

ITKN Government Structure: Past, Present, and Future

CONFIDENTIAL
DO NOT DISTRIBUTE

MWNM

January 25, 2023



This document is intended for members of the General Council of the IOWA TRIBE OF KANSAS AND NEBRASKA.
Do not download, print, or distribute this document or its contents.

Past: Building Programs, Departments, and Businesses

The Executive Committee provided oversight of **ALL** departments and programs

- Provide Direction, Instruction, Guidance
 - Indirect: Through *Board-Operated* departments/programs (appointed by EC)
 - Direct: *Government-Operated* depts/programs and businesses
- Allowed a single body to maintain growth and development with the elected administration's vision and mission
 - Vision and mission would change and adapt, but would maintain continuity of direction through each new administration.
 - Change with goals of General Council and adapt to the current times

This document is only for members of the General Council of the IOWA TRIBE OF KANSAS AND NEBRASKA.

Do not download, print, or distribute the document or its contents.

The Executive Committee must cultivate and strengthen **Government to Government Relationships** with:

- Tribal Governments (Intertribal Relationships)
- Local Governments
- State Governments
- Federal Government
- International Governments

The Executive Committee must safeguard, stimulate, and generally advocate for **Tribal Sovereignty and Rights** through legislative policies and laws reflecting tribal interests, such as:

- Indian Child Welfare Act (ICWA)
- Education Rights
- Kansas Act
- Hunting Rights
- Water Rights
- Mascot Reform
- Enterprise

and more

Past Structure:

Executive Committee

Non-Profits

Programs/Services/Etc.

Board-Operated:

- Housing Authority
- Boys and Girls Club
- White Cloud Health Center
- Johnson O'Malley Program

Government-Operated:

- Eye Care Program
- Lynn Roubidoux Scholarship
- Senior Citizens Program
- Generator Loan Program
- Enrollment
- ...and more

Tribal Government: Economic Development:

Board-Operated:

- Fish & Wildlife

Government-Operated:

- Main Office (Admin.)
- Tribal Court
- Iowa Tribe Police Department
- Road Maintenance
- Tribal Historic Preservation Office
 - Báxoje
 - Mowatanani

Commission-Operated:

- Casino

Board-Operated:

- Grey Snow Management Solutions
 - Grey Snow Construction, Grey Snow Professional Services, Grey Snow Green Energy, Grey Snow Tech Services, Grey Snow Communications
 - Grandview Oil
 - Rutana Tires and Service
 - Grey Snow Sanitation

Government-Operated:

- Ioway Farms
- Ioway Bee Farm
- Soje
- ...and more

Separate Non-Profit Entities

Board-Operated:

- Native American Family Services (NAFS)
 - Daycare
 - Peace Program
 - Family Services
- United Tribes
 - Low Income Home Energy Assistance Program (LIHEAP)
 - Commodity Program
 - Low Income Home Water Assistance Program (LIHWAP)
 - Workforce Innovation Opportunity Act Program
 - Higher Education Program
 - Adult Education Program

Change: Looking Toward Our Future

Why did this work previously?

- As we have grown, we have been able to maintain structure and organization through close attention of the EC.
 - Contents of the structure was simple enough to be managed and operated within the time limitations and capacity of the EC

Why change it now?

- As we have achieved goals of the Tribe, the government, programs, departments, and enterprises are reaching a critical point which requires their management to extend beyond just the abilities of the Executive Committee.

Change: Looking Toward Our Future

Select goals:

- Partnership with institutions of higher education, such as the Nebraska Indian Community College (NICC), for workforce development opportunities
 - Feasibility Study
- Strengthen government to government relationships
- Support lifelong learning through an Education Department
- Protect our land and water
- Provide opportunities, support, and community for Tribal Members and Tribal Community Members
- **Develop communication channels for all programs, departments, and enterprises**

Present: The Shift and the Development of Government Organization

Over the past two years, we have begun reorganizing how our departments, programs, and enterprises are managed and directed.

Three Examples:

1. Shifting of portions of **United Tribes'** previous organizational structure to reform underneath a **Department of Education**
2. Reorganization of **Native American Family Services (NAFS)'** structure to reform underneath the **Department of Health and Human Services**
3. Reviving of temporarily inactive **Grey Snow Management Solutions** to perform management of various tribal enterprises

This document is only for members of the General Council of the IOWA TRIBE OF KANSAS AND NEBRASKA.

Do not download, print, or distribute the document or its contents.

Future: loway Governmental Organization and Optimization

- Strengthened organization for programs, departments, and enterprises
 - Improved performance, capabilities, and reach
- Alignment of Executive Committee responsibilities to elected roles by strategizing EC management and operation of programs, departments, and enterprises
 - More effective and focused leadership
 - Tribal Administrator and Chief of Staff
 - Re-evaluation and development of processes and procedures
- Refining and strengthening of regulatory codes
- Development of bylaws for committees

Through these changes, we are establishing additional regulations, policies, and procedures in order to maintain guidance and direction with the EC performing oversight of their effectiveness and adherence.

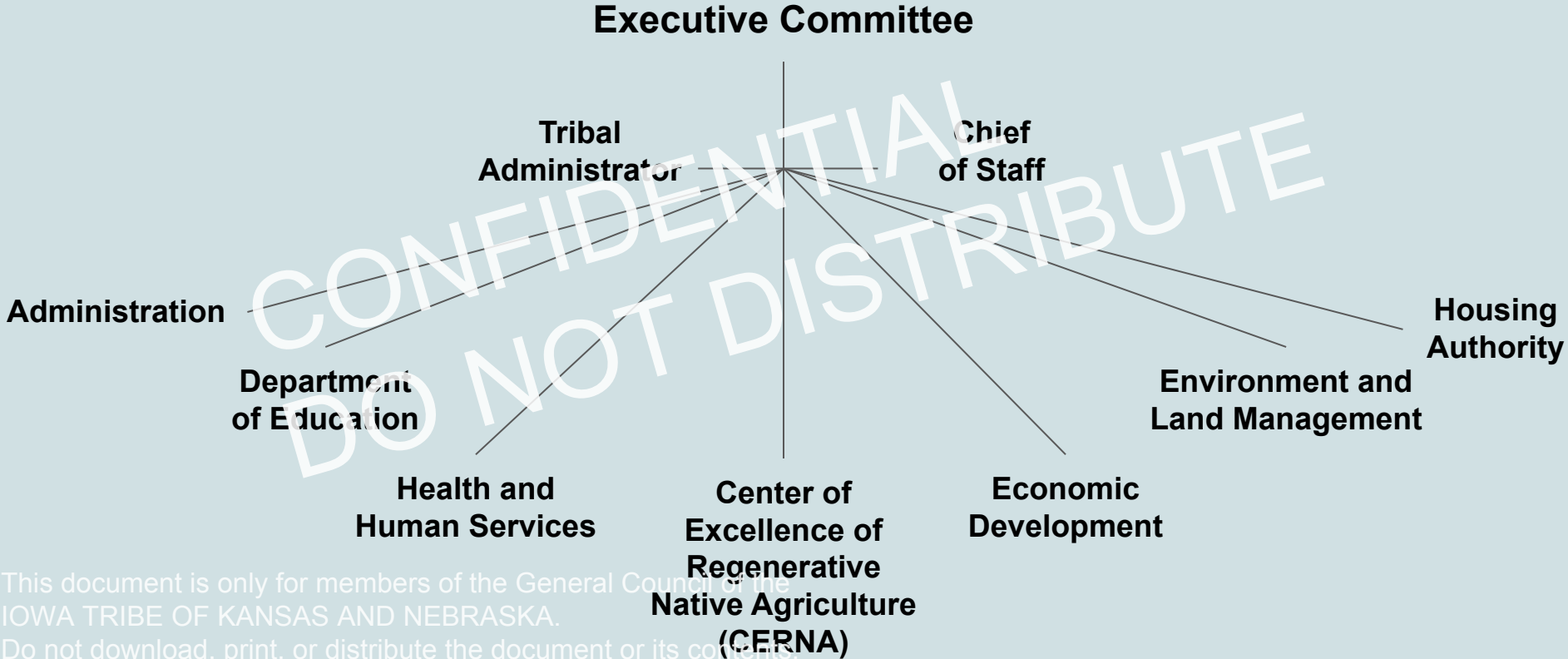
This document is only for members of the General Council of the IOWA TRIBE OF KANSAS AND NEBRASKA.

Do not download, print, or distribute the document or its contents.

TENTATIVE Future Tribal Government Structure:

Subject to change. We are in the planning and initial implementation stages.

As we try new methods of organization, we must be flexible to find what is most conducive to success.



This document is only for members of the General Council of the IOWA TRIBE OF KANSAS AND NEBRASKA. Do not download, print, or distribute the document or its contents.

TENTATIVE Future Structure:

Subject to Change

Administration Department

Administration



All Departments:

- Administration
- Education
- Health and Human Services
- Center of Excellence of Regenerative Native Agriculture
- Economic Development
- Environment and Land Management
- Housing Authority

TENTATIVE Future Structure:

Subject to Change

Department of Education

Education

**Báxoje l'ce
(Language)**

Pre-K and K-12 Education

- Johnson O'Malley Program
- Title VI
- Imagination Library

Post-Secondary and Adult Education

- Lynn Roubidoux Scholarship
- Higher Education Program
- Adult Education Program

**Boys and Girls Club
*Board-Operated***

All Departments:

- Administration
- Education
- Health and Human Services
- Center of Excellence of Regenerative Native Agriculture
- Economic Development
- Environment and Land Management
- Housing Authority

TENTATIVE Future Structure:

Subject to Change

Department of Health and Human Services

Health and Human Services

Cina Akidawe

- Peace Program
- Family Services
- Senior Citizens Program
- Daycare Voucher Program
- Addiction Services
- Workforce Innovation Opportunity Act Program
- Low Income Home Energy Assistance Program (LIHEAP)
- Low Income Home Water Assistance Program (LIHWAP)
- Commodity Program
- Burial Assistance

White Cloud Health Center *Board-Operated*

- Eye Care Program
- Medicare Part D
- Various Services including:
 - Dental
 - Vision
 - Mental and Behavioral Health
 - Addiction Services
 - Chiropractic Care
 - ...and more

All Departments:

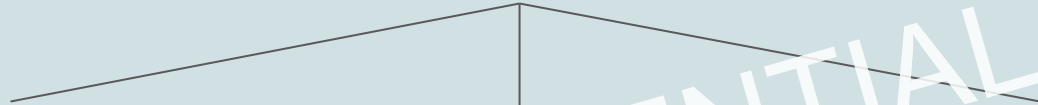
- Administration
- Education
- Health and Human Services
- Center of Excellence of Regenerative Native Agriculture
- Economic Development
- Environment and Land Management
- Housing Authority

TENTATIVE Future Structure:

Subject to Change

Department of Economic Development

Economic Development



Maxe (Fields)

- loway Farms
- loway Seed Farm
- loway Bee Farm
- Soje
- Grasslands

Grey Snow Management Solutions

Board-Operated

- Grandview Oil
- Rutana Tires and Service
- Grey Snow Sanitation
- Grey Snow Construction
- Grey Snow Professional Services
- Grey Snow Green Energy
- Grey Snow Tech Services
- Grey Snow Communications
- Grey Snow Logistics
- Great Nemaha River Trading Post

Casino White Cloud

- Cabins
- AirBnb
- Bar and Grill
- Sports Betting
- Entertainment Venue

All Departments:

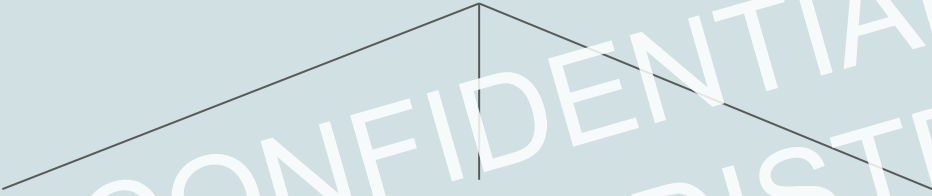
- Administration
- Education
- Health and Human Services
- Economic Development
- Environment and Land Management
- Housing Authority
- Center of Excellence of Regenerative Native Agriculture

TENTATIVE Future Structure:

Subject to Change

Department of Environment and Land Management

Environment and Land Management



Environment

- GIS
- Conservation
- Environmental Protection Agency (EPA)
 - Water
 - *and more*

Land

- GIS
- Planning
- Records
- Leases
- Infrastructure
- Road Maintenance
- Cemetery Maintenance
- *and more*

**Fish & Wildlife
*Board-Operated***

- Hunting
- Gathering

- All Departments:**
- Administration
 - Education
 - Health and Human Services
 - Economic Development
 - Environment and Land Management
 - Housing Authority
 - Center of Excellence of Regenerative Native Agriculture

CONFIDENTIAL
DO NOT DISTRIBUTE

TENTATIVE Future Structure:

Subject to Change

CERNA and Housing Authority

Center of Excellence of Regenerative Native Agriculture (CERNA)

Board-Operated

- Courses
- Financial Support
- Testing Facilities
- *...and more*

Housing Authority

Board-Operated

- HUD Housing
- Section 184 Program
- Non-HUD housing opportunities
- *...and more*

All Departments:

- Administration
- Education
- Health and Human Services
- Economic Development
- Environment and Land Management
- Housing Authority
- Center of Excellence of Regenerative Native Agriculture

This document is only for members of the General Council of the IOWA TRIBE OF KANSAS AND NEBRASKA.

Do not download, print, or distribute the document or its contents.