305,916.21
Capital/Fixed Assets	14,480,869.70	14,614,881.60	15,040,048.24
<b>Total Long Term Assets</b>	<u>14,792,860.55</u>	<u>14,924,928.19</u>	<u>15,475,964.45</u>
<b>Total Assets</b>	<u>18,755,956.63</u>	<u>18,731,417.38</u>	<u>18,115,137.27</u>
<b>Liabilities &amp; Equity</b>			
<b>Liabilities</b>			
Accounts Payable	935,223.41	990,299.38	1,110,917.86
Accrued Liabilities	535,562.40	416,457.19	704,293.63
Due to Related Parties	93,176.45	64,034.37	214,656.81
Long-Term Debt	8,627,542.12	8,741,225.45	7,023,426.86
Long-Term Vendor Advances	1,577,851.72	1,672,803.31	1,950,039.34
<b>Total Liabilities</b>	<u>11,769,356.10</u>	<u>11,884,819.70</u>	<u>11,003,334.50</u>
<b>Equity</b>			
Equity	1,426,343.68	1,758,739.35	1,937,283.55
Net Position	5,420,254.00	5,420,254.00	5,420,254.00
Increase (Decrease) in Net Position	140,002.85	(332,395.67)	(245,734.78)
<b>Total Equity</b>	<u>6,986,600.53</u>	<u>6,846,597.68</u>	<u>7,111,802.77</u>
<b>Total Liabilities &amp; Equity</b>	<u>18,755,956.63</u>	<u>18,731,417.38</u>	<u>18,115,137.27</u>

**Stonewolf Casino, Trading Post and Tee Pee Casinos**  
Statement of Forecasted Income & Cash Flows

	October	November	December	
Operations Revenue				
Casino Operations	\$ 1,085,344	\$ 1,164,557	\$ 1,085,061	
Restaurant & Concessions	82,821	81,882	81,566	
Retail/Other	23,676	7,001	17,869	
Less: Promotional Allowances	(8,564)	(6,861)	(8,282)	
Subtotal	1,183,277	1,246,579	1,176,214	
Department Expenses				
Casino Operations	(791,286)	(766,471)	(861,731)	
Depreciation	(68,312)	(68,213)	(68,111)	
Gaming Commissions	(48,176)	(39,096)	(39,096)	
Tero Fees	(17,117)	(17,731)	(18,436)	
Other Nonoperating Revenue (Expense)	(31,451)	(31,619)	31,219	
Subtotal	(956,344)	(923,130)	(956,155)	
Operating Profit				
Subtotal	226,933	323,449	220,059	
Interest Income/(Expense) Net	(37,542)	(38,793)	(38,793)	
Subtotal	(37,542)	(38,793)	(38,793)	
<b>Operating Income</b>	<b>\$ 189,391</b>	<b>\$ 284,656</b>	<b>\$ 181,266</b>	
<b>Cash Flow Adjustments</b>				
Gaming Agency Fees	39,096	39,096	39,096	
Depreciation (add back)	68,312	68,313	68,111	
Interest Expense (add back)	37,542	38,793	38,793	
<b>EBITDA</b>	<b>\$ 334,341</b>	<b>\$ 430,859</b>	<b>\$ 327,267</b>	
Loan Payment Full Drawn	<b>\$ 8,500,000</b>			
Subtotal	121,636	121,636	121,636	
<b>Net Cash Flow</b>	<b>\$ 212,705</b>	<b>\$ 309,223</b>	<b>\$ 205,631</b>	
MINUS:				
Distributions	\$ -	\$ -	\$ -	
Cap Ex	\$ -	(\$17,363)	\$ 0	
<b>CASH FLOW FOR PERIOD</b>	<b>\$ 334,341</b>	<b>\$ 413,496</b>	<b>\$ 327,267</b>	
Debt Service Coverage Ratio	Min of 1.50	2.75	3.54	2.69
Fixed-Charge Ratio	Min of 1.15	2.75	3.40	2.69
Leverage Ratio	Max of 3.25	2.12	1.64	2.16

Fixed Charge Covenant (FCCR)= (EBITDA - Distributions - Capex)/ Yearly Loan Payment

**Pawnee Tribal Development Corporation**  
**Profit & Loss (Management Basis)**  
**For the Month Ended December 31, 2019**

	Quarter Ending 12/31/2019	Quarter Ending 09/30/2019 <small>Actual</small>	Quarter Ending 12/31/2018 <small>Actual</small>	01/01/2019 Through 12/31/2019 <small>Actual</small>
<b>Operating Revenues</b>				
Gaming Revenues	3,334,961.09	2,627,237.23	2,632,643.57	12,104,272.47
Convenience Store Revenues	2,148,072.81	2,225,027.54	2,099,350.26	8,616,252.68
Food & Beverage Revenues	246,268.89	258,633.86	277,294.39	1,036,175.76
Other Revenues	48,546.22	52,197.77	47,713.60	203,566.00
Promotional Allowances	(23,707.01)	(31,408.20)	(48,366.17)	(101,460.16)
<b>Total Operating Revenues</b>	<b>5,754,142.00</b>	<b>5,131,688.20</b>	<b>5,008,635.65</b>	<b>21,858,806.75</b>
<b>Cost of Revenues</b>				
COGS - Convenience Store	1,871,220.54	1,930,615.14	1,863,033.09	7,501,551.18
COGS - Food & Beverage	154,448.21	174,773.35	175,199.72	694,196.66
<b>Total Cost of Revenues</b>	<b>2,025,668.75</b>	<b>2,105,388.49</b>	<b>2,038,232.81</b>	<b>8,195,747.84</b>
<b>Gross Profit</b>	<b>3,728,473.25</b>	<b>3,026,299.71</b>	<b>2,970,402.84</b>	<b>13,663,058.91</b>
<b>Operating Expenses</b>				
Personnel Costs	1,314,658.64	1,320,323.50	1,118,479.75	5,066,961.80
Advertising & Marketing	288,192.73	235,032.82	140,315.09	968,036.27
Banking, Collections & Payments	47,927.16	51,100.24	66,546.60	448,184.32
Contracted Services	217,542.57	185,243.26	141,090.28	763,939.48
Employee Development	25,014.53	21,379.62	5,315.26	65,928.23
Equipment	878,358.00	805,416.63	795,766.22	3,228,111.02
Governance	4,158.67	5,053.71	6,254.00	18,709.66
Guest Services	23,790.16	21,154.61	14,812.86	93,149.38
Insurance	14,907.49	21,847.80	19,107.63	75,625.59
Occupancy	171,990.07	175,207.94	172,905.45	710,838.47
Regulatory	87,101.09	61,632.40	100,970.40	317,355.17
Supplies & Materials	73,553.03	64,716.85	57,303.43	268,042.78
Technology	23,125.45	40,834.57	7,007.41	98,017.67
Transportation & Vehicle Costs	5,660.83	4,122.96	5,699.26	29,794.12
Other Expenses	9,305.46	2,369.32	1,800.73	13,667.65
Depreciation	204,637.08	209,376.20	330,114.01	861,973.10
Table Direct Charge Recovery	0.00	0.00	(31,851.06)	(9,164.36)
Internal Management Revenue	0.00	0.00	(3,000.00)	0.00
<b>Total Operating Expenses</b>	<b>3,389,922.96</b>	<b>3,224,812.43</b>	<b>2,948,637.32</b>	<b>13,019,170.35</b>
<b>Operating Income (Loss)</b>	<b>338,550.29</b>	<b>(198,512.72)</b>	<b>21,765.52</b>	<b>643,888.56</b>
<b>Nonoperating Revenues &amp; (Expenses)</b>				
Interest Income	1,944.26	2,911.61	1,838.92	7,921.80
Interest Expense	(115,127.77)	(115,127.78)	(142,628.33)	(419,580.90)
Gaming Commission	(126,368.93)	(39,096.31)	(121,141.12)	(509,204.12)
TERO Payroll Tax	(53,284.02)	(77,179.27)	(46,941.32)	(219,865.00)
Tribal Fines & Penalties	0.00	0.00	0.00	1,200.00
Other Nonoperating	94,289.02	94,608.80	41,371.55	372,837.42
<b>Total Nonoperating Revenues &amp; (Expenses)</b>	<b>(198,547.44)</b>	<b>(133,882.95)</b>	<b>(267,500.30)</b>	<b>(769,090.80)</b>
<b>Net Income (Loss)</b>	<b>140,002.85</b>	<b>(332,395.67)</b>	<b>(245,734.78)</b>	<b>(125,202.24)</b>

**Pawnee Tribal Development Corporation**  
**Profit & Loss (Management Basis)**  
**For the Month Ended December 31, 2019**

	TDC Corporate Quarter Ending 12/31/2019	Trading Post Retail Quarter Ending 12/31/2019	Travel Plaza Quarter Ending 12/31/2019	Trading Post Casino Quarter Ending 12/31/2019	StoneWolf Casino Quarter Ending 12/31/2019	Howlers Famous BBQ Quarter Ending 12/31/2019	Tee Pee Casino Quarter Ending 12/31/2019	Pani Star Designs Quarter Ending 12/31/2019	Snak-N-Pak Quarter Ending 12/31/2019	BJ's Quick Stop Quarter Ending 12/31/2019	All Locations Quarter Ending 12/31/2019
<b>Operating Revenues</b>											
Gaming Revenues	0.00	0.00	0.00	281,764.40	2,757,314.29	0.00	295,882.40	0.00	0.00	0.00	3,334,961.09
Convenience Store Revenues	0.00	417,775.71	947,052.66	0.00	0.00	0.00	0.00	0.00	742,498.09	40,746.35	2,148,072.81
Food & Beverage Revenues	0.00	0.00	0.00	0.00	0.00	246,268.89	0.00	0.00	0.00	0.00	246,268.89
Other Revenues	988.62	728.43	259.22	4,742.02	31,943.73	191.14	2,217.33	0.00	6,675.73	800.00	48,546.22
Promotional Allowances	0.00	0.00	0.00	0.00	(23,707.01)	0.00	0.00	0.00	0.00	0.00	(23,707.01)
<b>Total Operating Revenues</b>	<b>988.62</b>	<b>418,504.14</b>	<b>947,311.88</b>	<b>286,506.42</b>	<b>2,765,551.01</b>	<b>246,460.03</b>	<b>298,099.73</b>	<b>0.00</b>	<b>749,173.82</b>	<b>41,546.35</b>	<b>5,754,142.00</b>
<b>Cost of Revenues</b>											
COGS - Convenience Store	0.00	378,959.83	824,389.58	0.00	0.00	0.00	0.00	0.00	636,140.98	31,730.15	1,871,220.54
COGS - Food & Beverage	0.00	0.00	0.00	0.00	0.00	154,448.21	0.00	0.00	0.00	0.00	154,448.21
<b>Total Cost of Revenues</b>	<b>0.00</b>	<b>378,959.83</b>	<b>824,389.58</b>	<b>0.00</b>	<b>0.00</b>	<b>154,448.21</b>	<b>0.00</b>	<b>0.00</b>	<b>636,140.98</b>	<b>31,730.15</b>	<b>2,025,668.75</b>
<b>Gross Profit</b>	<b>988.62</b>	<b>39,544.31</b>	<b>122,922.30</b>	<b>286,506.42</b>	<b>2,765,551.01</b>	<b>92,011.82</b>	<b>298,099.73</b>	<b>0.00</b>	<b>113,032.84</b>	<b>9,816.20</b>	<b>3,728,473.25</b>
<b>Operating Expenses</b>											
Personnel Costs	356,130.91	40,565.15	72,260.75	79,223.64	554,730.54	117,536.59	51,379.87	0.00	42,831.19	0.00	1,314,658.64
Advertising & Marketing	1,570.55	0.00	1,078.00	18,120.35	261,107.67	719.43	5,596.73	0.00	0.00	0.00	288,192.73
Banking, Collections & Payments	415.69	5,845.06	15,403.42	17.10	10,862.07	3,509.86	(283.45)	0.00	10,590.62	1,566.79	47,927.16
Contracted Services	23,568.83	3,328.80	10,564.59	22,822.94	127,380.94	2,964.48	22,378.55	0.00	(4,891.22)	9,424.66	217,542.57
Employee Development	24,038.13	0.00	0.00	175.00	562.55	140.48	0.00	0.00	98.37	0.00	25,014.53
Equipment	30.97	1,995.21	3,155.86	74,670.81	718,563.53	4,161.57	66,364.59	0.00	9,109.34	306.12	878,358.00
Governance	4,158.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,158.67
Guest Services	0.00	320.97	320.97	6,545.61	15,631.77	0.00	830.88	0.00	139.96	0.00	23,790.16
Insurance	60.68	375.75	1,396.05	859.22	9,995.18	11.14	772.38	130.34	832.57	474.18	14,907.49
Occupancy	27,088.35	6,103.37	5,247.02	16,335.96	58,655.29	2,208.62	35,217.70	3,299.50	13,401.13	4,433.13	171,990.07
Regulatory	1,686.11	200.00	1,370.00	11,173.50	61,322.49	3,460.00	7,888.99	0.00	0.00	0.00	87,101.09
Supplies & Materials	4,454.84	7,195.25	8,759.59	6,103.21	26,205.46	13,103.04	1,664.57	0.00	5,748.77	318.30	73,553.03
Technology	19,395.90	94.32	94.32	94.32	2,361.70	94.32	381.81	0.00	522.00	86.76	23,125.45
Transportation & Vehicle Costs	2,871.73	49.74	49.74	0.00	2,590.15	49.73	0.00	0.00	49.74	0.00	5,660.83
Other Expenses	178.48	0.00	0.00	316.00	7,624.63	0.00	0.00	0.00	1,186.35	0.00	9,305.46
Depreciation	3,027.30	606.84	12,220.08	411.69	155,153.13	931.23	1,349.22	2,157.21	21,184.08	7,596.30	204,637.08
<b>Total Operating Expenses</b>	<b>468,677.14</b>	<b>66,680.46</b>	<b>131,920.39</b>	<b>236,869.35</b>	<b>2,012,747.10</b>	<b>148,890.49</b>	<b>193,541.84</b>	<b>5,587.05</b>	<b>100,802.90</b>	<b>24,206.24</b>	<b>3,389,922.96</b>
<b>Operating Income (Loss)</b>	<b>(467,688.52)</b>	<b>(27,136.15)</b>	<b>(8,998.09)</b>	<b>49,637.07</b>	<b>752,803.91</b>	<b>(56,878.67)</b>	<b>104,557.89</b>	<b>(5,587.05)</b>	<b>12,229.94</b>	<b>(14,390.04)</b>	<b>338,550.29</b>
<b>Nonoperating Revenues &amp; (Expenses)</b>											
Interest Income	1,944.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,944.26
Interest Expense	(115,127.77)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	(115,127.77)
Gaming Commission	(1,060.00)	0.00	(860.00)	(8,189.85)	(105,924.83)	(1,520.00)	(8,814.25)	0.00	0.00	0.00	(126,368.93)
TERO Payroll Tax	(12,919.03)	(1,316.23)	(2,856.74)	(3,476.43)	(23,141.24)	(5,943.35)	(1,948.51)	0.00	(1,682.49)	0.00	(53,284.02)
Other Nonoperating	(662.57)	0.00	0.00	741.90	85,164.03	0.00	9,045.66	0.00	0.00	0.00	94,289.02
<b>Total Nonoperating Revenues &amp; (Expenses)</b>	<b>(127,825.11)</b>	<b>(1,316.23)</b>	<b>(3,716.74)</b>	<b>(10,924.38)</b>	<b>(43,902.04)</b>	<b>(7,463.35)</b>	<b>(1,717.10)</b>	<b>0.00</b>	<b>(1,682.49)</b>	<b>0.00</b>	<b>(198,547.44)</b>
<b>Net Income (Loss)</b>	<b>(595,513.63)</b>	<b>(28,452.38)</b>	<b>(12,714.83)</b>	<b>38,712.69</b>	<b>708,901.87</b>	<b>(64,342.02)</b>	<b>102,840.79</b>	<b>(5,587.05)</b>	<b>10,547.45</b>	<b>(14,390.04)</b>	<b>140,002.85</b>



## Trading Post

### Position Control

Department	Job Title	Employee	FT, PT, or Salary	Tribal	Pawnee Descent
Management	General Manager	Elizabeth Fassnacht	Salary	No	
Retail	Cashier	Paula Dunham	Full-Time	No	
Retail	Cashier	Samuel Laughlin	Full-Time	No	
Retail	Cashier	Tasha Thompson	Full-Time	No	
Retail	Cashier	Ashlynn Blanchard	Part-Time	Other	
Retail	Cashier	VACANT	Part-Time		
Retail	Cook	VACANT	Part-Time		
Retail	Deli Supervisor	Eddie Roubedeaux	Full-Time	Other	
Retail	Cook	Frank Ramirez	Full-Time	No	
Retail	Cook	VACANT	Part-Time		
Retail	Cook	VACANT	Full-Time		
Retail	Cook	VACANT	Full-Time		
Retail	EVS	Aaron Gover	Full-Time	Enrolled Pawnee	
Security	Security Officer	Destiny Chino	Full-Time	Other-PD	Yes
Security	Security Officer	Edwin Clay Thompson	Part-Time	No	
Security	Security Officer	Garrett Evans	Full-Time	No	
Security	Security Officer	Lance Kopenhagen	Full-Time	No	
Security	Security Officer	VACANT	Full-Time		
Security	Security Sergeant	Mike Wells	Full-Time	No	
Security	Security/Safety Manager	Ken Murie	Salary	Enrolled Pawnee	
Management	Shift Manager	Drew Baker	Full-Time	Other-PD	Yes
Management	Shift Manager	Jerry Willard	Full-Time	No	



### Tribal Report

Enrolled Pawnee	Pawnee Descent	Tribal-Other	Non-Tribal	Not Enrolled-PD
2	2	2	10	
Total Employees				
	16			



## Howlers BBQ

### Position Control

Department	Job Title	Employee	FT, PT, or Salary	Tribal	Pawnee Descent
Howlers BBQ	General Manager	Milja Green	Salary	No	
Howlers BBQ	Assistant Manager FOH	Jose Todd	Full-Time	No	
Howlers BBQ	Back House	Andrew Fallis	Full-Time	Other	
Howlers BBQ	Back House	Austin Smith	Full-Time	No	
Howlers BBQ	Back House	Gordon Creagor	Full-Time	No	
Howlers BBQ	Back House	Anthony Branch	Full-Time	Other	
Howlers BBQ	Back House	Jason Perry	Full-Time	Enrolled Pawnee	
Howlers BBQ	Back House	Jace Banta	Full-Time	Other	
Howlers BBQ	Back House	Helen Pickering	Full-Time	Enrolled Pawnee	
Howlers BBQ	Back House	VACANT	Part-Time		
Howlers BBQ	Back House	Rondald Seeking Land	Full-Time	Other	
Howlers BBQ	Front House	VACANT	Full-Time		
Howlers BBQ	Front House	Crista Whipple	Full-Time	No	
Howlers BBQ	Front House	Brianne Shell	Part-Time	No	
Howlers BBQ	Front House	Ashton Conner	Part-Time	No	
Howlers BBQ	Front House	Jaden Gardipe	Full-Time	Enrolled Pawnee	
Howlers BBQ	Front House	Serena VanNoy	Full-Time	Other	Yes
Howlers BBQ	Front House	Kaylee Fowler	Full-Time	No	
Howlers BBQ	Front House	Megan Mulder	Full-Time	Enrolled Pawnee	
Howlers BBQ	Front House	Melissa Waters	Part-Time	Other	
Howlers BBQ	Front House	Syann Nicole Webb	Full-Time	No	
Howlers BBQ	Back House	Travis Cleek	Full-Time	Other	
Howlers BBQ	Front House	April Zollars	Part-Time	No	
Howlers BBQ	Front House	Kylee Sneed	Full Time	No	
Howlers BBQ	Front House	Karie Dunham	Full Time	No	
Howlers BBQ	Shift Leader	Ericka Suneagle	Full-Time	Enrolled Pawnee	
Howlers BBQ	Shift Leader	Kirsten Tallchief	Full-Time	Other	
Howlers BBQ	Shift Leader	VACANT	Full-Time		
<b>Tribal Report</b>					
Enrolled Pawnee	Pawnee Descent	Tribal-Other	Non-Tribal	Not Enrolled-PD	
5	0	8	12		
Total Employees					25

## Travel Plaza

### Position Control

Department	Job Title	Employee	FT, PT, or Salary	Tribal	Pawnee Descent
Management	Manager	Debra Brown	Salary	No	
Management	Asst. Manager	Sabrina Mcalister	Full-Time	No	
Retail	Deli Supervisor	Rebecca Lanious	Full-Time	No	
Retail	Cashier	Tashania Erassarret	Part-Time	No	
Retail	Cashier	Ashley Morse	Part-Time	No	
Retail	Cashier	Kelli Moore	Full-Time	No	
Retail	Cashier	VACANT	Part-Time		
Retail	Cashier	Krystal Branch	Part-Time	Enrolled Pawnee	
Retail	Cashier	Samantha Abby Hutchison	Full-Time	No	
Retail	Cashier	Rebekah Crisp	Full-Time	No	
Retail	Cashier	Samantha Peters	Full-Time	Other-PD	Yes
Retail	Cashier	VACANT	Part-Time		
<b>Tribal Report</b>					
Enrolled Pawnee	Pawnee Descent	Tribal-Other	Non-Tribal	Not Enrolled-PD	
1	1	0	8		
Total Employees					
	10				

# Snak N Pak

## *Position Control*

Department	Job Title	Employee	FT, PT, or Salary	Tribal	Pawnee Descent
Management	Assistant Manager	Amanda Clapper	Full-Time	Other	
Management	Assistant Manager Bj's	VACANT	Full-Time		
SNP - Retail	Cashier	VACANT	Full-Time		
SNP - Retail	Cashier	Carol Clymer	Part-Time	No	
SNP - Retail	Cashier	McKayla Todd	Full-Time	No	
SNP - Retail	Cashier	Jasmine Todd	Full-Time	No	
SNP - Retail	Cashier	Tommie Smith	Full-Time	No	
SNP - Retail	Cashier	VACANT	Part-Time		
SNP - Retail	Cashier	VACANT	Part-Time		
SNP - Retail	Cashier	VACANT	Part-Time		
SNP - Retail	Cashier	VACANT	Part-Time		
SNP - Retail	Cook	Kacey Cannon	Full-Time	Other	
SNP - Retail	Cook	Tim Donaldson	Full-Time	No	
<b>Tribal Report</b>					
Enrolled Pawnee	Pawnee Descent	Tribal-Other	Non-Tribal	Not Enrolled-PD	
0	0	2	5		
Total Employees	7				

## TeePee Casino

### *Position Control*

Department	Job Title	Employee	FT, PT, or Salary	Tribal	Pawnee Descent
Management	General Manager	Esther Mitchell	Full-Time	Enrolled Pawnee	
Security	Security Officer	Lily Muse	Full-Time	No	
Security	Security Officer	Rebecca Howard	Full-Time	Other	
Security	Security Officer	Travis Ward	Full-Time	No	
Management	Shift Manager		Full-Time		
Management	Shift Manager	Jeanie VanOrsdol	Full-Time	No	
<b>Tribal Report</b>					
Enrolled Pawnee	Pawnee Descent	Tribal-Other	Non-Tribal	Not Enrolled-PD	
1	0	1	3		
Total Employees	5				

Department	Job Title	Employee	Status	Tribal	Pawnee Descent
Screen Printing	Manager	VACANT	Full-Time		
Screen Printing	Screen Production Specialist	VACANT	Part-Time		
Screen Printing	Screen Production Specialist	VACANT	Part-Time		
<b>Tribal Report</b>					
Enrolled Pawnee	Pawnee Descent	Tribal-Other	Non-Tribal	Not Enrolled-PD	
0	0	0	0		

## Corporate

### Position Control

Department	Job Title	Employee	FT, PT, or Salary	Tribal	Pawnee Descent
Accounting	Accounting Clerk	Rebecca Soxie	Full-Time	Other	
Accounting	Accounting Clerk	TsVia Wright	Full-Time	Other	
Management	CEO	Bob Dimmick	Salary	No	
Management	COO	Andrew Knife Chief	Salary	Enrolled Pawnee	
Accounting	Director of Operational Accounting	Tiffany Boyd	Full-Time	No	
Management	Director of Retail Operations	Terri Fowler	Salary	No	
Safety	Director of Safety Operations	Pat LeadingFox	Full-Time	Enrolled Pawnee	
Management	Executive Assistant	Elisha Pratt	Salary	Enrolled Pawnee	
Accounting	Gaming Revenue Auditor	Jason Dougan	Full-Time	No	
Accounting	Gaming Revenue Auditor	Jonathan Soxie	Full-Time	Other-PD	Yes
Human Resources	HR Coordinator	Amanda Dunbar	Full-Time	Other-PD	Yes
Development	HR Director	Jaime Maltsberger	Salary	Enrolled Pawnee	
Human Resources	HR Representative	Crystal Hawkins	Full-Time	No	
IT	IT Assistant	Trevor Fritchman	Salary	No	
IT	IT Manager	Philip Corbett	Salary	No	
Marketing	Marketing Coordinator	Jeff Sexton	Full-Time	No	
Marketing	Marketing Director	Lindsey Teter	Salary	Enrolled Pawnee	
Accounting	Payroll Clerk	Lexi Dickson	Full-Time	Other	
Accounting	Softcount Associate	VACANT	Part-Time		
Accounting	Softcount Associate	Duncan Campbell	Full-Time	No	
Accounting	Softcount Associate	Jenna Kanuho	Part-Time	Enrolled Pawnee	
Accounting	Softcount Associate	Brittany Copeland	Full-Time	No	
Accounting	Softcount Associate	Randall Green	Full-Time	No	
Accounting	Softcount Associate	VACANT	Full-Time		
Accounting	Softcount Supervisor	Sasha Morgan	Full-Time	No - PD	Yes
Accounting	Staff Accountant	James Rice	Full-Time	Enrolled Pawnee	
Surveillance	<b>Surveillance Manager</b>	Dixie Little Sun	Full-Time	Enrolled Pawnee	
Surveillance	<b>Surveillance Monitor</b>	Christopher Gordon	Full-Time	No	
Surveillance	<b>Surveillance Monitor</b>	Jonathan Snell	Full-Time	Enrolled Pawnee	
Surveillance	<b>Surveillance Monitor</b>	Rafael George	Full-Time	Other	
Surveillance	<b>Surveillance Monitor</b>	Richard Cartmell	Full-Time	No	
Surveillance	<b>Surveillance Monitor</b>	Shane Clarkson	Full-Time	No	
Surveillance	<b>Surveillance Monitor</b>	Stefanie Ripley	Full-Time	No	
IT	Tech	Nicholas Mulder-Shields	Full-Time	Enrolled Pawnee	
IT	Tech	VACANT- Hold	Full-Time		
IT	Tech	VACANT-HOLD	Full-Time		
<b>Tribal Report</b>					
<b>Enrolled Pawnee</b>	<b>Tribal Enrolled-Pawnee Descent</b>	<b>Tribal-Other</b>	<b>Non-Tribal</b>	<b>Not Enrolled-PD</b>	
10	2	4	15	1	
Total Employees	32				







## HOUSING AUTHORITY OF THE PAWNEE TRIBE Quarterly Report to the Pawnee Business Council 4th Quarter 2019

Pawnee Nation Housing Authority

**Mission Statement:** To meet the needs of the Pawnee Nation members and other Native Americans living in the jurisdiction of the Pawnee Nation. Information regarding housing and housing needs may be obtained at the Housing Office located at 126 EagleChief Drive in Pawnee, OK or by calling the Housing Office at 918 762-3454. E-mail: [pawneenationha@sbcglobal.net](mailto:pawneenationha@sbcglobal.net)

### II. Executive Summary

The Housing Authority is staffed with eight fulltime employees that help provide assistance to tenants of the Rental, Lease Purchase and Non Nahasda Rental Programs. Housing applications are available at the Housing Office as well as information of referrals for all tribal services. The staff includes the Executive Director, Administrative Housing Tech and five Maintenance Staff.

### III. Quarterly Goals and Objectives -2020 IHP – October, November, December 2019.

1. Operating Assistance for 1937 Act and NAHASDA housing - All monthly expenses were paid on time in full. – Revenue from HUD IHBG grant was \$159,086.59.
2. Expenditures for upgrades and rehabilitation were: (3) Lease Purchase - \$1,298.00. (14) 1937 Low rent -\$13,358.59. (6) Low Rent NAHASDA - \$1,101.75. (15) Non-NAHASDA \$28,104.81.
3. Modernization/Rehabilitation of privately-owned Homes – 4 applications given out, one approved – handicap ramp, two pending for bid completion, one incomplete and has received prior service. The Rehabilitation Application was amended last quarter allowing applicants occupying un-probated family property to apply for approval for services with proper credentials.
4. Development – No projects at this time.
5. Housing Services – Emergency Assistance was provided to 8 applicants. Services included assistance for homeless, utilities, plumbing and HVAC repairs for a total of \$1,765.61.



**HOUSING AUTHORITY OF THE PAWNEE TRIBE**  
**Quarterly Report to the Pawnee Business Council**  
**4th Quarter 2019**

6. **Housing Management Services** – During this quarter renovation work was completed on five Non Nahasda units. Rehab started on two Low Rents units at EagleChief and will be completed next quarter.
7. **Training** – No training this quarter.
8. **Planning and Administration** - Monthly accounting fees were paid as well as all taxes – State, Federal, Social Security and Medicare. Monthly house and rental payments for all projects were received and deposited and all monthly financial expenses were paid for this quarter on time.
9. **Down Payment Assistance** – One application was approved for an elder. \$10,000 was awarded. Goal is closed.
10. **College Rental Assistance** – Seven students were approved for Fall Semester. Each received assistance of \$500.00. Total amount \$3,500.00.
11. **Pawnee Nation Community Center** – The Center was used eight times during the last quarter for baby showers, fund raisers, bingo, bake sale, Christmas Parade, Poteet Funeral Home, family gathering.
12. **Financial Report** – Quarter ending December 31, 2019.

The Authority employs an outside accounting firm, which performs standard monthly procedures and prepares monthly financial statements. All cash transactions including draws, receipts and open receivables are reviewed and recorded. All bank accounts are reconciled. No exceptions were noted.

As of December 31, 2019, and for the three months of the quarter, the following significant financial data is noted:

Cash \$907,286  
Receivable from HUD \$81,350.00  
Draws from LOCCS \$159,086.59  
Total revenue, all sources \$194,408.00  
Total expenses \$190,655.00  
Rental revenue \$35,321.00

Funds available – HUD “55 account” \$230,321.00



1/27/2020

## **Pawnee Nation District Court**

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### ***Quarterly Report – 4<sup>th</sup> Quarter 2019 October/November/December***

The Pawnee Nation was awarded a new Contract, with a term of January 1, 2016 through December 31, 2021, from the Bureau of Indian Affairs for the administration of the Tribal Court Program. The purpose of the contract is to continue providing a court system to the Pawnee Nation Tribal Government for the administration of justice for the Pawnee Nation regarding criminal, civil, and juvenile matters, subject to the jurisdiction of the Pawnee Nation of Oklahoma.

As a reminder, the Court cannot provide legal advice. We can only provide information regarding forms, fees, dockets and referral services. We can provide a list of private attorneys as needed.

As of October 1, 2019 the Pawnee Nation District Court is holding Open Court at 1:00pm for Civil, NOV, and Small Claims. Closed Court will begin at 1:30pm for Guardianships, VAW, Criminal and Juvenile cases. The new uniform fee schedule also took effect in October.

The Pawnee Nation District Court accommodates the U.S. Department of the Interior Office of Hearings and Appeals by posting Notices of Hearings for Probate hearings for Pawnee tribal members and tribal members of neighboring tribes. Notices for these hearings are posted quarterly. The Interior Office of Hearings and Appeals no longer utilizes the Pawnee Nation District Courtroom for Probate Hearings.

Matthew Gore was sworn in as the new Pawnee Nation District Court Associate Judge on October 4<sup>th</sup> with his first docket being that afternoon.

The Pawnee Nation Supreme Court held their annual business meeting on October 7<sup>th</sup> and issued one opinion on a matter before the Supreme Court, resulting in that matter being remanded to the District Court for hearing on the merits. Two trials were held on October 25<sup>th</sup> and heard by Chief Judge Shelly Harrison.

During the fourth quarter the Court hosted approximately 180 visitors on various matters. The Court held six (6) dockets with a total of 44 cases heard and generated \$750.00 in revenue. The Pawnee Nation Supreme Court Bar Association (PNSCB) will begin collecting annual dues on January 1, 2020.



1/27/2020

## **Pawnee Nation District Court**

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All attorneys currently admitted to the PNSCB received notice of dues in December. Applications for admission to the Pawnee Nation Supreme Court Bar Association may be found on the Court's webpage. The application fee is \$55.00.

It is the goal of the program to continue providing a court system to the Pawnee Nation Tribal Government and members of the Pawnee Nation, subject to the jurisdiction of the Pawnee Nation.

Respectfully submitted,  
Ashley R. Wilson, Court Clerk

# *Pawnee Nation of Oklahoma*

Fourth Quarterly Program Reports 2019

*October, November, December*



## **Financial Report**

Submitted to the  
Pawnee Business Council  
February 1, 2020

James E. Whitshirt, President  
Darrell Wildcat, Vice-President  
Patricia McCray, Secretary  
M. Angela Thompson, Treasurer  
Sammye Kemble, Council Member  
Dawna Hare, Council Member  
Charles Lone Chief, Council Member  
Charles Knife Chief, Council Member

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<i>1053 Health and Community Service Division</i>	35
<i>1054 Housekeeping (Tribal Supplement)</i>	36
<i>1065 Transportation and Safety (Tribal)</i>	37
<i>1070 SAP – Fitness Center</i>	38
<i>1071 Title VI (Meal Donations)</i>	39
<i>1072 Cultural Resources Division</i>	40
<i>1080 Sports Commission</i>	41





**Pawnee Nation**  
Statement of Revenues and Expenditures  
1006 - Tribal Reserve Operating Funds  
100 - Executive offices  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Recycle Revenue	0.00	20.80	0.00	20.80
Total Operating Revenue	<u>0.00</u>	<u>20.80</u>	<u>0.00</u>	<u>20.80</u>
Total Operating Revenue	<u>0.00</u>	<u>20.80</u>	<u>0.00</u>	<u>20.80</u>
Expenditures				
Supplies	0.00	14.65	0.00	(14.65)
Total Expenditures	<u>0.00</u>	<u>14.65</u>	<u>0.00</u>	<u>(14.65)</u>
Net Revenue over (under) Expenditures	<u>0.00</u>	<u>6.15</u>	<u>0.00</u>	<u>6.15</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1006 - Tribal Reserve Operating Funds  
108 - Museum  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Space Cost	450.00	1,800.00	1,800.00	0.00
Total Expenditures	<u>450.00</u>	<u>1,800.00</u>	<u>1,800.00</u>	<u>0.00</u>
Net Revenue over (under) Expenditures	<u>(450.00)</u>	<u>(1,800.00)</u>	<u>(1,800.00)</u>	<u>0.00</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1006 - Tribal Reserve Operating Funds  
109 - Pawnee Business Council  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Stipends	33,397.92	138,601.37	144,725.00	6,123.63
FICA	0.00	120.79	0.00	(120.79)
SUTA	0.00	407.42	848.00	440.58
Workmens Comp	167.10	779.38	550.00	(229.38)
Supplies	1,267.00	4,325.71	11,000.00	6,674.29
Rental/Leasing	0.00	274.00	500.00	226.00
Legal Expense	15,308.49	15,391.41	16,000.00	608.59
Professional Services	0.00	15,000.00	15,000.00	0.00
Communications	0.00	410.41	508.00	97.59
Travel	0.00	8,438.27	12,083.00	3,644.73
Training	0.00	255.00	2,200.00	1,945.00
Advertising	120.00	120.00	800.00	680.00
Community Events	1,474.07	4,453.01	5,000.00	546.99
Donations	14,008.07	29,108.07	31,400.00	2,291.93
Subscriptions & Memberships	1,433.75	8,125.75	8,200.00	74.25
Non-Capitalized Equipment	0.00	2,960.21	2,700.00	(260.21)
Space Cost	345.00	1,387.00	1,387.00	0.00
Total Expenditures	<u>67,521.40</u>	<u>230,157.80</u>	<u>252,901.00</u>	<u>22,743.20</u>
Net Revenue over (under) Expenditures	<u>(67,521.40)</u>	<u>(230,157.80)</u>	<u>(252,901.00)</u>	<u>22,743.20</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1006 - Tribal Reserve Operating Funds  
112 - Nasharo Council  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Stipends	500.00	2,100.00	9,600.00	7,500.00
Total Expenditures	<u>500.00</u>	<u>2,100.00</u>	<u>9,600.00</u>	<u>7,500.00</u>
Net Revenue over (under) Expenditures	<u>(500.00)</u>	<u>(2,100.00)</u>	<u>(9,600.00)</u>	<u>7,500.00</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1006 - Tribal Reserve Operating Funds  
125 - Election Board  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Program Income	0.00	2,700.00	0.00	2,700.00
Total Operating Revenue	<u>0.00</u>	<u>2,700.00</u>	<u>0.00</u>	<u>2,700.00</u>
Total Operating Revenue	<u><u>0.00</u></u>	<u><u>2,700.00</u></u>	<u><u>0.00</u></u>	<u><u>2,700.00</u></u>
Expenditures				
Stipends	0.00	7,800.00	7,600.00	(200.00)
Supplies	0.00	1,339.92	500.00	(839.92)
Rental/Leasing	0.00	150.00	0.00	(150.00)
Professional Services	0.00	100.00	0.00	(100.00)
Communications	0.00	198.47	250.00	51.53
Postage	0.00	1,086.00	700.00	(386.00)
Reproduction	0.00	0.00	1,650.00	1,650.00
Advertising	0.00	1,310.60	800.00	(510.60)
Misc Expenses	0.00	128.98	1,200.00	1,071.02
Total Expenditures	<u>0.00</u>	<u>12,113.97</u>	<u>12,700.00</u>	<u>586.03</u>
Net Revenue over (under) Expenditures	<u><u>0.00</u></u>	<u><u>(9,413.97)</u></u>	<u><u>(12,700.00)</u></u>	<u><u>3,286.03</u></u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1006 - Tribal Reserve Operating Funds  
132 - Division of Property Management  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Rents	35,858.26	143,041.96	0.00	143,041.96
Miscellaneous Income	0.00	49,325.14	0.00	49,325.14
Total Operating Revenue	<u>35,858.26</u>	<u>192,367.10</u>	<u>0.00</u>	<u>192,367.10</u>
Total Operating Revenue	<u><u>35,858.26</u></u>	<u><u>192,367.10</u></u>	<u><u>0.00</u></u>	<u><u>192,367.10</u></u>
Expenditures				
Salary	32,755.83	129,306.26	136,513.00	7,206.74
FICA	2,435.54	9,706.39	10,448.00	741.61
SUTA	55.08	519.70	968.00	448.30
Group Insurance	242.44	1,012.16	1,764.00	751.84
Workmens Comp	1,200.82	5,403.26	4,749.00	(654.26)
401k	713.79	3,070.81	4,100.00	1,029.19
Health Insurance-MEMO	1,551.00	6,359.08	15,504.00	9,144.92
Capital Outlay	2,170.11	46,960.69	55,279.14	8,318.45
Supplies	12,842.00	26,012.15	40,000.00	13,987.85
Electricity	37,319.74	164,851.23	175,000.00	10,148.77
Heating	8,357.64	36,414.89	40,000.00	3,585.11
Waste Removal	0.00	2,187.17	5,000.00	2,812.83
Communications	313.74	1,278.66	5,000.00	3,721.34
Repair & Maintenance	18,003.87	66,766.70	73,540.00	6,773.30
Maintenance Agreement	525.00	2,071.80	2,500.00	428.20
Insurance	200.00	107,290.00	105,000.00	(2,290.00)
Travel	0.00	382.39	1,000.00	617.61
Auto Expense	843.60	1,173.17	5,000.00	3,826.83
License,Fees,Permits	0.00	0.00	750.00	750.00
Postage	0.00	0.00	500.00	500.00
Subscriptions & Memberships	0.00	184.00	500.00	316.00
Property Tax	6,889.96	6,889.96	0.00	(6,889.96)
Fuel	4,481.76	13,124.62	10,000.00	(3,124.62)
Indirect Cost	20,904.77	82,523.26	82,823.00	299.74
Total Expenditures	<u>151,806.69</u>	<u>713,488.35</u>	<u>775,938.14</u>	<u>62,449.79</u>
Net Revenue over (under) Expenditures	<u><u>(115,948.43)</u></u>	<u><u>(521,121.25)</u></u>	<u><u>(775,938.14)</u></u>	<u><u>254,816.89</u></u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1006 - Tribal Reserve Operating Funds  
150 - Communications Office  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Program Income	0.00	2,135.00	0.00	2,135.00
Total Operating Revenue	<u>0.00</u>	<u>2,135.00</u>	<u>0.00</u>	<u>2,135.00</u>
Total Operating Revenue	<u><u>0.00</u></u>	<u><u>2,135.00</u></u>	<u><u>0.00</u></u>	<u><u>2,135.00</u></u>
Expenditures				
Salary	6,499.81	27,837.99	29,652.00	1,814.01
FICA	493.57	2,116.09	2,270.00	153.91
SUTA	0.00	65.69	211.00	145.31
Group Insurance	45.24	211.84	305.00	93.16
Workmens Comp	19.50	94.18	113.00	18.82
401k	196.44	839.01	891.00	51.99
Supplies	5,092.51	5,092.51	5,147.39	54.88
Communications	49.20	(252.97)	1,000.00	1,252.97
Reproduction	1,411.01	3,592.90	4,083.13	490.23
Subscriptions & Memberships	0.00	1,106.48	1,313.52	207.04
Non-Capitalized Equipment	6,810.96	6,810.96	6,810.96	0.00
Indirect Cost	4,148.18	17,766.20	17,990.00	223.80
Space Cost	144.00	576.00	576.00	0.00
Total Expenditures	<u>24,910.42</u>	<u>65,856.88</u>	<u>70,363.00</u>	<u>4,506.12</u>
Net Revenue over (under) Expenditures	<u><u>(24,910.42)</u></u>	<u><u>(63,721.88)</u></u>	<u><u>(70,363.00)</u></u>	<u><u>6,641.12</u></u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1006 - Tribal Reserve Operating Funds  
159 - FDPIR Pallet Fund  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Program Income	0.00	370.00	0.00	370.00
Total Operating Revenue	<u>0.00</u>	<u>370.00</u>	<u>0.00</u>	<u>370.00</u>
Total Operating Revenue	<u><u>0.00</u></u>	<u><u>370.00</u></u>	<u><u>0.00</u></u>	<u><u>370.00</u></u>
Expenditures				
Supplies	143.99	219.39	700.00	480.61
Total Expenditures	<u>143.99</u>	<u>219.39</u>	<u>700.00</u>	<u>480.61</u>
Net Revenue over (under) Expenditures	<u><u>(143.99)</u></u>	<u><u>150.61</u></u>	<u><u>(700.00)</u></u>	<u><u>850.61</u></u>



**Pawnee Nation**  
Statement of Revenues and Expenditures  
1006 - Tribal Reserve Operating Funds  
506 - Liquor Control  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
License and Fees	5,245.53	5,245.53	0.00	5,245.53
Program Income	1,177.81	1,177.81	0.00	1,177.81
Total Operating Revenue	<u>6,423.34</u>	<u>6,423.34</u>	<u>0.00</u>	<u>6,423.34</u>
Total Operating Revenue	<u>6,423.34</u>	<u>6,423.34</u>	<u>0.00</u>	<u>6,423.34</u>
Expenditures				
Stipends	2,400.00	5,600.00	2,100.00	(3,500.00)
Supplies	69.43	69.43	100.00	30.57
Subscriptions & Memberships	0.00	0.00	600.00	600.00
Total Expenditures	<u>2,469.43</u>	<u>5,669.43</u>	<u>2,800.00</u>	<u>(2,869.43)</u>
Net Revenue over (under) Expenditures	<u>3,953.91</u>	<u>753.91</u>	<u>(2,800.00)</u>	<u>3,553.91</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1006 - Tribal Reserve Operating Funds  
804 - Scholarships  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Program Income	50.00	50.00	0.00	50.00
Total Operating Revenue	<u>50.00</u>	<u>50.00</u>	<u>0.00</u>	<u>50.00</u>
Total Operating Revenue	<u><u>50.00</u></u>	<u><u>50.00</u></u>	<u><u>0.00</u></u>	<u><u>50.00</u></u>
Expenditures				
Assistance	0.00	32,545.41	40,000.00	7,454.59
Total Expenditures	<u>0.00</u>	<u>32,545.41</u>	<u>40,000.00</u>	<u>7,454.59</u>
Net Revenue over (under) Expenditures	<u><u>50.00</u></u>	<u><u>(32,495.41)</u></u>	<u><u>(40,000.00)</u></u>	<u><u>7,504.59</u></u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1006 - Tribal Reserve Operating Funds  
850 - Pawnee Nation Princess  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Program Income	0.00	2,947.75	0.00	2,947.75
Total Operating Revenue	<u>0.00</u>	<u>2,947.75</u>	<u>0.00</u>	<u>2,947.75</u>
Total Operating Revenue	<u><u>0.00</u></u>	<u><u>2,947.75</u></u>	<u><u>0.00</u></u>	<u><u>2,947.75</u></u>
Expenditures				
Stipends	50.00	250.00	500.00	250.00
Supplies	487.34	1,906.04	2,658.75	752.71
Travel	0.00	0.00	789.00	789.00
Total Expenditures	<u>537.34</u>	<u>2,156.04</u>	<u>3,947.75</u>	<u>1,791.71</u>
Net Revenue over (under) Expenditures	<u><u>(537.34)</u></u>	<u><u>791.71</u></u>	<u><u>(3,947.75)</u></u>	<u><u>4,739.46</u></u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1007 - Indirect Cost  
100 - Executive offices  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Salary	38,046.72	150,748.26	171,523.00	20,774.74
FICA	2,833.64	11,281.02	13,126.00	1,844.98
SUTA	76.83	545.53	827.00	281.47
Group Insurance	383.65	1,135.67	1,885.00	749.33
Workmens Comp	114.12	513.41	653.00	139.59
401k	423.61	2,626.71	5,148.00	2,521.29
Health Insurance-MEMO	1,675.10	6,002.38	15,117.00	9,114.62
Supplies	2,160.00	2,510.00	8,400.00	5,890.00
Rental/Leasing	560.06	1,340.66	0.00	(1,340.66)
Communications	1,884.31	10,025.03	12,000.00	1,974.97
Maintenance Agreement	0.00	2,777.85	3,300.00	522.15
Travel	0.00	0.00	1,000.00	1,000.00
Training	0.00	0.00	600.00	600.00
Postage	0.00	0.00	1,500.00	1,500.00
Subscriptions & Memberships	495.00	495.00	500.00	5.00
Space Cost	1,134.00	4,544.00	4,544.00	0.00
Total Expenditures	49,787.04	194,545.52	240,123.00	45,577.48
Net Revenue over (under) Expenditures	(49,787.04)	(194,545.52)	(240,123.00)	45,577.48

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1007 - Indirect Cost  
109 - Pawnee Business Council  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Stipends	33,397.92	138,629.22	144,725.00	6,095.78
FICA	0.00	120.81	0.00	(120.81)
SUTA	0.00	407.98	848.00	440.02
Workmens Comp	167.10	751.65	550.00	(201.65)
Total Expenditures	<u>33,565.02</u>	<u>139,909.66</u>	<u>146,123.00</u>	<u>6,213.34</u>
Net Revenue over (under) Expenditures	<u>(33,565.02)</u>	<u>(139,909.66)</u>	<u>(146,123.00)</u>	<u>6,213.34</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1007 - Indirect Cost  
121 - Human Resources  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Salary	21,899.10	84,040.15	95,077.00	11,036.85
FICA	1,588.10	6,064.62	7,274.00	1,209.38
SUTA	0.00	192.66	424.00	231.34
Group Insurance	193.31	643.02	914.00	270.98
Workmens Comp	65.69	283.00	362.00	79.00
401k	660.58	2,529.86	2,853.00	323.14
Health Insurance-MEMO	1,628.55	5,428.48	7,752.00	2,323.52
Supplies	730.45	1,250.41	4,110.00	2,859.59
Communications	120.00	471.18	796.00	324.82
Subscriptions & Memberships	0.00	0.00	1,800.00	1,800.00
Space Cost	318.00	1,276.00	1,276.00	0.00
Total Expenditures	<u>27,203.78</u>	<u>102,179.38</u>	<u>122,638.00</u>	<u>20,458.62</u>
Net Revenue over (under) Expenditures	<u>(27,203.78)</u>	<u>(102,179.38)</u>	<u>(122,638.00)</u>	<u>20,458.62</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1007 - Indirect Cost  
122 - Finance  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Salary	70,603.40	288,391.08	295,880.00	7,488.92
FICA	5,182.26	21,046.68	22,638.00	1,591.32
SUTA	18.50	680.50	1,272.00	591.50
Group Insurance	500.62	2,043.91	2,713.00	669.09
Workmens Comp	211.47	972.66	1,125.00	152.34
401k	1,839.02	7,953.00	8,879.00	926.00
Health Insurance-MEMO	2,791.80	10,857.00	23,256.00	12,399.00
Supplies	1,408.17	3,454.99	10,000.00	6,545.01
Rental/Leasing	1,043.25	4,018.34	3,600.00	(418.34)
Professional Services	6,655.98	64,866.49	77,000.00	12,133.51
Communications	120.00	313.33	800.00	486.67
Maintenance Agreement	1,778.33	11,773.44	10,800.00	(973.44)
Travel	791.40	1,439.40	0.00	(1,439.40)
Training	0.00	600.00	0.00	(600.00)
Postage	3,000.00	7,271.61	7,500.00	228.39
Bank Service Charges	4,072.62	17,324.16	22,000.00	4,675.84
Space Cost	1,416.00	5,672.00	5,672.00	0.00
Total Expenditures	<u>101,432.82</u>	<u>448,678.59</u>	<u>493,135.00</u>	<u>44,456.41</u>
Net Revenue over (under) Expenditures	<u>(101,432.82)</u>	<u>(448,678.59)</u>	<u>(493,135.00)</u>	<u>44,456.41</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1007 - Indirect Cost  
123 - Purchasing  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Salary	15,308.66	59,950.75	65,271.00	5,320.25
FICA	1,110.71	4,375.70	4,994.00	618.30
SUTA	0.00	242.44	424.00	181.56
Group Insurance	207.42	681.50	914.00	232.50
Workmens Comp	45.94	201.76	249.00	47.24
401k	462.84	1,726.30	1,959.00	232.70
Health Insurance-MEMO	1,861.20	5,893.80	7,752.00	1,858.20
Supplies	792.82	3,752.52	5,500.00	1,747.48
Communications	120.00	348.62	1,380.00	1,031.38
Maintenance Agreement	283.21	655.48	0.00	(655.48)
Space Cost	666.00	2,665.00	2,665.00	0.00
Total Expenditures	<u>20,858.80</u>	<u>80,493.87</u>	<u>91,108.00</u>	<u>10,614.13</u>
Net Revenue over (under) Expenditures	<u>(20,858.80)</u>	<u>(80,493.87)</u>	<u>(91,108.00)</u>	<u>10,614.13</u>



**Pawnee Nation**  
Statement of Revenues and Expenditures  
1007 - Indirect Cost  
128 - InformationTech  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Salary	36,353.08	147,417.64	142,896.00	(4,521.64)
FICA	2,523.32	10,307.07	10,933.00	625.93
SUTA	0.00	323.66	636.00	312.34
Group Insurance	259.78	1,020.40	1,341.00	320.60
Workmens Comp	683.46	3,123.78	3,416.00	292.22
401k	1,101.15	4,452.84	4,288.00	(164.84)
Health Insurance-MEMO	930.60	2,791.80	11,628.00	8,836.20
Capital Outlay	12,657.41	12,657.41	60,000.00	47,342.59
Supplies	1,560.86	9,865.82	20,400.00	10,534.18
Professional Services	0.00	0.00	10,000.00	10,000.00
Communications	5,857.29	20,341.72	47,400.00	27,058.28
Maintenance Agreement	1,810.50	13,912.14	69,875.00	55,962.86
Travel	280.55	280.55	0.00	(280.55)
Training	0.00	1,295.00	0.00	(1,295.00)
Subscriptions & Memberships	139.00	139.00	2,000.00	1,861.00
Space Cost	1,563.00	6,256.00	6,256.00	0.00
Total Expenditures	<u>65,720.00</u>	<u>234,184.83</u>	<u>391,069.00</u>	<u>156,884.17</u>
Net Revenue over (under) Expenditures	<u>(65,720.00)</u>	<u>(234,184.83)</u>	<u>(391,069.00)</u>	<u>156,884.17</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1007 - Indirect Cost  
131 - Planning Dept.  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Salary	28,617.96	97,914.31	125,518.00	27,603.69
FICA	2,130.78	7,317.50	9,603.00	2,285.50
SUTA	0.00	176.86	530.00	353.14
Group Insurance	237.33	763.00	1,209.00	446.00
Workmens Comp	85.91	326.92	477.00	150.08
401k	864.00	2,950.51	3,767.00	816.49
Health Insurance-MEMO	1,395.86	3,474.15	9,690.00	6,215.85
Supplies	1,151.86	1,187.29	2,505.00	1,317.71
Professional Services	0.00	0.00	1,300.00	1,300.00
Communications	180.00	804.63	1,473.00	668.37
Travel	0.00	(11.00)	250.00	261.00
Subscriptions & Memberships	495.00	495.00	495.00	0.00
Space Cost	456.75	1,827.00	1,827.00	0.00
Total Expenditures	<u>35,615.45</u>	<u>117,226.17</u>	<u>158,644.00</u>	<u>41,417.83</u>
Net Revenue over (under) Expenditures	<u>(35,615.45)</u>	<u>(117,226.17)</u>	<u>(158,644.00)</u>	<u>41,417.83</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1007 - Indirect Cost  
132 - Division of Property Management  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Salary	31,318.04	125,251.18	131,313.00	6,061.82
FICA	2,325.64	9,427.81	10,050.00	622.19
SUTA	45.08	481.23	1,166.00	684.77
Group Insurance	242.46	1,030.76	1,601.00	570.24
Workmens Comp	1,137.40	5,199.31	4,668.00	(531.31)
401k	714.04	3,212.98	3,944.00	731.02
Health Insurance-MEMO	1,551.00	6,359.12	13,566.00	7,206.88
Communications	150.00	427.50	0.00	(427.50)
Total Expenditures	<u>37,483.66</u>	<u>151,389.89</u>	<u>166,308.00</u>	<u>14,918.11</u>
Net Revenue over (under) Expenditures	<u>(37,483.66)</u>	<u>(151,389.89)</u>	<u>(166,308.00)</u>	<u>14,918.11</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1007 - Indirect Cost  
135 - Administrative Affairs  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Salary	2,984.45	49,002.05	66,560.00	17,557.95
FICA	224.86	3,593.78	5,092.00	1,498.22
SUTA	0.00	103.49	212.00	108.51
Group Insurance	18.50	332.41	598.00	265.59
Workmens Comp	22.69	185.02	253.00	67.98
401k	89.95	89.95	1,997.00	1,907.05
Health Insurance-MEMO	0.00	2,171.40	3,876.00	1,704.60
Supplies	0.00	551.02	6,000.00	5,448.98
Communications	13.00	433.68	1,160.00	726.32
Space Cost	177.00	715.00	715.00	0.00
Total Expenditures	<u>3,530.45</u>	<u>57,177.80</u>	<u>86,463.00</u>	<u>29,285.20</u>
Net Revenue over (under) Expenditures	<u>(3,530.45)</u>	<u>(57,177.80)</u>	<u>(86,463.00)</u>	<u>29,285.20</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1008 - Pawnee Tribal Court  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
<b>Operating Revenue</b>				
License and Fees	0.00	495.00	0.00	495.00
Program Income	745.00	2,822.50	0.00	2,822.50
Fines & Assessments Income	0.00	2,000.00	0.00	2,000.00
Miscellaneous Income	0.00	81.40	0.00	81.40
<b>Total Operating Revenue</b>	<u>745.00</u>	<u>5,398.90</u>	<u>0.00</u>	<u>5,398.90</u>
<b>Total Operating Revenue</b>	<u>745.00</u>	<u>5,398.90</u>	<u>0.00</u>	<u>5,398.90</u>
<b>Expenditures</b>				
Salary	2,522.85	6,036.78	8,272.00	2,235.22
FICA	193.00	460.67	633.00	172.33
SUTA	17.66	42.15	100.00	57.85
Group Insurance	0.00	0.00	91.00	91.00
Workmens Comp	7.57	19.35	32.00	12.65
401k	0.00	0.00	249.00	249.00
Supplies	19.99	360.68	0.00	(360.68)
Professional Services	9,242.00	25,442.00	35,000.00	9,558.00
Communications	0.00	23.10	1,000.00	976.90
Travel	1,107.42	1,107.42	0.00	(1,107.42)
Training	(630.00)	630.00	0.00	(630.00)
Indirect Cost	1,610.08	3,852.67	5,019.00	1,166.33
Space Cost	4,932.00	19,733.00	19,733.00	0.00
<b>Total Expenditures</b>	<u>19,022.57</u>	<u>57,707.82</u>	<u>70,129.00</u>	<u>12,421.18</u>
<b>Net Revenue over (under) Expenditures</b>	<u>(18,277.57)</u>	<u>(52,308.92)</u>	<u>(70,129.00)</u>	<u>17,820.08</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1009 - Tribal Tax Office  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
<b>Operating Revenue</b>				
License and Fees	15,120.00	37,937.00	0.00	37,937.00
Program Income	94,256.71	284,063.95	0.00	284,063.95
Tribal Taxes	0.00	14,288.47	0.00	14,288.47
Tobacco Compact	72,173.88	147,569.25	0.00	147,569.25
Pendleton Revenue	1,593.45	4,129.75	0.00	4,129.75
Interest Income	0.00	25.62	0.00	25.62
Miscellaneous Income	0.00	25.00	0.00	25.00
<b>Total Operating Revenue</b>	<u>183,144.04</u>	<u>488,039.04</u>	<u>0.00</u>	<u>488,039.04</u>
<b>Total Operating Revenue</b>	<u>183,144.04</u>	<u>488,039.04</u>	<u>0.00</u>	<u>488,039.04</u>
<b>Expenditures</b>				
Salary	11,587.08	44,088.51	67,642.00	23,553.49
Stipends	400.00	1,800.00	1,750.00	(50.00)
FICA	863.17	3,301.82	5,176.00	1,874.18
SUTA	12.58	141.05	424.00	282.95
Group Insurance	87.96	365.65	914.00	548.35
Workmens Comp	34.77	148.16	258.00	109.84
401k	296.46	1,205.08	2,031.00	825.92
Health Insurance-MEMO	0.00	0.00	3,876.00	3,876.00
Supplies	3,572.01	12,058.42	11,000.00	(1,058.42)
Rental/Leasing	0.00	2,329.43	4,036.00	1,706.57
Communications	90.00	362.29	1,020.00	657.71
Reproduction	0.00	0.00	500.00	500.00
Advertising	173.00	173.00	0.00	(173.00)
Bank Service Charges	0.00	78.29	0.00	(78.29)
Subscriptions & Memberships	0.00	0.00	250.00	250.00
Refund	0.00	35.00	0.00	(35.00)
Indirect Cost	7,394.87	28,137.28	41,039.00	12,901.72
Space Cost	441.00	1,768.00	1,768.00	0.00
<b>Total Expenditures</b>	<u>24,952.90</u>	<u>95,991.98</u>	<u>141,684.00</u>	<u>45,692.02</u>
<b>Net Revenue over (under) Expenditures</b>	<u>158,191.14</u>	<u>392,047.06</u>	<u>(141,684.00)</u>	<u>533,731.06</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1010 - Pawnee Gaming Commission  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
<b>Operating Revenue</b>				
License and Fees	27,595.00	73,155.00	0.00	73,155.00
Program Income	30.00	190.15	0.00	190.15
Fines & Assessments Income	117,208.84	381,259.95	0.00	381,259.95
<b>Total Operating Revenue</b>	<u>144,833.84</u>	<u>454,605.10</u>	<u>0.00</u>	<u>454,605.10</u>
<b>Total Operating Revenue</b>	<u>144,833.84</u>	<u>454,605.10</u>	<u>0.00</u>	<u>454,605.10</u>
<b>Expenditures</b>				
Salary	42,103.58	168,681.24	234,250.00	65,568.76
Stipends	2,100.00	5,800.00	3,000.00	(2,800.00)
FICA	3,067.13	12,319.54	17,924.00	5,604.46
SUTA	0.00	445.60	1,272.00	826.40
Group Insurance	446.34	1,709.87	2,713.00	1,003.13
Workmens Comp	126.29	569.19	891.00	321.81
401k	821.04	3,275.92	7,030.00	3,754.08
Health Insurance-MEMO	1,861.20	6,204.00	23,256.00	17,052.00
Supplies	5,382.85	20,100.13	10,000.00	(10,100.13)
Rental/Leasing	64.00	64.00	0.00	(64.00)
Legal Expense	975.00	2,205.00	5,000.00	2,795.00
Communications	1,155.05	4,789.29	8,000.00	3,210.71
Travel	1,213.94	3,747.07	0.00	(3,747.07)
Training	5,245.30	5,245.30	0.00	(5,245.30)
License,Fees,Permits	1,535.80	3,045.20	16,500.00	13,454.80
Postage	50.00	66.22	0.00	(66.22)
Subscriptions & Memberships	0.00	0.00	2,000.00	2,000.00
Non-Capitalized Equipment	0.00	0.00	10,000.00	10,000.00
Indirect Cost	26,870.50	107,652.36	142,120.00	34,467.64
Space Cost	5,406.00	21,632.00	21,632.00	0.00
<b>Total Expenditures</b>	<u>98,424.02</u>	<u>367,551.93</u>	<u>505,588.00</u>	<u>138,036.07</u>
<b>Net Revenue over (under) Expenditures</b>	<u>46,409.82</u>	<u>87,053.17</u>	<u>(505,588.00)</u>	<u>592,641.17</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1012 - Tribal Employment Rights-TERO  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
<b>Operating Revenue</b>				
Program Income	0.00	150.00	0.00	150.00
TERO Income	24,141.94	67,373.54	0.00	67,373.54
Miscellaneous Income	0.00	100.00	0.00	100.00
Total Operating Revenue	<u>24,141.94</u>	<u>67,623.54</u>	<u>0.00</u>	<u>67,623.54</u>
<b>Total Operating Revenue</b>	<u><u>24,141.94</u></u>	<u><u>67,623.54</u></u>	<u><u>0.00</u></u>	<u><u>67,623.54</u></u>
<b>Expenditures</b>				
Salary	3,328.67	34,880.33	24,513.00	(10,367.33)
Stipends	187.00	3,691.73	1,500.00	(2,191.73)
FICA	131.30	2,227.84	1,961.00	(266.84)
SUTA	12.02	275.52	119.00	(156.52)
Group Insurance	0.00	0.00	336.00	336.00
Workmens Comp	32.74	1,426.42	557.00	(869.42)
401k	0.00	0.00	769.00	769.00
Supplies	2,236.31	7,214.38	4,302.00	(2,912.38)
Professional Services	0.00	0.00	100.00	100.00
Assistance	0.00	0.00	300.00	300.00
Repair & Maintenance	0.00	386.74	800.00	413.26
Insurance	0.00	1,555.00	0.00	(1,555.00)
Travel	143.60	786.76	2,761.00	1,974.24
Training	340.00	2,473.00	1,546.00	(927.00)
Fuel	198.10	967.68	506.00	(461.68)
Indirect Cost	10,296.09	25,708.63	15,548.00	(10,160.63)
Space Cost	942.00	3,140.00	7,371.00	4,231.00
Total Expenditures	<u>17,847.83</u>	<u>84,734.03</u>	<u>62,989.00</u>	<u>(21,745.03)</u>
<b>Net Revenue over (under) Expenditures</b>	<u><u>6,294.11</u></u>	<u><u>(17,110.49)</u></u>	<u><u>(62,989.00)</u></u>	<u><u>45,878.51</u></u>



**Pawnee Nation**  
Statement of Revenues and Expenditures  
1014 - Motor Fuels  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Assistance	8,466.41	57,507.75	60,000.00	2,492.25
Total Expenditures	<u>8,466.41</u>	<u>57,507.75</u>	<u>60,000.00</u>	<u>2,492.25</u>
Net Revenue over (under) Expenditures	<u>(8,466.41)</u>	<u>(57,507.75)</u>	<u>(60,000.00)</u>	<u>2,492.25</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1015 - Pawnee Nation College-Tribal  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Salary	16,425.60	68,166.24	71,178.00	3,011.76
FICA	1,230.73	5,116.14	5,446.00	329.86
SUTA	0.00	101.66	212.00	110.34
Group Insurance	182.46	685.37	598.00	(87.37)
Workmens Comp	49.26	230.49	271.00	40.51
401k	492.78	2,045.04	2,136.00	90.96
Health Insurance-MEMO	930.60	3,102.00	3,876.00	774.00
Indirect Cost	10,482.81	43,503.66	43,184.00	(319.66)
Space Cost	2,500.00	10,000.00	10,000.00	0.00
Total Expenditures	<u>32,294.24</u>	<u>132,950.60</u>	<u>136,901.00</u>	<u>3,950.40</u>
Net Revenue over (under) Expenditures	<u>(32,294.24)</u>	<u>(132,950.60)</u>	<u>(136,901.00)</u>	<u>3,950.40</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1017 - Hukasa Child Care  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Grant/Contract Revenue	2,925.94	18,425.97	0.00	18,425.97
Program Income	27,404.06	83,212.67	0.00	83,212.67
Total Operating Revenue	<u>30,330.00</u>	<u>101,638.64</u>	<u>0.00</u>	<u>101,638.64</u>
Total Operating Revenue	<u><u>30,330.00</u></u>	<u><u>101,638.64</u></u>	<u><u>0.00</u></u>	<u><u>101,638.64</u></u>
Expenditures				
Salary	687.50	15,766.68	14,868.00	(898.68)
FICA	52.59	1,103.98	1,138.00	34.02
SUTA	4.82	92.06	85.00	(7.06)
Group Insurance	0.00	188.60	204.00	15.40
Workmens Comp	30.31	183.98	88.00	(95.98)
401k	0.00	410.18	447.00	36.82
Health Insurance-MEMO	0.00	1,395.89	1,551.00	155.11
Supplies	0.00	0.00	19,500.00	19,500.00
Professional Services	0.00	0.00	700.00	700.00
Heating	122.52	271.11	0.00	(271.11)
Communications	0.00	0.00	1,000.00	1,000.00
Maintenance Agreement	0.00	0.00	3,500.00	3,500.00
Insurance	422.60	422.60	0.00	(422.60)
Postage	0.00	0.00	365.00	365.00
Reproduction	0.00	0.00	6,000.00	6,000.00
Subscriptions & Memberships	0.00	0.00	200.00	200.00
Space Cost	1,983.00	7,937.00	7,937.00	0.00
Total Expenditures	<u>3,303.34</u>	<u>27,772.08</u>	<u>57,583.00</u>	<u>29,810.92</u>
Net Revenue over (under) Expenditures	<u><u>27,026.66</u></u>	<u><u>73,866.56</u></u>	<u><u>(57,583.00)</u></u>	<u><u>131,449.56</u></u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1020 - Tribal Fire and Rescue  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Program Income	0.00	60.00	0.00	60.00
Total Operating Revenue	<u>0.00</u>	<u>60.00</u>	<u>0.00</u>	<u>60.00</u>
Total Operating Revenue	<u>0.00</u>	<u>60.00</u>	<u>0.00</u>	<u>60.00</u>
Expenditures				
Salary	8,249.67	28,294.62	37,024.00	8,729.38
Stipends	7,800.00	7,800.00	12,000.00	4,200.00
FICA	631.10	2,138.90	2,833.00	694.10
SUTA	57.75	193.32	212.00	18.68
Group Insurance	119.46	283.46	417.00	133.54
Workmens Comp	339.89	1,298.35	1,933.00	634.65
401k	251.09	692.06	1,111.00	418.94
Health Insurance-MEMO	0.00	0.00	3,876.00	3,876.00
Supplies	5,497.95	8,927.05	10,000.00	1,072.95
Professional Services	200.00	200.00	0.00	(200.00)
Communications	120.00	337.54	2,108.00	1,770.46
Repair & Maintenance	0.00	1,864.54	4,000.00	2,135.46
Insurance	0.00	4,037.00	8,000.00	3,963.00
Travel	0.00	2,150.08	0.00	(2,150.08)
Training	0.00	150.00	0.00	(150.00)
Subscriptions & Memberships	0.00	0.00	1,635.00	1,635.00
Fuel	528.62	1,563.84	1,000.00	(563.84)
Indirect Cost	5,264.94	18,057.63	22,463.00	4,405.37
Space Cost	2,325.00	9,299.00	9,299.00	0.00
Total Expenditures	<u>31,385.47</u>	<u>87,287.39</u>	<u>117,911.00</u>	<u>30,623.61</u>
Net Revenue over (under) Expenditures	<u>(31,385.47)</u>	<u>(87,227.39)</u>	<u>(117,911.00)</u>	<u>30,683.61</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1022 - Burial Assistance  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Assistance	15,500.00	60,070.03	62,500.00	2,429.97
Total Expenditures	<u>15,500.00</u>	<u>60,070.03</u>	<u>62,500.00</u>	<u>2,429.97</u>
Net Revenue over (under) Expenditures	<u>(15,500.00)</u>	<u>(60,070.03)</u>	<u>(62,500.00)</u>	<u>2,429.97</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1031 - Natural Resources and Safety  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
<b>Expenditures</b>				
Salary	10,790.45	46,614.45	34,944.00	(11,670.45)
FICA	794.59	3,437.48	2,675.00	(762.48)
SUTA	0.19	94.34	85.00	(9.34)
Group Insurance	76.37	338.76	330.00	(8.76)
Workmens Comp	101.03	470.54	1,712.00	1,241.46
401k	328.15	1,411.21	1,050.00	(361.21)
Health Insurance-MEMO	679.31	2,373.01	2,481.00	107.99
Capital Outlay	0.00	(15,428.42)	0.00	15,428.42
Supplies	202.36	1,218.34	0.00	(1,218.34)
Communications	149.40	431.00	0.00	(431.00)
Repair & Maintenance	14,894.41	14,894.41	15,428.42	534.01
Insurance	0.00	1,723.00	0.00	(1,723.00)
Travel	0.00	162.40	0.00	(162.40)
Training	0.00	90.00	0.00	(90.00)
Indirect Cost	6,886.46	29,749.34	21,201.00	(8,548.34)
<b>Total Expenditures</b>	<u>34,902.72</u>	<u>87,579.86</u>	<u>79,906.42</u>	<u>(7,673.44)</u>
<b>Net Revenue over (under) Expenditures</b>	<u>(34,902.72)</u>	<u>(87,579.86)</u>	<u>(79,906.42)</u>	<u>(7,673.44)</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1035 - FDPIR Match  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Miscellaneous Income	0.00	3,817.00	0.00	3,817.00
Total Operating Revenue	<u>0.00</u>	<u>3,817.00</u>	<u>0.00</u>	<u>3,817.00</u>
Total Operating Revenue	<u>0.00</u>	<u>3,817.00</u>	<u>0.00</u>	<u>3,817.00</u>
Expenditures				
Salary	7,420.80	30,223.92	32,566.00	2,342.08
FICA	554.97	2,261.93	2,493.00	231.07
SUTA	0.00	115.55	213.23	97.68
Group Insurance	87.96	329.42	423.51	94.09
Workmens Comp	22.26	102.05	124.00	21.95
401k	222.60	906.62	979.00	72.38
Supplies	2,780.00	2,780.00	4,853.49	2,073.49
Depreciation	0.00	11,650.50	0.00	(11,650.50)
Indirect Cost	4,735.95	19,288.91	20,519.00	1,230.09
Matching Expense	0.00	0.00	15,534.00	15,534.00
Total Expenditures	<u>15,824.54</u>	<u>67,658.90</u>	<u>77,705.23</u>	<u>10,046.33</u>
Net Revenue over (under) Expenditures	<u>(15,824.54)</u>	<u>(63,841.90)</u>	<u>(77,705.23)</u>	<u>13,863.33</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1042 - THPO 106 Income  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Program Income	2,699.42	19,311.92	0.00	19,311.92
Total Operating Revenue	<u>2,699.42</u>	<u>19,311.92</u>	<u>0.00</u>	<u>19,311.92</u>
Total Operating Revenue	<u>2,699.42</u>	<u>19,311.92</u>	<u>0.00</u>	<u>19,311.92</u>
Net Revenue over (under) Expenditures	<u>2,699.42</u>	<u>19,311.92</u>	<u>0.00</u>	<u>19,311.92</u>



**Pawnee Nation**  
Statement of Revenues and Expenditures  
1050 - Title VI A-Tribal  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Salary	1,528.05	5,724.82	11,495.00	5,770.18
FICA	115.89	432.75	880.00	447.25
SUTA	0.00	16.90	64.00	47.10
Group Insurance	10.36	51.51	153.00	101.49
Workmens Comp	39.40	165.81	317.00	151.19
401k	0.00	0.00	345.00	345.00
Supplies	15,275.89	27,143.96	0.00	(27,143.96)
Rental/Leasing	124.54	1,095.94	4,600.00	3,504.06
Communications	0.00	0.00	458.00	458.00
Travel	0.00	0.00	400.00	400.00
Training	0.00	0.00	400.00	400.00
Indirect Cost	975.21	3,653.59	6,975.00	3,321.41
Space Cost	3,108.00	12,439.00	12,439.00	0.00
Total Expenditures	<u>21,177.34</u>	<u>50,724.28</u>	<u>38,526.00</u>	<u>(12,198.28)</u>
Net Revenue over (under) Expenditures	<u>(21,177.34)</u>	<u>(50,724.28)</u>	<u>(38,526.00)</u>	<u>(12,198.28)</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1052 - Pawnee Nation Attorney General  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Salary	20,292.03	65,640.51	62,808.00	(2,832.51)
FICA	1,526.51	4,778.36	4,806.00	27.64
SUTA	0.00	104.52	212.00	107.48
Group Insurance	87.96	546.44	598.00	51.56
Workmens Comp	60.88	219.59	239.00	19.41
401k	608.76	1,969.22	1,885.00	(84.22)
Health Insurance-MEMO	930.60	3,102.00	3,876.00	774.00
Travel	(25.86)	(1,845.78)	0.00	1,845.78
Postage	0.00	0.00	500.00	500.00
Subscriptions & Memberships	0.00	320.00	400.00	80.00
Indirect Cost	12,950.36	41,891.76	40,085.00	(1,806.76)
Space Cost	186.00	748.00	748.00	0.00
Total Expenditures	<u>36,617.24</u>	<u>117,474.62</u>	<u>116,157.00</u>	<u>(1,317.62)</u>
Net Revenue over (under) Expenditures	<u>(36,617.24)</u>	<u>(117,474.62)</u>	<u>(116,157.00)</u>	<u>(1,317.62)</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1053 - Health & Comm Serv Division  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Salary	12,242.08	40,273.33	45,016.00	4,742.67
FICA	915.92	3,028.82	3,445.00	416.18
SUTA	44.99	194.95	533.00	338.05
Group Insurance	189.20	389.92	557.00	167.08
Workmens Comp	183.29	549.39	172.00	(377.39)
401k	356.83	912.12	1,352.00	439.88
Health Insurance-MEMO	904.10	1,446.94	4,845.00	3,398.06
Supplies	1,577.43	4,275.11	9,932.00	5,656.89
Rental/Leasing	0.00	0.00	5,000.00	5,000.00
Communications	0.00	0.00	1,238.00	1,238.00
Maintenance Agreement	0.00	0.00	500.00	500.00
Insurance	0.00	1,272.00	1,251.00	(21.00)
Travel	0.00	0.00	1,000.00	1,000.00
Training	0.00	0.00	1,000.00	1,000.00
Advertising	0.00	0.00	1,000.00	1,000.00
Indirect Cost	7,812.89	28,164.28	28,729.00	564.72
Space Cost	782.25	3,129.00	3,129.00	0.00
Total Expenditures	<u>25,008.98</u>	<u>83,635.86</u>	<u>108,699.00</u>	<u>25,063.14</u>
Net Revenue over (under) Expenditures	<u>(25,008.98)</u>	<u>(83,635.86)</u>	<u>(108,699.00)</u>	<u>25,063.14</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1054 - Housekeeping-Tribal Supplement  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Supplies	4,326.45	8,280.97	18,000.00	9,719.03
Communications	350.89	1,862.51	5,040.00	3,177.49
Total Expenditures	<u>4,677.34</u>	<u>10,143.48</u>	<u>23,040.00</u>	<u>12,896.52</u>
Net Revenue over (under) Expenditures	<u>(4,677.34)</u>	<u>(10,143.48)</u>	<u>(23,040.00)</u>	<u>12,896.52</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1065 - Transportation and Safety-Tribal  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
License and Fees	200.00	200.00	0.00	200.00
Total Operating Revenue	<u>200.00</u>	<u>200.00</u>	<u>0.00</u>	<u>200.00</u>
Total Operating Revenue	<u><u>200.00</u></u>	<u><u>200.00</u></u>	<u><u>0.00</u></u>	<u><u>200.00</u></u>
Expenditures				
Salary	0.00	0.00	(2,592.00)	(2,592.00)
FICA	0.00	0.00	(198.00)	(198.00)
SUTA	0.00	0.00	(7.00)	(7.00)
Group Insurance	0.00	0.00	(25.00)	(25.00)
Workmens Comp	0.00	0.00	(136.00)	(136.00)
401k	0.00	0.00	(78.00)	(78.00)
Supplies	1,423.80	1,423.80	(7,683.00)	(9,106.80)
Indirect Cost	0.00	0.00	(1,573.00)	(1,573.00)
Total Expenditures	<u>1,423.80</u>	<u>1,423.80</u>	<u>(12,292.00)</u>	<u>(13,715.80)</u>
Net Revenue over (under) Expenditures	<u><u>(1,223.80)</u></u>	<u><u>(1,223.80)</u></u>	<u><u>12,292.00</u></u>	<u><u>(13,515.80)</u></u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1070 - SAP-Fitness Center  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Program Income	376.00	1,522.00	0.00	1,522.00
Total Operating Revenue	<u>376.00</u>	<u>1,522.00</u>	<u>0.00</u>	<u>1,522.00</u>
Total Operating Revenue	<u><u>376.00</u></u>	<u><u>1,522.00</u></u>	<u><u>0.00</u></u>	<u><u>1,522.00</u></u>
Expenditures				
Supplies	0.00	0.00	3,000.00	3,000.00
Electricity	1,316.37	4,854.19	4,148.00	(706.19)
Heating	152.23	1,076.89	0.00	(1,076.89)
Repair & Maintenance	0.00	0.00	2,500.00	2,500.00
Total Expenditures	<u>1,468.60</u>	<u>5,931.08</u>	<u>9,648.00</u>	<u>3,716.92</u>
Net Revenue over (under) Expenditures	<u><u>(1,092.60)</u></u>	<u><u>(4,409.08)</u></u>	<u><u>(9,648.00)</u></u>	<u><u>5,238.92</u></u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1071 - Title VI-Meal Donations  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Program Income	200.00	300.00	0.00	300.00
Miscellaneous Income	0.00	1,000.00	0.00	1,000.00
Total Operating Revenue	<u>200.00</u>	<u>1,300.00</u>	<u>0.00</u>	<u>1,300.00</u>
Total Operating Revenue	<u>200.00</u>	<u>1,300.00</u>	<u>0.00</u>	<u>1,300.00</u>
Expenditures				
Supplies	0.00	1,516.86	2,286.00	769.14
Total Expenditures	<u>0.00</u>	<u>1,516.86</u>	<u>2,286.00</u>	<u>769.14</u>
Net Revenue over (under) Expenditures	<u>200.00</u>	<u>(216.86)</u>	<u>(2,286.00)</u>	<u>2,069.14</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
1072 - Cultural Resources Division  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Program Income	0.00	23,000.00	0.00	23,000.00
Total Operating Revenue	<u>0.00</u>	<u>23,000.00</u>	<u>0.00</u>	<u>23,000.00</u>
Total Operating Revenue	<u>0.00</u>	<u>23,000.00</u>	<u>0.00</u>	<u>23,000.00</u>
Expenditures				
Salary	10,766.41	30,066.02	93,455.00	63,388.98
FICA	785.18	2,222.69	7,151.00	4,928.31
SUTA	41.88	145.48	530.00	384.52
Group Insurance	43.98	205.90	1,314.00	1,108.10
Workmens Comp	32.26	102.94	356.00	253.06
401k	133.56	584.87	2,806.00	2,221.13
Health Insurance-MEMO	465.30	1,438.99	5,814.00	4,375.01
Supplies	0.00	0.66	4,000.00	3,999.34
Professional Services	12,000.00	15,000.00	67,000.00	52,000.00
Heating	122.52	122.52	0.00	(122.52)
Communications	0.00	0.00	810.00	810.00
Insurance	0.00	1,006.00	0.00	(1,006.00)
Travel	0.00	342.40	0.00	(342.40)
Community Events	0.00	0.00	6,000.00	6,000.00
Subscriptions & Memberships	0.00	0.00	800.00	800.00
Fuel	0.00	88.68	1,000.00	911.32
Repatriation	0.00	0.00	11,860.00	11,860.00
Indirect Cost	6,871.13	18,728.64	56,700.00	37,971.36
Space Cost	1,198.00	1,198.00	7,190.00	5,992.00
Total Expenditures	<u>32,460.22</u>	<u>71,253.79</u>	<u>266,786.00</u>	<u>195,532.21</u>
Net Revenue over (under) Expenditures	<u>(32,460.22)</u>	<u>(48,253.79)</u>	<u>(266,786.00)</u>	<u>218,532.21</u>



**Pawnee Nation**  
Statement of Revenues and Expenditures  
1080 - Sports Commission  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Stipends	0.00	0.00	2,000.00	2,000.00
Supplies	0.00	0.00	2,000.00	2,000.00
Subscriptions & Memberships	0.00	205.00	500.00	295.00
Total Expenditures	<u>0.00</u>	<u>205.00</u>	<u>4,500.00</u>	<u>4,295.00</u>
Net Revenue over (under) Expenditures	<u>0.00</u>	<u>(205.00)</u>	<u>(4,500.00)</u>	<u>4,295.00</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
2063 - ICDBG-16 CC NFT  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
<b>Operating Revenue</b>				
Grant/Contract Revenue	218,682.38	1,008,631.71	0.00	1,008,631.71
Total Operating Revenue	<u>218,682.38</u>	<u>1,008,631.71</u>	<u>0.00</u>	<u>1,008,631.71</u>
<b>Total Operating Revenue</b>	<u><u>218,682.38</u></u>	<u><u>1,008,631.71</u></u>	<u><u>0.00</u></u>	<u><u>1,008,631.71</u></u>
<b>Expenditures</b>				
Salary	2,364.05	39,496.59	35,041.88	(4,454.71)
FICA	163.44	2,762.27	2,443.00	(319.27)
SUTA	0.00	142.57	491.00	348.43
Group Insurance	29.84	484.89	487.00	2.11
Workmens Comp	7.08	167.89	217.00	49.11
401k	70.91	1,161.90	1,019.00	(142.90)
Health Insurance-MEMO	232.67	3,548.11	3,924.00	375.89
Capital Outlay	64,038.67	783,441.88	897,346.00	113,904.12
Supplies	0.00	1,129.72	5,535.00	4,405.28
Electricity	0.00	0.00	600.00	600.00
Water	0.00	0.00	600.00	600.00
Travel	0.00	207.98	1,000.00	792.02
Training	0.00	0.00	1,650.00	1,650.00
Advertising	0.00	1,107.91	3,500.00	2,392.09
Non-Capitalized Equipment	0.00	5,801.96	4,000.00	(1,801.96)
Indirect Cost	0.00	15,901.12	15,901.12	0.00
Space Cost	0.00	1,662.00	1,662.00	0.00
Total Expenditures	<u>66,906.66</u>	<u>857,016.79</u>	<u>975,417.00</u>	<u>118,400.21</u>
<b>Net Revenue over (under) Expenditures</b>	<u><u>151,775.72</u></u>	<u><u>151,614.92</u></u>	<u><u>(975,417.00)</u></u>	<u><u>1,127,031.92</u></u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
2064 - ICDBG-18 Green House  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
<b>Operating Revenue</b>				
Grant/Contract Revenue	2,917.81	5,065.49	0.00	5,065.49
Total Operating Revenue	<u>2,917.81</u>	<u>5,065.49</u>	<u>0.00</u>	<u>5,065.49</u>
<b>Total Operating Revenue</b>	<u><u>2,917.81</u></u>	<u><u>5,065.49</u></u>	<u><u>0.00</u></u>	<u><u>5,065.49</u></u>
<b>Expenditures</b>				
Salary	2,364.05	3,545.92	40,222.00	36,676.08
FICA	163.44	247.17	3,078.00	2,830.83
SUTA	0.00	0.00	212.00	212.00
Group Insurance	29.84	41.10	443.00	401.90
Workmens Comp	7.08	10.61	0.00	(10.61)
401k	70.91	106.37	1,208.00	1,101.63
Health Insurance-MEMO	232.67	310.23	4,104.00	3,793.77
Capital Outlay	0.00	0.00	706,036.00	706,036.00
Supplies	0.00	0.00	6,000.00	6,000.00
Legal Expense	0.00	0.00	2,000.00	2,000.00
Travel	0.00	0.00	2,000.00	2,000.00
Training	0.00	0.00	1,800.00	1,800.00
Advertising	0.00	0.00	2,494.00	2,494.00
Non-Capitalized Equipment	0.00	0.00	3,000.00	3,000.00
Indirect Cost	1,508.73	2,263.00	24,403.00	22,140.00
Space Cost	0.00	0.00	3,000.00	3,000.00
Total Expenditures	<u>4,376.72</u>	<u>6,524.40</u>	<u>800,000.00</u>	<u>793,475.60</u>
<b>Net Revenue over (under) Expenditures</b>	<u><u>(1,458.91)</u></u>	<u><u>(1,458.91)</u></u>	<u><u>(800,000.00)</u></u>	<u><u>798,541.09</u></u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
2156 - Title VI A Nutrition '17  
From 10/1/2019 Through 12/31/2019

	<u>Current Period Actual</u>	<u>Current Year Actual</u>	<u>Total Budget - Original</u>	<u>Total Budget Variance - Original</u>
Operating Revenue				
Grant/Contract Revenue	37,585.86	94,413.23	0.00	94,413.23
Total Operating Revenue	<u>37,585.86</u>	<u>94,413.23</u>	<u>0.00</u>	<u>94,413.23</u>
Total Operating Revenue	<u><u>37,585.86</u></u>	<u><u>94,413.23</u></u>	<u><u>0.00</u></u>	<u><u>94,413.23</u></u>
Expenditures				
Salary	13,546.87	41,204.12	54,135.00	12,930.88
FICA	1,019.12	3,097.33	4,143.00	1,045.67
SUTA	22.03	177.23	488.00	310.77
Group Insurance	185.03	519.80	987.00	467.20
Workmens Comp	349.53	1,150.60	1,489.00	338.40
401k	268.88	838.27	1,625.00	786.73
Supplies	153.11	2,977.50	3,694.00	716.50
Rental/Leasing	469.94	2,672.46	1,600.00	(1,072.46)
Professional Services	150.00	450.00	1,200.00	750.00
Insurance	0.00	649.00	0.00	(649.00)
Travel	0.00	0.00	400.00	400.00
Training	0.00	0.00	400.00	400.00
Indirect Cost	8,645.62	26,689.19	32,844.00	6,154.81
Space Cost	606.00	1,818.00	2,425.00	607.00
Total Expenditures	<u>25,416.13</u>	<u>82,243.50</u>	<u>105,430.00</u>	<u>23,186.50</u>
Net Revenue over (under) Expenditures	<u><u>12,169.73</u></u>	<u><u>12,169.73</u></u>	<u><u>(105,430.00)</u></u>	<u><u>117,599.73</u></u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
2157 - Title VI C Caregiver '17  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year Actual	Total Budget - Original	Total Budget Variance - Original
<b>Operating Revenue</b>				
Grant/Contract Revenue	18,024.84	43,668.18	0.00	43,668.18
Total Operating Revenue	<u>18,024.84</u>	<u>43,668.18</u>	<u>0.00</u>	<u>43,668.18</u>
<b>Total Operating Revenue</b>	<u><u>18,024.84</u></u>	<u><u>43,668.18</u></u>	<u><u>0.00</u></u>	<u><u>43,668.18</u></u>
<b>Expenditures</b>				
Salary	5,249.58	15,450.29	15,326.00	(124.29)
FICA	398.89	1,171.26	1,173.00	1.74
SUTA	4.95	44.54	85.00	40.46
Group Insurance	49.67	149.00	204.00	55.00
Workmens Comp	135.48	430.94	422.00	(8.94)
401k	35.26	109.87	460.00	350.13
Supplies	0.00	4,842.59	2,761.00	(2,081.59)
Rental/Leasing	272.48	643.78	0.00	(643.78)
Travel	0.00	308.43	400.00	91.57
Training	0.00	0.00	400.00	400.00
Advertising	0.00	0.00	50.00	50.00
Indirect Cost	3,350.28	10,005.23	9,299.00	(706.23)
Space Cost	993.00	2,977.00	3,970.00	993.00
Total Expenditures	<u>10,489.59</u>	<u>36,132.93</u>	<u>34,550.00</u>	<u>(1,582.93)</u>
<b>Net Revenue over (under) Expenditures</b>	<u><u>7,535.25</u></u>	<u><u>7,535.25</u></u>	<u><u>(34,550.00)</u></u>	<u><u>42,085.25</u></u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
2158 - Title VI NSIP '17  
From 10/1/2019 Through 12/31/2019

	<u>Current Period Actual</u>	<u>Current Year Actual</u>	<u>Total Budget - Original</u>	<u>Total Budget Variance - Original</u>
Operating Revenue				
Grant/Contract Revenue	79.88	10,639.54	0.00	10,639.54
Total Operating Revenue	<u>79.88</u>	<u>10,639.54</u>	<u>0.00</u>	<u>10,639.54</u>
Total Operating Revenue	<u>79.88</u>	<u>10,639.54</u>	<u>0.00</u>	<u>10,639.54</u>
Expenditures				
Supplies	39.94	10,599.60	12,131.00	1,531.40
Total Expenditures	<u>39.94</u>	<u>10,599.60</u>	<u>12,131.00</u>	<u>1,531.40</u>
Net Revenue over (under) Expenditures	<u>39.94</u>	<u>39.94</u>	<u>(12,131.00)</u>	<u>12,170.94</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
2193 - FVPS '19  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Grant/Contract Revenue	6,009.83	6,009.83	0.00	6,009.83
Total Operating Revenue	<u>6,009.83</u>	<u>6,009.83</u>	<u>0.00</u>	<u>6,009.83</u>
Total Operating Revenue	<u><u>6,009.83</u></u>	<u><u>6,009.83</u></u>	<u><u>0.00</u></u>	<u><u>6,009.83</u></u>
Expenditures				
Salary	2,640.00	2,640.00	11,108.00	8,468.00
FICA	193.76	193.76	850.00	656.24
SUTA	0.00	0.00	32.00	32.00
Group Insurance	17.58	17.58	120.00	102.42
Workmens Comp	7.91	7.91	43.00	35.09
401k	79.20	79.20	334.00	254.80
Health Insurance-MEMO	186.12	186.12	776.00	589.88
Supplies	151.93	151.93	11,369.00	11,217.07
Rental/Leasing	0.00	0.00	1,200.00	1,200.00
Legal Expense	0.00	0.00	1,500.00	1,500.00
Assistance	0.00	0.00	6,759.00	6,759.00
Travel	0.00	0.00	2,500.00	2,500.00
Training	0.00	0.00	1,500.00	1,500.00
Advertising	0.00	0.00	700.00	700.00
Community Events	0.00	0.00	300.00	300.00
Indirect Cost	1,684.86	1,684.86	6,739.00	5,054.14
Total Expenditures	<u>4,961.36</u>	<u>4,961.36</u>	<u>45,830.00</u>	<u>40,868.64</u>
Net Revenue over (under) Expenditures	<u><u>1,048.47</u></u>	<u><u>1,048.47</u></u>	<u><u>(45,830.00)</u></u>	<u><u>46,878.47</u></u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
2194 - OKDHS PSSF 19-20  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Grant/Contract Revenue	7,201.18	7,735.18	0.00	7,735.18
Total Operating Revenue	<u>7,201.18</u>	<u>7,735.18</u>	<u>0.00</u>	<u>7,735.18</u>
Total Operating Revenue	<u>7,201.18</u>	<u>7,735.18</u>	<u>0.00</u>	<u>7,735.18</u>
Expenditures				
Supplies	220.03	220.03	5,000.00	4,779.97
Assistance	3,544.79	3,544.79	9,124.00	5,579.21
Travel	0.00	0.00	3,060.00	3,060.00
Training	0.00	0.00	2,000.00	2,000.00
Admin Cost	534.00	1,068.00	2,131.00	1,063.00
Total Expenditures	<u>4,298.82</u>	<u>4,832.82</u>	<u>21,315.00</u>	<u>16,482.18</u>
Net Revenue over (under) Expenditures	<u>2,902.36</u>	<u>2,902.36</u>	<u>(21,315.00)</u>	<u>24,217.36</u>



**Pawnee Nation**  
Statement of Revenues and Expenditures  
2222 - CWS '19 Title IV B Subpart 1  
From 10/1/2019 Through 12/31/2019

	<u>Current Period Actual</u>	<u>Current Year To Date Actual</u>	<u>Total Budget - Original</u>	<u>Total Budget Variance - Original</u>
Expenditures				
Assistance	1,691.00	4,141.00	8,699.00	4,558.00
Total Expenditures	<u>1,691.00</u>	<u>4,141.00</u>	<u>8,699.00</u>	<u>4,558.00</u>
Net Revenue over (under) Expenditures	<u>(1,691.00)</u>	<u>(4,141.00)</u>	<u>(8,699.00)</u>	<u>4,558.00</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
2223 - PSSF '19 Title IV B Subpart 2  
From 10/1/2019 Through 12/31/2019

	<u>Current Period Actual</u>	<u>Current Year To Date Actual</u>	<u>Total Budget - Original</u>	<u>Total Budget Variance - Original</u>
Expenditures				
Salary	464.17	541.53	1,954.00	1,412.47
FICA	34.31	40.03	150.00	109.97
SUTA	0.00	0.00	11.00	11.00
Group Insurance	5.42	5.42	7.00	1.58
Workmens Comp	12.00	14.00	56.00	42.00
401k	14.04	16.38	59.00	42.62
Health Insurance-MEMO	46.53	46.53	212.00	165.47
Supplies	0.00	0.00	250.00	250.00
Assistance	2,312.05	2,312.05	6,633.00	4,320.95
Communications	4.50	5.25	0.00	(5.25)
Travel	0.00	0.00	576.00	576.00
Space Cost	717.00	956.00	2,864.00	1,908.00
Admin Cost	349.00	349.00	1,366.00	1,017.00
Total Expenditures	<u>3,959.02</u>	<u>4,286.19</u>	<u>14,138.00</u>	<u>9,851.81</u>
Net Revenue over (under) Expenditures	<u>(3,959.02)</u>	<u>(4,286.19)</u>	<u>(14,138.00)</u>	<u>9,851.81</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
3403 - Pawnee Seed Preservation  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Grant/Contract Revenue	0.00	15,000.00	0.00	15,000.00
Program Income	72,390.00	74,560.35	0.00	74,560.35
Total Operating Revenue	<u>72,390.00</u>	<u>89,560.35</u>	<u>0.00</u>	<u>89,560.35</u>
Total Operating Revenue	<u>72,390.00</u>	<u>89,560.35</u>	<u>0.00</u>	<u>89,560.35</u>
Expenditures				
Stipends	0.00	777.57	0.00	(777.57)
Supplies	1,544.25	1,619.25	6,513.37	4,894.12
Professional Services	8,076.90	8,702.50	11,000.00	2,297.50
Travel	1,225.86	2,375.03	5,500.00	3,124.97
Postage	0.00	129.65	1,000.00	870.35
Advertising	0.00	0.00	1,000.00	1,000.00
Fuel	0.00	0.00	1,500.00	1,500.00
Total Expenditures	<u>10,847.01</u>	<u>13,604.00</u>	<u>26,513.37</u>	<u>12,909.37</u>
Net Revenue over (under) Expenditures	<u>61,542.99</u>	<u>75,956.35</u>	<u>(26,513.37)</u>	<u>102,469.72</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
3406 - Shakopee Grant  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Total Operating Revenue	0.00	0.00	0.00	0.00
Expenditures				
Salary	1,870.00	1,870.00	49,400.00	47,530.00
Stipends	0.00	0.00	2,100.00	2,100.00
FICA	67.32	67.32	3,780.00	3,712.68
SUTA	6.16	6.16	272.00	265.84
Group Insurance	0.00	0.00	645.00	645.00
Workmens Comp	5.59	5.59	188.00	182.41
401k	0.00	0.00	1,485.00	1,485.00
Health Insurance-MEMO	0.00	0.00	5,130.00	5,130.00
Supplies	0.00	0.00	5,000.00	5,000.00
Rental/Leasing	0.00	0.00	1,000.00	1,000.00
Travel	0.00	0.00	6,000.00	6,000.00
Training	0.00	0.00	3,000.00	3,000.00
Auto Expense	0.00	0.00	5,500.00	5,500.00
Reproduction	0.00	0.00	500.00	500.00
Advertising	0.00	0.00	1,000.00	1,000.00
Community Events	0.00	0.00	12,000.00	12,000.00
Non-Capitalized Equipment	0.00	0.00	3,000.00	3,000.00
Total Expenditures	<u>1,949.07</u>	<u>1,949.07</u>	<u>100,000.00</u>	<u>98,050.93</u>
Net Revenue over (under) Expenditures	<u>(1,949.07)</u>	<u>(1,949.07)</u>	<u>(100,000.00)</u>	<u>98,050.93</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
4077 - 477 Education and Training  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Grant/Contract Revenue	511,644.11	1,181,295.76	0.00	1,181,295.76
Total Operating Revenue	<u>511,644.11</u>	<u>1,181,295.76</u>	<u>0.00</u>	<u>1,181,295.76</u>
Total Operating Revenue	<u><u>511,644.11</u></u>	<u><u>1,181,295.76</u></u>	<u><u>0.00</u></u>	<u><u>1,181,295.76</u></u>
Expenditures				
Salary	85,153.36	340,545.03	350,045.00	9,499.97
Stipends	3,759.23	28,776.91	34,500.00	5,723.09
FICA	6,245.18	24,987.86	26,793.00	1,805.14
SUTA	272.39	1,704.96	2,968.00	1,263.04
Group Insurance	1,259.12	4,718.72	6,266.00	1,547.28
Workmens Comp	636.58	2,906.52	2,253.00	(653.52)
401k	2,376.05	9,580.01	10,518.00	937.99
Health Insurance-MEMO	4,653.00	18,456.91	31,008.00	12,551.09
Capital Outlay	0.00	0.00	106,606.00	106,606.00
Supplies	25,018.01	63,566.64	153,365.00	89,798.36
Rental/Leasing	575.22	1,521.89	2,900.00	1,378.11
Professional Services	958.71	5,664.48	8,846.00	3,181.52
Assistance	5,168.08	113,918.20	120,800.00	6,881.80
Electricity	1,316.39	4,854.25	0.00	(4,854.25)
Heating	152.24	928.34	0.00	(928.34)
Communications	1,056.88	3,694.60	3,500.00	(194.60)
Travel	368.04	8,537.34	10,143.00	1,605.66
Training	776.00	4,014.00	4,000.00	(14.00)
Community Events	0.00	1,488.52	1,500.00	11.48
Indirect Cost	54,344.86	217,335.81	223,399.00	6,063.19
Space Cost	2,196.00	8,786.00	8,786.00	0.00
Total Expenditures	<u>196,285.34</u>	<u>865,986.99</u>	<u>1,108,196.00</u>	<u>242,209.01</u>
Net Revenue over (under) Expenditures	<u><u>315,358.77</u></u>	<u><u>315,308.77</u></u>	<u><u>(1,108,196.00)</u></u>	<u><u>1,423,504.77</u></u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
4109 - Substance Abuse '16  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Grant/Contract Revenue	0.00	16,996.30	0.00	16,996.30
Total Operating Revenue	<u>0.00</u>	<u>16,996.30</u>	<u>0.00</u>	<u>16,996.30</u>
<b>Total Operating Revenue</b>	<u><u>0.00</u></u>	<u><u>16,996.30</u></u>	<u><u>0.00</u></u>	<u><u>16,996.30</u></u>
Expenditures				
Salary	0.00	0.00	1,771.00	1,771.00
FICA	0.00	0.00	137.00	137.00
SUTA	0.00	0.00	496.00	496.00
Workmens Comp	0.00	0.00	58.00	58.00
401k	0.00	0.00	54.00	54.00
Supplies	0.00	8,290.55	(2,793.00)	(11,083.55)
Communications	0.00	408.47	165.00	(243.47)
Travel	0.00	2,172.28	(1,000.00)	(3,172.28)
Auto Expense	0.00	0.00	(2,000.00)	(2,000.00)
License,Fees,Permits	0.00	125.00	0.00	(125.00)
Community Events	0.00	5,000.00	(1,000.00)	(6,000.00)
Donations	0.00	1,000.00	0.00	(1,000.00)
Subscriptions & Memberships	0.00	0.00	(55.00)	(55.00)
Indirect Cost	0.00	0.00	4,167.00	4,167.00
Total Expenditures	<u>0.00</u>	<u>16,996.30</u>	<u>0.00</u>	<u>(16,996.30)</u>
<b>Net Revenue over (under) Expenditures</b>	<u><u>0.00</u></u>	<u><u>0.00</u></u>	<u><u>0.00</u></u>	<u><u>0.00</u></u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
4111 - MSPI Gen-I  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Grant/Contract Revenue	68,113.07	276,369.03	0.00	276,369.03
Total Operating Revenue	<u>68,113.07</u>	<u>276,369.03</u>	<u>0.00</u>	<u>276,369.03</u>
Total Operating Revenue	<u><u>68,113.07</u></u>	<u><u>276,369.03</u></u>	<u><u>0.00</u></u>	<u><u>276,369.03</u></u>
Expenditures				
Salary	19,138.12	98,911.44	83,566.00	(15,345.44)
FICA	1,411.91	7,378.94	6,347.00	(1,031.94)
SUTA	0.00	357.02	487.00	129.98
Group Insurance	204.40	1,086.47	1,175.00	88.53
Workmens Comp	450.90	2,696.20	2,543.00	(153.20)
401k	574.44	2,968.16	2,492.00	(476.16)
Health Insurance-MEMO	1,116.72	5,129.73	8,528.00	3,398.27
Supplies	18,251.23	43,042.47	47,381.00	4,338.53
Rental/Leasing	0.00	0.00	2,500.00	2,500.00
Professional Services	0.00	15,225.00	15,500.00	275.00
Communications	9.00	3,807.29	6,000.00	2,192.71
Insurance	0.00	708.00	708.00	0.00
Travel	835.76	10,698.01	10,000.00	(698.01)
Training	0.00	851.10	6,020.00	5,168.90
Auto Expense	735.80	5,116.72	6,000.00	883.28
License,Fees,Permits	0.00	0.00	500.00	500.00
Reproduction	0.00	0.00	1,000.00	1,000.00
Advertising	540.00	3,381.00	7,500.00	4,119.00
Community Events	0.00	6,983.00	11,771.00	4,788.00
Donations	0.00	6,500.00	15,729.00	9,229.00
Indirect Cost	12,213.95	65,814.28	52,649.00	(13,165.28)
Space Cost	2,412.00	12,277.50	11,604.00	(673.50)
Total Expenditures	<u>57,894.23</u>	<u>292,932.33</u>	<u>300,000.00</u>	<u>7,067.67</u>
Net Revenue over (under) Expenditures	<u><u>10,218.84</u></u>	<u><u>(16,563.30)</u></u>	<u><u>(300,000.00)</u></u>	<u><u>283,436.70</u></u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
4114 - Health Ed  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Grant/Contract Revenue	3,869.43	19,151.23	0.00	19,151.23
Total Operating Revenue	<u>3,869.43</u>	<u>19,151.23</u>	<u>0.00</u>	<u>19,151.23</u>
Total Operating Revenue	<u><u>3,869.43</u></u>	<u><u>19,151.23</u></u>	<u><u>0.00</u></u>	<u><u>19,151.23</u></u>
Expenditures				
Salary	2,847.74	10,219.01	12,120.00	1,900.99
FICA	207.98	747.90	929.00	181.10
SUTA	0.00	34.50	53.00	18.50
Group Insurance	31.68	115.04	184.00	68.96
Workmens Comp	92.84	373.36	47.00	(326.36)
401k	85.43	306.55	365.00	58.45
Health Insurance-MEMO	335.02	986.44	1,396.00	409.56
Supplies	49.32	317.70	1,754.00	1,436.30
Advertising	0.00	189.00	450.00	261.00
Indirect Cost	1,817.42	6,521.73	7,735.00	1,213.27
Space Cost	312.00	1,250.00	1,250.00	0.00
Total Expenditures	<u>5,779.43</u>	<u>21,061.23</u>	<u>26,283.00</u>	<u>5,221.77</u>
Net Revenue over (under) Expenditures	<u><u>(1,910.00)</u></u>	<u><u>(1,910.00)</u></u>	<u><u>(26,283.00)</u></u>	<u><u>24,373.00</u></u>



**Pawnee Nation**  
Statement of Revenues and Expenditures  
4115 - Community Health Rep  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Grant/Contract Revenue	30,068.52	171,649.81	0.00	171,649.81
Total Operating Revenue	<u>30,068.52</u>	<u>171,649.81</u>	<u>0.00</u>	<u>171,649.81</u>
Total Operating Revenue	<u>30,068.52</u>	<u>171,649.81</u>	<u>0.00</u>	<u>171,649.81</u>
Expenditures				
Salary	19,262.67	86,146.33	91,397.00	5,250.67
FICA	1,408.30	6,331.10	6,997.00	665.90
SUTA	39.98	452.74	976.00	523.26
Group Insurance	292.55	1,133.72	1,669.00	535.28
Workmens Comp	590.57	2,963.30	1,765.00	(1,198.30)
401k	581.48	2,349.20	2,747.00	397.80
Health Insurance-MEMO	1,526.18	5,217.56	9,846.00	4,628.44
Supplies	459.53	1,019.78	2,090.00	1,070.22
Rental/Leasing	2,692.76	13,855.60	12,899.00	(956.60)
Communications	120.00	853.82	1,000.00	146.18
Travel	834.00	834.00	3,000.00	2,166.00
Training	0.00	1,200.00	3,000.00	1,800.00
Advertising	0.00	0.00	400.00	400.00
Indirect Cost	12,293.43	54,978.59	58,330.00	3,351.41
Space Cost	1,449.00	5,796.00	5,796.00	0.00
Total Expenditures	<u>41,550.45</u>	<u>183,131.74</u>	<u>201,912.00</u>	<u>18,780.26</u>
Net Revenue over (under) Expenditures	<u>(11,481.93)</u>	<u>(11,481.93)</u>	<u>(201,912.00)</u>	<u>190,430.07</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
4116 - Housekeeping G/M  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Grant/Contract Revenue	46,902.26	290,215.61	0.00	290,215.61
Total Operating Revenue	<u>46,902.26</u>	<u>290,215.61</u>	<u>0.00</u>	<u>290,215.61</u>
Total Operating Revenue	<u>46,902.26</u>	<u>290,215.61</u>	<u>0.00</u>	<u>290,215.61</u>
Expenditures				
Salary	36,905.22	158,307.38	169,193.00	10,885.62
FICA	2,720.17	11,620.48	12,945.00	1,324.52
SUTA	47.51	689.55	1,272.00	582.45
Group Insurance	469.12	1,990.36	2,622.00	631.64
Workmens Comp	1,601.68	7,779.52	9,357.00	1,577.48
401k	837.97	3,689.34	5,078.00	1,388.66
Health Insurance-MEMO	3,102.00	11,787.60	23,256.00	11,468.40
Supplies	162.07	12,787.68	9,738.00	(3,049.68)
Communications	90.00	58.34	0.00	(58.34)
Repair & Maintenance	0.00	3,059.97	0.00	(3,059.97)
Indirect Cost	23,552.92	101,031.79	102,650.00	1,618.21
Total Expenditures	<u>69,488.66</u>	<u>312,802.01</u>	<u>336,111.00</u>	<u>23,308.99</u>
Net Revenue over (under) Expenditures	<u>(22,586.40)</u>	<u>(22,586.40)</u>	<u>(336,111.00)</u>	<u>313,524.60</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
4117 - Substance Abuse Program  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Grant/Contract Revenue	30,749.11	167,194.20	0.00	167,194.20
Total Operating Revenue	<u>30,749.11</u>	<u>167,194.20</u>	<u>0.00</u>	<u>167,194.20</u>
Total Operating Revenue	<u><u>30,749.11</u></u>	<u><u>167,194.20</u></u>	<u><u>0.00</u></u>	<u><u>167,194.20</u></u>
Expenditures				
Salary	22,476.83	92,452.91	96,429.00	3,976.09
FICA	1,665.99	6,842.31	7,378.00	535.69
SUTA	31.51	332.79	594.00	261.21
Group Insurance	177.24	856.60	1,230.00	373.40
Workmens Comp	403.70	1,867.04	2,796.00	928.96
401k	541.69	2,594.03	2,894.00	299.97
Health Insurance-MEMO	837.54	2,791.82	7,365.00	4,573.18
Supplies	1,647.32	3,779.18	6,945.00	3,165.82
Communications	81.00	202.50	0.00	(202.50)
Travel	770.96	770.96	2,000.00	1,229.04
Training	0.00	1,270.00	2,000.00	730.00
Auto Expense	0.00	0.00	3,502.00	3,502.00
License,Fees,Permits	0.00	0.00	200.00	200.00
Advertising	0.00	0.00	750.00	750.00
Community Events	894.33	894.33	2,432.00	1,537.67
Indirect Cost	14,344.72	59,003.45	58,504.00	(499.45)
Space Cost	2,220.00	8,880.00	8,880.00	0.00
Total Expenditures	<u>46,092.83</u>	<u>182,537.92</u>	<u>203,899.00</u>	<u>21,361.08</u>
Net Revenue over (under) Expenditures	<u><u>(15,343.72)</u></u>	<u><u>(15,343.72)</u></u>	<u><u>(203,899.00)</u></u>	<u><u>188,555.28</u></u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
4118 - SAP Inpatient  
From 10/1/2019 Through 12/31/2019

	<u>Current Period Actual</u>	<u>Current Year To Date Actual</u>	<u>Total Budget - Original</u>	<u>Total Budget Variance - Original</u>
Operating Revenue				
Grant/Contract Revenue	0.00	4,350.00	0.00	4,350.00
Total Operating Revenue	<u>0.00</u>	<u>4,350.00</u>	<u>0.00</u>	<u>4,350.00</u>
Total Operating Revenue	<u>0.00</u>	<u>4,350.00</u>	<u>0.00</u>	<u>4,350.00</u>
Expenditures				
Supplies	0.00	0.00	2,965.00	2,965.00
Professional Services	0.00	4,350.00	101,700.00	97,350.00
Admin Cost	0.00	0.00	11,630.00	11,630.00
Total Expenditures	<u>0.00</u>	<u>4,350.00</u>	<u>116,295.00</u>	<u>111,945.00</u>
Net Revenue over (under) Expenditures	<u>0.00</u>	<u>0.00</u>	<u>(116,295.00)</u>	<u>116,295.00</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
4134 - Special Diabetes '16-'20  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Grant/Contract Revenue	41,083.21	171,268.35	0.00	171,268.35
Total Operating Revenue	<u>41,083.21</u>	<u>171,268.35</u>	<u>0.00</u>	<u>171,268.35</u>
Total Operating Revenue	<u>41,083.21</u>	<u>171,268.35</u>	<u>0.00</u>	<u>171,268.35</u>
Expenditures				
Salary	16,258.93	63,045.49	66,827.00	3,781.51
FICA	1,235.79	4,802.00	5,114.00	312.00
SUTA	0.00	229.97	717.00	487.03
Group Insurance	215.78	796.19	977.00	180.81
Workmens Comp	48.79	205.01	254.00	48.99
401k	487.74	1,905.47	2,008.00	102.53
Health Insurance-MEMO	88.54	88.54	388.00	299.46
Supplies	5,073.55	36,513.37	50,294.00	13,780.63
Professional Services	2,556.25	10,643.75	5,500.00	(5,143.75)
Communications	0.00	414.91	415.00	0.09
Travel	0.00	4,088.63	4,464.00	375.37
Training	0.00	1,040.00	1,040.00	0.00
Advertising	0.00	150.00	324.00	174.00
Indirect Cost	10,376.44	40,235.62	42,649.00	2,413.38
Space Cost	787.00	3,155.00	3,155.00	0.00
Total Expenditures	<u>37,128.81</u>	<u>167,313.95</u>	<u>184,126.00</u>	<u>16,812.05</u>
Net Revenue over (under) Expenditures	<u>3,954.40</u>	<u>3,954.40</u>	<u>(184,126.00)</u>	<u>188,080.40</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
4140 - Domestic Violence Prevention  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Grant/Contract Revenue	56,411.28	204,736.09	0.00	204,736.09
Total Operating Revenue	<u>56,411.28</u>	<u>204,736.09</u>	<u>0.00</u>	<u>204,736.09</u>
Total Operating Revenue	<u><u>56,411.28</u></u>	<u><u>204,736.09</u></u>	<u><u>0.00</u></u>	<u><u>204,736.09</u></u>
Expenditures				
Salary	11,561.08	60,180.36	50,997.00	(9,183.36)
FICA	748.31	3,945.59	3,907.00	(38.59)
SUTA	0.00	183.31	328.00	144.69
Group Insurance	118.75	639.56	746.00	106.44
Workmens Comp	253.08	1,523.52	1,329.00	(194.52)
401k	347.12	1,790.53	1,534.00	(256.53)
Health Insurance-MEMO	1,163.26	5,329.36	4,845.00	(484.36)
Supplies	15,544.43	37,346.36	36,001.00	(1,345.36)
Rental/Leasing	468.58	1,943.36	5,000.00	3,056.64
Professional Services	770.00	1,284.00	9,453.00	8,169.00
Assistance	0.00	127.85	14,000.00	13,872.15
Communications	9.00	492.49	906.00	413.51
Insurance	0.00	661.00	661.00	0.00
Travel	0.00	8,746.16	11,354.00	2,607.84
Training	0.00	1,050.00	3,300.00	2,250.00
Advertising	854.00	4,844.00	5,500.00	656.00
Indirect Cost	7,378.28	39,891.78	32,132.00	(7,759.78)
Space Cost	4,845.00	22,852.00	18,007.00	(4,845.00)
Total Expenditures	<u>44,060.89</u>	<u>192,831.23</u>	<u>200,000.00</u>	<u>7,168.77</u>
Net Revenue over (under) Expenditures	<u><u>12,350.39</u></u>	<u><u>11,904.86</u></u>	<u><u>(200,000.00)</u></u>	<u><u>211,904.86</u></u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
4150 - HRSA Opioid Prevention  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Grant/Contract Revenue	2,644.85	180,819.97	0.00	180,819.97
Total Operating Revenue	<u>2,644.85</u>	<u>180,819.97</u>	<u>0.00</u>	<u>180,819.97</u>
Total Operating Revenue	<u><u>2,644.85</u></u>	<u><u>180,819.97</u></u>	<u><u>0.00</u></u>	<u><u>180,819.97</u></u>
Expenditures				
Salary	0.00	38,636.16	41,443.00	2,806.84
Stipends	0.00	0.00	2,000.00	2,000.00
FICA	0.00	2,873.25	3,175.00	301.75
SUTA	0.00	185.74	346.00	160.26
Group Insurance	0.00	400.37	622.00	221.63
Workmens Comp	0.00	346.48	400.00	53.52
401k	0.00	1,079.28	1,247.00	167.72
Health Insurance-MEMO	0.00	3,225.78	5,233.00	2,007.22
Supplies	0.00	11,893.12	21,541.00	9,647.88
Professional Services	0.00	83,450.00	83,000.00	(450.00)
Communications	0.00	27.00	0.00	(27.00)
Travel	49.98	7,248.70	9,283.00	2,034.30
Training	0.00	350.00	0.00	(350.00)
Advertising	0.00	688.50	1,000.00	311.50
Community Events	0.00	895.22	2,000.00	1,104.78
Indirect Cost	0.00	24,441.50	26,226.00	1,784.50
Space Cost	0.00	2,484.00	2,484.00	0.00
Total Expenditures	<u>49.98</u>	<u>178,225.10</u>	<u>200,000.00</u>	<u>21,774.90</u>
Net Revenue over (under) Expenditures	<u><u>2,594.87</u></u>	<u><u>2,594.87</u></u>	<u><u>(200,000.00)</u></u>	<u><u>202,594.87</u></u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
4151 - SAMHSA Opioid Response  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Grant/Contract Revenue	31,499.63	102,043.26	0.00	102,043.26
Total Operating Revenue	<u>31,499.63</u>	<u>102,043.26</u>	<u>0.00</u>	<u>102,043.26</u>
Total Operating Revenue	<u><u>31,499.63</u></u>	<u><u>102,043.26</u></u>	<u><u>0.00</u></u>	<u><u>102,043.26</u></u>
Expenditures				
Salary	4,397.30	25,926.06	24,644.00	(1,282.06)
Stipends	0.00	0.00	1,000.00	1,000.00
FICA	323.66	1,898.51	1,886.00	(12.51)
SUTA	0.00	126.70	212.00	85.30
Group Insurance	34.58	183.42	417.00	233.58
Workmens Comp	13.19	181.69	806.00	624.31
401k	84.04	533.97	741.00	207.03
Health Insurance-MEMO	310.20	1,861.20	3,876.00	2,014.80
Supplies	10,349.00	29,004.16	26,078.00	(2,926.16)
Rental/Leasing	0.00	0.00	800.00	800.00
Professional Services	0.00	0.00	3,000.00	3,000.00
Travel	650.58	9,153.81	12,000.00	2,846.19
Training	0.00	1,722.50	4,000.00	2,277.50
Advertising	0.00	1,389.00	3,800.00	2,411.00
Community Events	100.00	1,085.51	8,000.00	6,914.49
Indirect Cost	2,806.36	16,546.01	15,728.00	(818.01)
Space Cost	0.00	0.00	1,562.00	1,562.00
Total Expenditures	<u>19,068.91</u>	<u>89,612.54</u>	<u>108,550.00</u>	<u>18,937.46</u>
Net Revenue over (under) Expenditures	<u><u>12,430.72</u></u>	<u><u>12,430.72</u></u>	<u><u>(108,550.00)</u></u>	<u><u>120,980.72</u></u>



**Pawnee Nation**  
Statement of Revenues and Expenditures  
4189 - THPO '19  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Expenditures				
Salary	4,696.39	4,696.39	22,319.00	17,622.61
FICA	345.35	345.35	1,708.00	1,362.65
SUTA	0.00	0.00	126.00	126.00
Group Insurance	43.98	43.98	130.00	86.02
Workmens Comp	14.10	14.10	85.00	70.90
401k	140.88	140.88	670.00	529.12
Health Insurance-MEMO	465.30	465.30	1,191.00	725.70
Capital Outlay	3,615.12	3,615.12	5,000.00	1,384.88
Supplies	674.91	674.91	1,500.00	825.09
Professional Services	0.00	0.00	500.00	500.00
Repair & Maintenance	0.00	0.00	880.00	880.00
Travel	537.60	537.60	5,800.00	5,262.40
Training	0.00	0.00	900.00	900.00
Fuel	713.96	713.96	1,392.00	678.04
Indirect Cost	2,997.24	2,997.24	13,541.00	10,543.76
Space Cost	0.00	0.00	1,451.00	1,451.00
Total Expenditures	<u>14,244.83</u>	<u>14,244.83</u>	<u>57,193.00</u>	<u>42,948.17</u>
Net Revenue over (under) Expenditures	<u>(14,244.83)</u>	<u>(14,244.83)</u>	<u>(57,193.00)</u>	<u>42,948.17</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
4200 - BIA Indian Child Welfare 2015  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Grant/Contract Revenue	14,580.79	82,258.45	0.00	82,258.45
Program Income	0.00	40.00	0.00	40.00
Total Operating Revenue	<u>14,580.79</u>	<u>82,298.45</u>	<u>0.00</u>	<u>82,298.45</u>
Total Operating Revenue	<u>14,580.79</u>	<u>82,298.45</u>	<u>0.00</u>	<u>82,298.45</u>
Expenditures				
Salary	8,819.03	36,974.50	36,165.00	(809.50)
FICA	651.96	2,741.84	2,768.00	26.16
SUTA	0.00	108.68	225.00	116.32
Group Insurance	103.54	367.40	584.00	216.60
Workmens Comp	227.52	1,077.25	1,183.00	105.75
401k	267.18	1,115.74	1,086.00	(29.74)
Health Insurance-MEMO	884.07	2,946.90	3,876.00	929.10
Supplies	2,269.55	6,420.84	9,905.22	3,484.38
Communications	85.50	325.40	1,809.00	1,483.60
Insurance	0.00	528.00	1,000.00	472.00
Travel	0.00	1,031.56	7,480.00	6,448.44
Training	75.00	780.00	2,579.00	1,799.00
Auto Expense	843.77	4,993.87	9,000.00	4,006.13
Advertising	0.00	0.00	500.00	500.00
Community Events	0.00	0.00	2,000.00	2,000.00
Non-Capitalized Equipment	0.00	0.00	2,943.00	2,943.00
Indirect Cost	5,628.30	23,597.10	23,946.13	349.03
Space Cost	2,391.00	6,955.00	6,955.00	0.00
Total Expenditures	<u>22,246.42</u>	<u>89,964.08</u>	<u>114,004.35</u>	<u>24,040.27</u>
Net Revenue over (under) Expenditures	<u>(7,665.63)</u>	<u>(7,665.63)</u>	<u>(114,004.35)</u>	<u>106,338.72</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
4201 - Aid to Tribal Gov't 2015  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Grant/Contract Revenue	37,734.36	184,026.87	0.00	184,026.87
Total Operating Revenue	<u>37,734.36</u>	<u>184,026.87</u>	<u>0.00</u>	<u>184,026.87</u>
Total Operating Revenue	<u>37,734.36</u>	<u>184,026.87</u>	<u>0.00</u>	<u>184,026.87</u>
Expenditures				
Salary	24,758.07	97,597.06	118,781.00	21,183.94
Stipends	338.00	338.00	0.00	(338.00)
FICA	1,843.09	7,306.84	1,653.00	(5,653.84)
SUTA	1.55	299.31	790.00	490.69
Group Insurance	256.53	940.76	1,165.00	224.24
Workmens Comp	82.61	337.80	1,489.00	1,151.20
401k	710.23	2,706.40	2,918.00	211.60
Health Insurance-MEMO	1,116.71	2,683.23	134.00	(2,549.23)
Supplies	7,229.99	7,078.03	43,366.00	36,287.97
Rental/Leasing	0.00	0.00	25,000.00	25,000.00
Professional Services	91,581.80	91,581.80	15,000.00	(76,581.80)
Communications	55.50	98.50	2,400.00	2,301.50
Maintenance Agreement	2,430.50	2,430.50	1,900.00	(530.50)
Travel	1,428.37	5,615.92	3,000.00	(2,615.92)
Training	100.00	1,849.88	2,000.00	150.12
Postage	477.48	990.08	4,500.00	3,509.92
Reproduction	12.75	5,999.89	6,713.00	713.11
Advertising	0.00	0.00	180.00	180.00
Subscriptions & Memberships	163.95	891.70	2,400.00	1,508.30
Indirect Cost	15,800.60	62,286.44	58,960.00	(3,326.44)
Space Cost	1,311.00	5,237.00	5,237.00	0.00
DCS Cost	0.00	0.00	17,186.00	17,186.00
Total Expenditures	<u>149,698.73</u>	<u>296,269.14</u>	<u>314,772.00</u>	<u>18,502.86</u>
Net Revenue over (under) Expenditures	<u>(111,964.37)</u>	<u>(112,242.27)</u>	<u>(314,772.00)</u>	<u>202,529.73</u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
4202 - BIA Tribal Court  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
Operating Revenue				
Grant/Contract Revenue	12,758.97	67,576.50	0.00	67,576.50
Total Operating Revenue	<u>12,758.97</u>	<u>67,576.50</u>	<u>0.00</u>	<u>67,576.50</u>
Total Operating Revenue	<u><u>12,758.97</u></u>	<u><u>67,576.50</u></u>	<u><u>0.00</u></u>	<u><u>67,576.50</u></u>
Expenditures				
Salary	10,334.40	41,234.27	43,472.00	2,237.73
FICA	702.91	3,015.87	3,326.00	310.13
SUTA	14.62	223.31	212.00	(11.31)
Group Insurance	119.46	324.94	507.00	182.06
Workmens Comp	31.02	142.18	166.00	23.82
401k	312.72	416.87	1,305.00	888.13
Health Insurance-MEMO	930.60	2,171.40	3,876.00	1,704.60
Supplies	2,194.27	2,194.27	743.00	(1,451.27)
Communications	90.00	104.13	0.00	(104.13)
Indirect Cost	6,595.41	26,315.70	26,375.00	59.30
Total Expenditures	<u>21,325.41</u>	<u>76,142.94</u>	<u>79,982.00</u>	<u>3,839.06</u>
Net Revenue over (under) Expenditures	<u><u>(8,566.44)</u></u>	<u><u>(8,566.44)</u></u>	<u><u>(79,982.00)</u></u>	<u><u>71,415.56</u></u>

**Pawnee Nation**  
Statement of Revenues and Expenditures  
4203 - BIA Law Enforcement  
From 10/1/2019 Through 12/31/2019

	Current Period Actual	Current Year To Date Actual	Total Budget - Original	Total Budget Variance - Original
<b>Operating Revenue</b>				
Grant/Contract Revenue	89,862.43	464,498.53	0.00	464,498.53
Total Operating Revenue	<u>89,862.43</u>	<u>464,498.53</u>	<u>0.00</u>	<u>464,498.53</u>
<b>Total Operating Revenue</b>	<u><u>89,862.43</u></u>	<u><u>464,498.53</u></u>	<u><u>0.00</u></u>	<u><u>464,498.53</u></u>
<b>Expenditures</b>				
Salary	64,183.40	232,556.48	268,570.00	36,013.52
FICA	4,707.41	17,022.85	20,548.00	3,525.15
SUTA	0.00	600.34	1,272.00	671.66
Group Insurance	606.54	1,942.27	2,713.00	770.73
Workmens Comp	2,088.27	8,403.31	11,099.00	2,695.69
401k	1,925.48	6,405.77	8,059.00	1,653.23
Health Insurance-MEMO	3,722.40	9,926.40	3,876.00	(6,050.40)
Capital Outlay	0.00	0.00	5,000.00	5,000.00
Supplies	4,392.50	9,096.65	4,000.00	(5,096.65)
Communications	708.30	3,969.20	6,432.00	2,462.80
Repair & Maintenance	0.00	5,524.17	2,452.00	(3,072.17)
Insurance	0.00	4,837.00	4,765.00	(72.00)
Travel	496.11	6,257.65	8,000.00	1,742.35
Training	1,145.00	2,935.00	7,235.00	4,300.00
Auto Expense	1,665.00	2,564.18	2,000.00	(564.18)
Community Events	0.00	405.34	0.00	(405.34)
Non-Capitalized Equipment	0.00	10,465.34	5,000.00	(5,465.34)
Sensitive Equipment	0.00	424.00	3,000.00	2,576.00
Fuel	3,528.65	15,520.95	10,622.00	(4,898.95)
Uniforms	499.21	6,884.77	4,676.00	(2,208.77)
Incarceration	0.00	0.00	9,477.00	9,477.00
Indirect Cost	40,961.85	148,417.55	162,942.00	14,524.45
Space Cost	3,702.00	14,809.00	14,809.00	0.00
Total Expenditures	<u>134,332.12</u>	<u>508,968.22</u>	<u>566,547.00</u>	<u>57,578.78</u>
<b>Net Revenue over (under) Expenditures</b>	<u><u>(44,469.69)</u></u>	<u><u>(44,469.69)</u></u>	<u><u>(566,547.00)</u></u>	<u><u>522,077.31</u></u>