



THE MILLE LACS BAND OF  
**OJIBWE INDIANS**  
*Legislative Branch of Tribal Government*

**JOINT RESOLUTION 18-03-68-19**

**A JOINT RESOLUTION APPROVING THE AMENDMENTS TO THE PUBLIC LAW 102-477 PLAN FOR THE AANJIBIMAADIZING PROGRAM TO INCLUDE MILLE LACS-SPECIFIC OJIBWE LANGUAGE, CULTURE, AND HISTORY AND THE FOUNDATION TO ASSESS THE NEEDS FOR RENOVATIONS TO CHILD CARE CENTERS IN DISTRICTS II AND III**

- WHEREAS, the Mille Lacs Band Assembly (“Band Assembly”) is the duly-elected governing body of the Mille Lacs Band of Ojibwe (“Band”), a federally-recognized Indian Tribe; and
- WHEREAS, pursuant to 3 MLBSA § 2(d), the Band Assembly has the power to adopt resolutions to promote the general welfare of the Band; and
- WHEREAS, pursuant to 4 MLBSA § 2, the Chief Executive is empowered to exercise the Executive Branch powers of the Band; and
- WHEREAS, the Band Assembly and Chief Executive have established as a priority the improvement of the spiritual, physical, mental, social, and economic wellbeing of the people of the Band; and
- WHEREAS, the Band Assembly and Chief Executive recognize the Band’s Public Law 102-477 program, AanjiBimaadizing, (“Program”) goal to empower Band members to acquire a role purpose and occupation that will contribute to the wellbeing of their community and family while embracing the traditions and beliefs of the Band; and
- WHEREAS, the Band Assembly and Chief Executive support the development of Ojibwe language fluency amongst its membership with the guidance and knowledge of the Elders and other fluent speakers in the community; and
- WHEREAS, the Band Assembly and Chief Executive support the development of renovations to the child care centers in Districts II & III; and
- WHEREAS, the Program, which utilizes federal funding under Public Law 102-477, sought to use carry-over funds for the Program to further incorporate Mille Lacs-specific Ojibwe language, culture, and history into the Program and also to assess the need make renovations to child care centers in Districts II & III; and

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**DISTRICT II**

36666 State Highway 65 • McGregor, MN 55760  
(218) 768-3311 • Fax (218) 768-3903

**DISTRICT IIA**

2605 Chininising Drive • Isle, MN 56342  
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**DISTRICT III**

45749 Grace Lake Road • Sandstone, MN 55072  
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**URBAN OFFICE**

1404 E. Franklin Avenue • Minneapolis, MN 55404  
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WHEREAS, on February 11, 2019, the Program received approval from the United States Department of Interior to use carry-over funds to incorporate research and Ojibwe language into the Band's 477 Program and for renovations to child care centers in Districts II & III; and

WHEREAS, the Program has authored two (2) new appendices, Titled "R" and "S", to include the development of the language component and assessment of the child care centers in the Program's 477 Master Plan; and

WHEREAS, the Band Assembly and the Chief Executive have determined the appendices to fulfill the necessary requirements as required by the Department of Interior for the Program.

NOW, THEREFORE, BE IT RESOLVED that the Band Assembly and Chief Executive do hereby authorize and approve the addition of appendices to the Program's Master Plan and give consent for the Program to move on to the next steps to implement the Ojibwe language component and the assessment of the child care centers into the Program's Master Plan; and

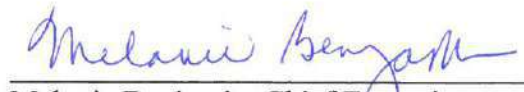
BE IT FURTHER AND FINALLY RESOLVED that the carry-over funds may be reallocated to the new components of the Program's 477 plan in accordance with all tribal and federal procedures.

WE DO HEREBY CERTIFY that the foregoing resolution was duly concurred with and adopted at a regular session of the Band Assembly in Legislative Council assembled, a quorum of legislators being present, held on the 4<sup>th</sup> day of April, 2019 at Hinckley, Minnesota by a vote of 3 FOR, 0 AGAINST, 0 SILENT.

IN WITNESS WHEREOF, we, the Band Assembly hereunto cause to have set the signature of the Speaker of the Assembly.

  
Sheldon Boyd, Speaker of Assembly

IN CONCURRENCE, with the action of the Speaker of the Assembly, I hereunto set my hand to this resolution.

  
Melanie Benjamin, Chief Executive

**OFFICIAL SEAL OF THE BAND**

#14

**Mille Lacs Band of Ojibwe  
477 Master Plan**

**43408 Oodena Drive, Onamia, Minnesota 56359**

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**Nicholas Kiedrowski, Executive Director of Workforce programs, Mille Lacs Band of Ojibwe  
Indians**

**Mille Lacs Band of Ojibwe Indians**

Authorized signatory: Melanie Benjamin, Chief Executive

Commissioner's Telephone: 320-532-7486

**Certification and Signature**

The attached and signed joint resolution (17-01 -115 – 16) certifies the Mille Lacs Band of Ojibwe support the submission and continued operation of this P.L. 102 - 477 which incorporates Native Employment Works (NEW), Temporary Assistance for Needy Families (TANF), Workforce Innovation and an Opportunity Act (WIOA) funds both adult and youth, and Job Placement training (JTPA) funds as described herein effective October 1<sup>st</sup>, 2016 through September 30<sup>th</sup>, 2019

Wf 3/18/19

# **MILLE LACS BAND OF OJIBWE WORKFORCE PROGRAMS P.L. 102-477 PLAN**

**PLAN DATE: OCTOBER 1<sup>st</sup>, 2016 to SEPTEMBER 30<sup>th</sup>, 2019  
Adopted on JUNE 23<sup>rd</sup>, 2016**

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#### **A.THE MILLE LACS BAND OF OJIBWE 477 Program (herein after Program) Funding**

The program operates provide services to Tribal member seeking to establish self-sufficiency for themselves and their families the following funding streams from the sources list that are incorporated into this plan and shall be utilized to achieve our objectives:

##### **Department of Health and Human Services**

Native Employment Works (NEW) - \$61,723.00

Temporary Assistance or Needy Families (TANF) - \$4,550,816.00

##### **Department of Labor**

Workforce Innovation and Opportunity Act (WIOA) Adult Services \$48,614.00

Workforce Innovation and Opportunity Act (WIOA) Youth services - \$22,505.00

**Department of the interior****Job Placement and Training (JTPA) - \$25,213.74**

The estimated annual allocation of the combined Grant funds totals \$4,708,871.74. The Mille Lacs band of Ojibwe will authorize up to the allowable 25% of the total program funds to be utilized for economic development initiatives within the program to be used to enhance entrepreneurial opportunities for a tribal membership. This limits the maximum total of annual allocation for these initiatives to be \$1,177,217.94 dollars in funds that are earmarked for economic development which are not utilized during the grant Year may be used for 477 program support services to be to eligible clients. The Program will work in cooperation with our Public Law 102 - 477 Federal Program Partners for review prior to the expenditure of carryover funds for this initiative

In accordance with administration of Children and Families Guidance the, the Mille Lacs band of Ojibwe stipulates that TANF funds shall be administered through this Program in such a manner as to allow for a determination that funds from specific programs, or an amount equal to the amount attracted from each program are consistent with the statutory requirements, regulations, policies and procedures applicable to these programs and less of specific waivers granted by the appropriate Secretary of the awarding Agency

**B. Approach to Services, Program goals and eligibility**

The Mille Lacs band of Ojibwe Department of Workforce programs MB DWP is the organizational title currently given to the band's Public Law 102 - 477 program but will adopt a culturally appropriate name in the Ojibwe Language. The program is operated as a division of the Mille Lacs Band of Ojibwe Department of Administration. The goals of the MBDWPR are centered on empowering its participants to independency on government assistance in to acquire a roll, a purpose and an occupation that will contribute to the well-being of the community and family. All program services are offered to support obtaining and returned and retaining employment, improving or creating a position of job readiness, and addressing the barriers that prevent our clients from fulfilling their Employability Development Plan.

**To be eligible for 477 Services an applicant must meet 3 eligibility criteria:**

1. Applicants must reside in our service area.
2. Applicants must be a member of our service population.
3. Applicants must have an identifiable and correctable barrier to employment or advancement.

The Program shall be administered by the black band of Ojibwe Executive Director of Workforce Programs. The Program's approach will be to determine the client needs and barriers that prevent them from reaching the goal self-sufficiency. Once the barriers are determined the program will determine which service elements are most appropriate in verify client eligibility for service resources. Resources may include referrals to other agencies or divisions and maybe internal or external. While training and educational components that are essential to our program, it may be necessary to provide short-term welfare type assistance to our clients. In these situations, the program will work with the client to identify how the situation arose and help the client develop a plan to reduce the likelihood of needed assistance in the future the assistance will be provided

directly by the tribal program and not given by a contracted service provider semicolon any payments will be made to the creditor in accordance with our tribal adopted program policies and procedures manual. Services provided with TANF Pacific funding required that clients meet the additional eligibility requirements of meeting the definition of needy as contained within this plan service. Services may be provided that are tailored to meet the needs of all of our clients including young adults young youth parents and clients transitioning off welfare type assistant Services. Services are described in our service section on page six (6) of our 477 Master Plan and in our tribal adopted policies.

### **C. Measuring Program Progress**

The Program will establish a baseline for each client to determine where they are in relation to being "job ready" and identify what barriers need to be addressed to provide them with the best chance of success in job retention. As the clients address the barriers, the Program will provide them with a real-life job place experience to evaluate your progress and determine if the identifiable barriers have been successfully addressed or if any new barriers have arisen. These experiences will be tailored to each client and the program policies and procedures manual will provide staff with guidance for this component. Another measure will be to collect data directly from our membership base within our program service area on current employment rates and income data. This data will help us evaluate the impact our program is having. We will also tracker client success rates to determine if there are areas where our program can continue to improve.

### **D. Service Providers and Service Duplication**

The services may be provided by the program staff other band staff in a referral situation, such as our TERO program, and other departments or agencies, depending on the client's needs. In all cases, the Program staff will work with the other state and tribal agency to ensure the assistance that is provided is not duplication of assistance that may be provided by another State or Tribal agency. We will work with external agencies to ensure that services are not duplicated. We may establish that the state TANF will require a letter from our program confirming band members who reside in our service area are ineligible for our TANF Services before they can receive any state TANF assistance.

### **E. Service area and population**

The Program will provide services in our reservation service area which includes the Minnesota counties of a convention Crow Wing, Mille Lacs, Morris, and Pine counties in our urban service area which includes the counties of Hennepin, Anoka, and Ramsey. Our service population includes members or enrolled members of another Federally Recognized Tribe; or a first-generation descendant of the Mille Lacs Band of Ojibwe.

To establish priority services and the funding of requests, the following factors shall be considered in assigning the order of service approvals. These factors shall be assessed cumulatively:

1. Unemployed
2. Dependent children, each child will be counted individually

3. Sneak, significant other or cohabitant
4. Veterans
5. Applicants who do not have a high school diploma, HSED or GED
6. Underemployed with an identifiable and correctable barrier to advancement or promotion

To provide Guidance, the Mille Lacs Band of Ojibwe incorporates into their policies, a priority schedule to ensure the client's that are most in need receive Services first. The priority scale determines initial service approval and is established as follows:

1. Members of the Mille Lacs band of Ojibwe living in or our reservation service area.
2. Members of the Mille Lacs band of Ojibwe living in our urban service area.
3. Members of the Mille Lacs enrolled member of another federally recognized tribe semicolon or first-generation to send of the Mille Lacs band of Ojibwe living in our resident reservation service area.
4. Enrolled member of another federally recognized tribe or first generation descendant of the Mille Lacs band of Ojibwe Lake Lena service area

After priority client services have been funded, any remaining funds will be used to fund lower priority client services until either all client services have been funded or all funds for the fiscal year have been expended.

#### **F. Employment Opportunities**

The Mille Lacs band of Ojibwe is the 39th largest employer in Minnesota employing for 4130 people and tribal government and its business enterprises. In our 9:00 service counties there are also 6893 jobs actively being recruited by employer seeking to fill vacancies in our service area. For employment opportunities internally and with employers working on our project, TERO laws provide hiring preference to our membership. Being registered with our program provides our clients and Avenue to being job-ready and being registered on our TERO job skills Bank. Jurisdiction in. In addition, our for seven 7 will work closely with Terrell t e r o to help determine projected needs of area employee and develop training that will improve our clients marketability in those Pacific .

#### **G. Fiscal Accountability Provisions**

For each year in which the Mille Lacs Band of Ojibwe received our expense TANF funds, the Band will comply with the fiscal accountability provisions of Section 5(f)(l) of the Indian Self-Determination and Education Assistance Act (25 U.S.C. 450c (f)(l), relating to the submission of a single agency audit required by chapter 75 of Title 31 United States Code.

**Tracking of Expenditures:** colon for reporting purposes, costs associated with the administration of the program will be tracked separately to facilitate accurate accounting and separation of program cost vs administrative cost program assistance expenditures will also be

tracked separately to ensure that 10 if funds suspended for assistance meet establish criteria for appropriate and allowable expenditures clients determined to not be eligible for TANF assistance will not receive program services with TANF funds as stated above all measures will be taken to ensure the program is able to fully report on our fiscal accountability. Specific policies shall be incorporated into our program policies and procedures manual and approved through the Mille Lacs band of Ojibwe Administration policy board parentheses hereinafter APB parentheses.

#### **H. Services**

The black spindle Ghibli Administration policy board (herein after APB) she'll approve and adopt program practices and services based upon the identified needs of the Band which are consistent with the state purposes of the grand; which are to assist our clients to obtain self-sufficiency and self-reliance through training and educational opportunities and supportive services designed to address and remove barriers to employment and advancement. The program into a single budget program in accordance with P.L. 102-477 to type or departments, the services, assistance in activities adopted in our program policies and procedures manual. Examples of these services include funding for trainings and classes call my transportation assistance to help with finding or maintaining employment, soft skills training and other supportive services designed to remove barriers to an employment and increase our clients hiring potential. The Program policies include a detailed listing of available services. In addition to trainings, economic development components and Supportive Services; the Program will also contain include youth specific components and family enhancement components. Incentives for successful completion program components will be offered.

#### **I. Penalties against individuals**

Individuals that falsify information to obtain assist assistance, misuse of program fun semicolon or misrepresent or misrepresent program assistant she'll be required to pay back all funding received by the program semicolon per capita payments may be garnished, and no program services will be available for a period of one (1) year after until the funds have been repaid in full whichever is longer. Clients will be notified by mail of any adverse action taken and such notice shall include the violation and their right to appeal and that process.

#### **J. Grievance Process**

**An opportunity for a fair hearing is available to any Program application or client who believes they receive non-standard I service or are dissatisfied with actions or decisions taken by program staff**

**The applicant their client will be informed of their right to a review of the actions or decisions of the program staff at the time of application**

**The request for review must be in writing, detailing the reason the action is being challenged and submitted to the executive director of Workforce programs within 10 business days of the adverse action. The executive director of Workforce program she'll investigate the complaint in an attempt to resolve disputes or issues informally whenever possible.**

**If such informal resolution is Not Practical or possible the program administrator shall issue a decision on the matter within 5 business days of its presentation to him/her and**

**writing and Supply a copy of the same to the applicant or a participant in affected program staff.**

**Within 10 days after the issuance of the executive director of Workforce programs decision any efficient are affected person may file a written appeal to the program grievance committee which shall review and hear the matter within 30 days.**

**The program grievance committee membership shall be established as needed by the Mille Lacs band of Ojibwe assistant Commissioner of administration and made up of no less than three Commissioners or directors of travel programs or their designee is and shall not include the executive director of Workforce programs.**

**The program grievance committee shall issue its decision within 30 days of conclusion of a hearing.**

**If new appeal if no appeal to the program grievance committee is made within the time allowed the decision of the executive director Workforce program shall be final and shall not be subject to appeal.**

**If after exhausting this procedure, the participant is not satisfied they have the right to file a fully documented grievance to attention colon division Chief. Division of Workforce Development MLB, MS 4513, 1849 C Street. Northwest Avenue., Washington DC 20240.**

**Questions or complaints alleging a violation of non-discrimination provisions of WIA Section 188, may be directed or your e-mail or mail directly to the Director, Civil Rights Center, US Department of Labor, Rm N- 4123, 200 Constitution Avenue Northwest Washington D.C., 20210 for processing.**

#### **K. TANF Specific Provisions**

**Clients are eligible for Supportive Services funded with TANF or TANF equivalent dollars provided they meet the eligibility requirements of the 477 program and with the additional criteria applying to all temp services. Applicants must be members of the area were members of Minnesota Chippewa Tribe residing within the urban service area. Additional eligibility requirements must be met and clearly demonstrated for all clients who receive assistance Services funded by TANF or TANF equivalent amount of dollars and for all clients who receive economic development services funded with TANF or TANF carryover funds. These Provisions require that a client must meet the income eligibility requirements to be considered a needy family participant as defined in section M of this plan**

**"Real Property" will not be considered an asset or resource unless such property is generating income for the client. Simply owning property does not create a situation that the client can use the property for payments to access Goods or and services but must be encumbered for that purpose which creates its own barrier when a client does not have the means to repay the debt.**

**Lump sums and resources, such as readily available cash in a savings or checking account will be considered if they are accessible without penalty by the client in the total lump sum or liquid assets available exceed \$5,000. Self-reporting she'll be sufficient with regard to property and resources such as checking or savings accounts if any she'll be verified by bank statements. When determining eligibility the following guidelines also apply:**

**Income disregards**

Earned income for work expense this percentage is established.

Deducted from the grosser and income for the actual amount paid to appropriate child care providers

All children support payments all child support payments made for the support of children not living in the assistance unit household shall be deducted from the grosser and income calculation

**Income Exclusions.**

The following shall be excluded when determining total income

1. Reimbursement or micro-grants for economic development job creation or employment and training activities funded under the Band's approved Public Law 102-477 Plan
2. Out-of-pocket expenses that are reimbursed while providing volunteer services;
3. All educational assistance semicolon
4. Loans are public or private institutions
5. Loans from private individuals that have a written repayment agreement
- 6 State and federal income tax refunds
7. State and federal Earned Income Tax Credit
8. Funds received for a reimbursement, replacement or rebate of personal real property
9. Portions of insurance settlements used to pay medical funeral or burial expenses or to repair replace insured property
10. Reimbursements for medical expenses that cannot be paid by medical insurance
11. Phoenix by Vocational Rehabilitation programs
12. In-kind income including payments to a third party provider of goods and services
13. Assistance payments to correct underpayment
14. Emergency assistance payments
15. Funeral Cemetery payments
16. Non-recurring Cash gifts
17. Energy assistance payments

18. Supplemental security income
19. Proceed proceeds from the sale of real estate sale of personal property or personal property
20. Adoption assistance payments
21. State-funded family assistance program payments
22. Rent rebates
23. Income earned by a minor child or minor caregiver who is at least at half-time student
24. Income earned by a caregiver under-age twenty (20) who is enrolled in an approved secondary education program
25. Interest payments and dividends from property that is not excluded from and does not exceed the asset limit
26. Federal or state funded Child Care payments are assistance
27. Payments and training assistance support or incentives made through or by the band employment, training or higher education programs to support of clients pursuit of Greater self-sufficiency, including post-secondary education achievement
28. Income received related to Shared living expensive
29. Reverse mortgages
30. Benefits provided by a Child Nutrition Act of 1996
31. Benefits provided by the WIC program
32. Benefits from the national school lunch Act
33. Relocation assistance received under the uniform relocation assistance and real property acquisition Act of 1970
34. Benefits from the trade Act of 1974
35. War reparation payments under USC title 50, sections 1989 to 1989 d
36. Payments to Veterans or their dependents under Public Law 101 - 239 related to Agent Orange or other chemicals
37. Income that is specifically excluded under federal or state law or federal regulations
38. Secretary security and utility deposit refund

39. American Indian Tribal land settlement excluded under Public Law 98-123, 98-124 and 99-377.

40. In situations of homelessness where client is not the owner or tenant of record of the domicile in which they reside, none of the income received by the housing provide she'll provide and she'll be considered

41. 100% of per capita payments included, including minor trust payments, made to an enrolled Minnesota Chippewa Tribal member and 100% of stimulus payments made to an enrolled Mille Lacs band member by the Mille Lacs band of Ojibwe

42. 100% of the child support paid into the household per month per custodial parent

43. Retirement Services disability income (RSDI)

### **Minimum Work Participation Requirements**

#### **Work Participation Rate and Hours**

The work participation rate for all participants seeking TANF assistance shall be established at 35% each program client not exempt from work participation must perform at least 20 hours per week of work participation activities as defined in the program policies and procedures manual. Complete list of these activities will appear in that Manuel, they will include, at a minimum:

- Time spent on Job searches

- Program authorized training and courses that will address the client's identifiable barriers

- Time spent at on-site work experience participation. Time to and from the approved activity will only be counted when the program is provided providing the transportation.

- The rate and hours are established to ensure our clients meet the purposes of the program while taking into consideration the limitations of the opportunity area

**Work participation exemptions:** Exemptions for adults from the requirements of work participation hours will be provided to clients who are on our Program because of an identifiable and correctable barrier to advancement or promotion who are currently employed or who are not receiving any TANF assistance shall not be required to perform "work participation activities".

#### **Maximum time limits and time exemption**

No client may receive TANF assistance for more than 60 months, whether consecutive or cumulative. The program, in compliance with title IV - A and tribal TANF regulations, will count all prior months of assistance funded by TANF block grant funds received by any tribe or state, except for any month that was exempt or disregarded by Statute regulation or the following the limitation does not apply to non-assistance clients Supportive Services.

**Hardship exemptions from time limits.**

Hardship exemptions will only be considered for the specific circumstances list of here provided that - no more than 20% of the total assistance caseloads may be exempted for hardship. This includes:

-A family including an individual who has been battered or subject to extreme cruelty. For the purposes of this clause, battered are subject to extreme cruelty is defined may include but is not limited to the following examples:

-threatened to result in physical harm to the individual sexual abuse; sexual activity involving a dependent child; being forced is a relative caretaker; threats of, or attempts at, physical or sexual abuse; mental abuse or neglect or deprivation of medical care.

-The clients need is one of imminent danger to the well-being of themselves, dependence or cohabitants due to the emergency situation such as a loss of housing through fire or natural disaster or hazardous living conditions such as mold, infestation or other condemnable event or inability to heat their home in the winter where no other resources are available or accessible. Persons and or family families applying for a hardship exemption from time must colon

-Work with appropriate agencies or services to develop an appropriate safety or stabilization plan.

-Seek and obtain an order for protection if appropriate

-Participate in appropriate counseling, treatment, prevention or other appropriate services or programs and comply with the safety or stabilization plan for the duration of the exemption.

The Program Executive Director must approve, upon consultation with the case manager, other appropriate staff, and proper Health and Human Services Representatives, the proposed exemption and safety is to build or stabilization plan.

If the Exempted participant fails to comply with the agreed safety or stabilization plan the associate Associated 60 month timeline exemption will end.

The participant is able to participate in a hardship exemption from time for no more than 24 months in a lifetime. This may be broken up into blocks of month are not to exceed a total of 24 months lifetime limit

**Child Support Enforcement**

Program Clients who are receiving TANF Assistance services must cooperate with the appropriate Child Support Agency to maintain eligibility for TANF assistance. Program staff will work with the Mille Lacs band of Ojibwe child support office to assist in the process. The Program will not require the assignment of Child Support to the program as a condition of eligibility for services.

**Treatment of Program Income**

If the program generates income utilizing TANF funds, that income will be used for the purposes of the TANF program and for allowable TANF Services, activities and assistant. The Mille Lacs

band of Ojibwe earned but they will keep financial income earned in the purposes for which it was used in the event of an audit or review.

Proper use of TANF funds colon tribes may use TANF funds for expenditures that

Provide assistance to needy family so that children can be cared for in their own homes

Reduce the dependency of knee deep parent's job preparation, work and marriage,

Prevent and reduce the incidence of out-of-wedlock pregnancies

Encourage the formation and maintenance of two-parent families

Improper use of TANF funds colon 45 CFR 286.45 tails what uses of TANF funds are considered improper and the program policies and procedures manual will provide detailed guidance to ensure all 10 of funds are used properly.

#### **L. Budget**

This is the single budget that enables our Public Law 102-477 plan to comply with the requirements of to 25 USC 3405 § 6.5 and the spirit of the program law. The book the budget identifies how much will be used for administrative costs, Supportive Services, assistance, Economic Development, and program expenses such as Staff, office supplies and similar. While expressing the funding and track TANF funding to enable us to ensure that the Section 5 of the Indian Self-Determination and Education Assistance Act (25 U. S. C. 450 (c)(f)(l), relating to the submission of a single-agency audit report required by chapter 75 of Title 31, United States Code. Tribal funding may also be utilized within the Program but is not included as part of this budget

Administrative wages \$200,000.00

Staffing and Benefits-related Expenses \$96,000.00

Equipment, travel, training and office expenses \$234,833.11

Subtotal administrative costs \$1,170,267.00

#### **Program costs**

Staffing wages 1 million \$100,000.00

Staffing and benefits related expenses \$528,000.00

Supportive Services and program service expenses \$727,765.87

Economic Development (25% of the total funding max) \$1,174,074.97

Subtotal program cost \$3,552,032.86

Subtotal administrative costs 1170000 \$267.00

Total 4,696,299.86

We are developing a plan to address and utilize the carryover funding with a three-phase initiative. Three of the ideas we are looking some of the ideas we are looking at it will incorporate a training program for our clients that meet the tan of eligibility requirements to develop their own businesses feasibility studies and business plans for consideration. These will be evaluated for funding with the carryover dollars and will be given as grams. The initial phase will consist of assessing previously approved economic development plans through Indian country while also determining where the greatest need lies within our service area. This may take between (6) to (12) months and once the necessary data has been gathered we will move into phase 2. Phase two is expected to take an additional (6) to (12) months and will encompass at the marketing and recruitment of the program participants, establishing the training curriculum in addressing the logistical issues. The final phase will be the implementation of the program, execution of the training and finally the evaluation selection. Once elected, the program anticipate submitting the plans through our federal partners for review before funding is awarded. The cycle will continue or repeat until the carryover have been expended. Ongoing and continuing support will part of will be part of our yearly funding expenditures.

#### **M. Definitions**

In accordance with the requirements of public law 102 - 477 and 45 CFR 286.75 - L and 2/8 6.150, the Mille Lacs band of Ojibwe have adopted these definitions:

**Needy** she'll be defined as having an identifiable Quran correctable barrier to employment or advancement with a calculated annual income not to exceed 200% of the poverty level.

**Needy Family** she'll be defined as any Tribal member family as defined in the section that meets the dinner for the definition of needy as defined in the section

**Tribal Member Family** is defined as all enrolled or first-generation descendant Mille Lacs band of Ojibwe that reside in our service area or any member of a federally recognized tribe residing in our service area with the direct ties to the band such as spouse cohabitant children or other direct link to the band who are first-generation descendants or and rolled Mille Lacs band members

**Appropriate Child Care** Shall be the biological parent or can be provided by a certificate a certified Child Care daycare facility or buy a direct family member to the child who has taken a program approved Child Care courses or training

**Reasonable Distance** shall be the same as adopted by the Mille Lacs band of Ojibwe TERO Ordinance.

**Unsuitability of informal Child Care** Shall be any untrained or uncertified person or facility other than a tribal member family member

**Affordable Child Care** Shall be any certified facility that can forms to Industry standard rates or an approved individual who is charges do not exceed \$8 an hour

#### **N. Data Collection and Reporting**

An election conducted by the program will comply with the appropriate state and federal reporting requirements. For the purposes of application process eligibility and reviews participant reporting including household report forms and notice requirements will follow applicable federal privacy policy requirements

**Reporting Procedures:** the program currently utilizes an electronic system for recording data and Reporting this integrated data system include demographics such as name, age, social security number, participation in work - related activities, placement data, activity completion status other client related data which will help collect a provider statistical report.

**Data Privacy:** confidentiality all staff has access to records files information or systems related to the program will comply with the requirements of the federal data Privacy Act. Security clearances must be approved for those staff that will be authorized to access the system to perform the functions necessary to the provision of services and administration of the Program.

**Release of confidential information:** in order to obtain from, exchange with or provide any information about or on behalf of a participant, the program will obtain a signed release of information that is in compliance with the federal data see the federal data Privacy Act

#### **O. Retrocession**

If the band elects to retrocede the TANF program back to the state it will adhere to and meet all the pertinent statutory and regulatory requirements.

#### **P. Public Comment**

The plan is provided to the tribal membership at our district meetings at least annually for a 45-day formal comment. Colon and is open for comment throughout the year. The program administrator reports on these comments to the commissioner or does it need at least annually and the plan is review to ensure it is meeting the needs of the membership. Prior to renewal, notice will be given 6 months before submission to the membership requesting comments and recommendations. Changes that can be changed in the policy will be done through our internal process and changes that are that require plan modification shall be done through appropriate processes with our Federal Partners.

#### **Q. Assurances and Certifications**

Please see attached documents resolution of support from the Tribal Governing Body

Assurances – non-Construction Programs (SF-424)

Debarment and Suspension Certification (20 CFR part 98)

Certification Regarding Lobbying (29 CFR part 93)

Drug-free Workplace Certification (29 CFR 98)

Non-discrimination and Equal Opportunity Insurance (29 CFR part 37)

Certification of Non-delinquency

Uniform Administrative Requirements:

(29 CFR part 97), for State/Local Governments and Indian Tribes

Cost principles:

OMB Circular A-87, for State/Local Governments and Indian Tribes

Other requirements:

29 CFR Parts 96 and 99, Single Audit Act

29 CFR part 93, Lobbying Certificate Certification

29 CFR part 37, Non-discrimination and Equal Opportunity Requirements

29 CFR part 98, Debarment and Suspension, Drug-free Workplace

#### **R. Ojibwe Language**

The Program will research Ojibwe Language revitalization with the intent of strategic implementation into the Master Plan, and the Policies and Procedures Manual, such that Mille Lacs Band of Ojibwe specific history, cultural practices, and language are accessible to all clients through educational opportunities including but not limited to internships, apprenticeships, classes, and/or job placement in a language revitalization role. Additionally, when Ojibwe Language programming commences, evaluation measures will be taken to guide clients to proficiency. The Program will also develop resources that will aid in the language proficiency of the clients. Positions will be created to execute the implementation and administration of Ojibwe Language programming throughout the P.L. 102-477 Plan.

#### **S. Childcare**

The Program will assess community needs and infrastructure related to childcare. The Program will furnish necessary renovations to existing buildings and create a plan to develop/strengthen childcare opportunities in the District 2, and District 3 areas of the Mille Lacs Band of Ojibwe Service Area.