GRAND TRAVERSE BAND
Government Presentation:
Tribal Manager’s Office

November 30, 2018

Working Efficiently and Accurately to meet the Goals and Objectives of Tribal Council for GTB Membership
Before we start...

1. Go around the room state name and position.
2. Name the #1 motivator for you to come to work each day.
3. Name the #1 discouragement for you to stay home instead.
4. In one sentence write down your interpretation of the mission of GTB government (comeback to).
Overview

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

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

• **GTB Members:** all members are equal regardless of what county they live in;

• **Tribe:** the sovereign Nation that GTB represents

• **RAO-Revenue Allocation Ordinance:** 50% percap; 25% government ops; 15% EDC; 10% Long-term investments

• **Responsibility:** As civil servants we have the responsibility to serve in the best interest of the Tribe and membership

• **Big Picture:** our personal and professional view of what GTB government stands for and the continuum of growth needed to progress annually, preparing for the future

• **Goals and Objectives:** the end outcome of a series of activities/actions taken to achieve the outcome

• **Action Plan:** what steps/actions/activities need to take place to have a desired outcome

• **Priority:** the thing or things that are of paramount importance

• **Timelines:** achievable and realistic dates to achieve a goal or objective
**Interim Goals and Objectives:**

- Be fiscally responsible
- Evaluate membership services
- Increase service availability to all of the six-county areas
- Promote EXCELLENT customer service
- Keep membership informed
Annual Government Operational Budget:

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

11/30/2018--Sonya Zotigh TMO
Tribal Manager Update since 8/6/2018

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

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

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

Services to members did not increase during this time.

10/27/2018--Sonya Zotigh TMO
GTB 6-County Demographics:

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<tr>
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<th>0-5</th>
<th>6-18</th>
<th>19-30</th>
<th>31-54</th>
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104 363 390 659 382 1898

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

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

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

11/30/2018--Sonya Zotigh TMO
Making Smart Decisions Going Forward:

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

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

**Other SMART decisions have been made:**

Doubling the elders emergency services; developing an Agricultural department; adding a DATA specialist, adding food pantries to all satellite offices, and increasing our health transportation.
PLAN OF ACTION FOR 2019-2020:

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

Within 6 months: STRATEGIC PLANNING

Decrease budget by $1.5 million—MAINTAIN SERVICES

Increase outreach services to all counties; HUMAN SERVICES

Increase direct services to membership; INTAKE AT EACH OFFICE

Develop housing in Traverse City through collaboration with interested investment and funding partners;

Develop a strategy for space in Traverse City; what are the current needs and CBA? Create an Ad-hoc committee

Rebrand the GTB Clinic with appropriate efficiencies;

Concierge one-stop shopping for services to Elders;

GTB Government Retirement Plan;

INCREASE REVENUE POTENTIAL FOR GOVERNMENT: GRANTS

10/27/2018--Sonya Zotigh TMO
Strategic Leadership

Team

- Long term success
- Shared skills and information

Team

Produce work that is based on collective effort

Clear goals
Results-driven structure
Competent team members
Unified commitment
Collaborative Climate
Standards of excellence
External support
Principled leadership

10/27/2018--Sonya Zotigh TMO
1. The mission and vision of your department and how it meets one or more of the 2012 GTB Tribal Council goals and objectives;

2. Number of staff, FTE, PTE;

3. Funding for each program;

4. Specific membership services provided from each program (describe indirect/direct);

5. What database(s) do you use—are you able to pull current data on a daily basis and/or database needs;

6. 2019 Annual major project(s) proposed to be met outside the usual job requirements;

7. Proposed budget cuts—must be based on recurring expenses such as staff and not one-time expenses;

8. Explain how budget cuts will affect/effect your department;

9. Where do you see your department in 3 years and 5 years, do you have a strategic plan to meet these goals/objectives;

10. Does your department have a strategic plan not only for goals and objectives but also capital expenses, mentorship, training, learning opportunities.

11/30/2018--Sonya Zotigh TMO
Effective Peer Review and Using Leadership Skills

- Relevant
- Understandable
- Descriptive
- Specific
- Significant
- Recommendation

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

11/30/2018--Sonya Zotigh TMO
Tools to Assist Leaders

http://www.livebinders.com/
https://www.youtube.com/watch?v=lqRXDZobRrQ
https://www.youtube.com/watch?v=WICq_Pj8ZUk
“None of us is as smart as all of us.”
- Ken Blanchard

“A genuine leader is not a searcher for consensus but a molder of consensus.”
—Martin Luther King, Jr.

Effective Team Communications