



COUNCIL OF THE CHEROKEE NATION EXECUTIVE & FINANCE COMMITTEE REPORT

Reporting Month: **December 2020**

Dept: **Financial Resources**

Contact: **Tralynna Sherrill Scott, Treasurer**

tralynna-scott@cherokee.org | ext. 5052



Accounts Payable checks disbursed

Current Month 7,798
Year to Date 23,376



Timecards processed

Current Month 13,673
Year to Date 35,683



Reqs. approved for processing

Current Month 1,173
Year to Date 5,331



Purchase orders issued

Current Month 1,069
Year to Date 4,896



Travel expense statements processed

Current Month 7
Year to Date 63



Files received for storage

Current Month 0
Year to Date 2,469



Number of internal billings

Current Month 99
Year to Date 281



Grant reports submitted

Current Month 69
Year to Date 197



Grant applications

Current Month 2
Year to Date 8



Deposits

Current Month 438
Year to Date 1,238

Departmental Goals

- 1 Complete FY20 Audit
0% complete - Audit expected to be completed on March 31, 2021
- 2 Obtain Unmodified Audit Opinion
0% complete - Audit expected to be completed on March 31, 2021
- 3 No Material Weaknesses on Single Audit
0% complete - Single Audit expected to be completed on March 31, 2021
- 4 Reporting requirements completed & submitted for December 2020
93% completion - All but 5 required reports were submitted timely in December; reports could not be submitted until PMS corrected cash transaction issues

Accomplishments

- 1 Staff attended 24 webinars/trainings in December

Upcoming Events

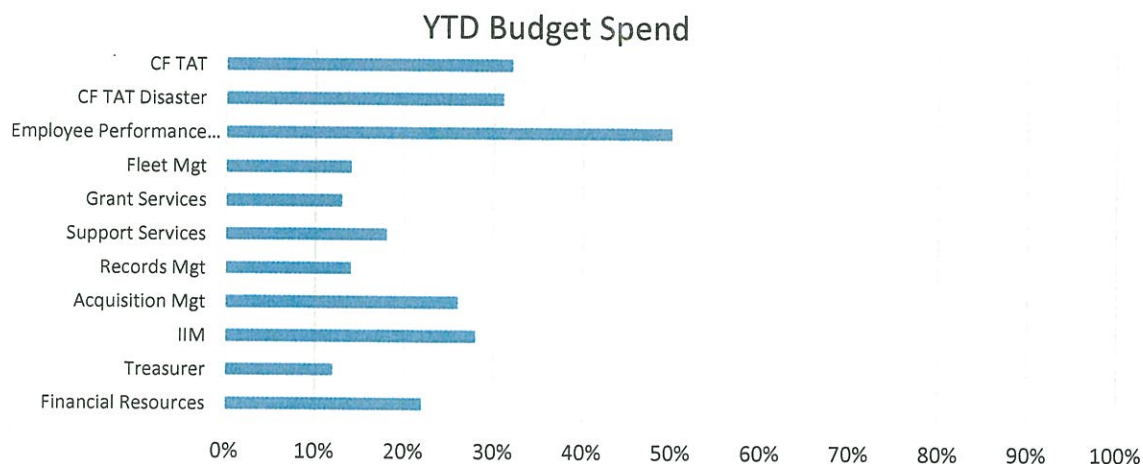
- 1 Staff is scheduled to attend 5 webinars/trainings in January
- 2 3 grant proposals, totaling more than \$522 thousand, will be submitted in January

Compliance

- 1 No outstanding borrowings on \$5M Cash Reserve Advance

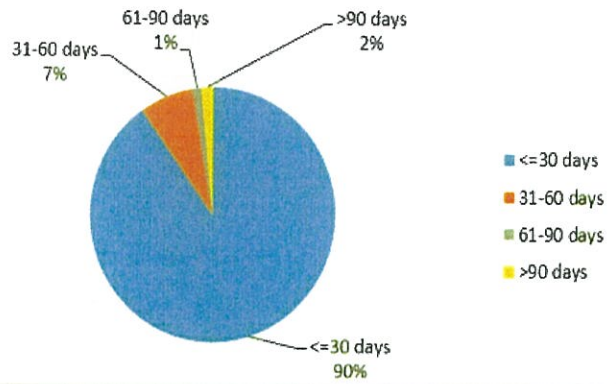
Cherokee Nation Acquisition Management Year-To-Date Bid Report Over \$5,000 Transactions FY 2021		% of sub-total - TERO vendor submitted Bid
Award to TERO Vendor	\$ 21,468,911.02	96.36%
Award to non-TERO Vendor	\$ 810,708.42	3.64%
Sub-total bids with a TERO vendor participating	\$ 22,279,619.44	100.0%
Bid - no bids submitted by TERO Vendors	\$ 695,570.18	

October 1, 2020 through December 31, 2020



Row Labels	APP-INVOICE-2	APP-TRAN-PMT-AMT-7
<=30 days	41,420	153,686,529.93
31-60 days	3,261	20,473,308.05
61-90 days	565	3,730,389.43
>90 days	678	1,680,285.68
Grand Total	45,924	179,570,513.09

Timeliness of Paid Invoices



**Executive & Finance Committee
Career Services
January 2021 Monthly Report
Diane Kelley, Executive Director**

Coming Home Reentry

The Coming Home Reentry Program is continuing to experience high numbers of Justice-Involved Tribal Citizens seeking assistance. Reentry counselors are assisting all contacts in some way. The usual areas of need for justice-involved citizens are being intensified and multiplied by the ongoing pandemic.

The area of behavioral health, while always an important factor with justice-involved citizens, has become an even greater area of concern for our participants during these trying times. We continue to refer participants internally when possible but are also strengthening our external partnerships and resources when needed. Often the immediacy of behavioral health needs force us to seek out external partners. We are continually seeking out new best practices and are looking for internal solutions to apply. We will continue to seek out additional funding to embed behavioral health counseling within the reentry program while also improving staff certifications and knowledge in these areas. We will also look to utilize the recently received Department of Justice grant funding to address some of these needs.

Reentry Staff are also beginning to partner more with our county court systems to assist more justice-involved citizens before they are sentenced to prison. This is being done by showing the success of the program and the various linkages and partnerships that we have been able to build. We are continuing to expand this area of the program with the hopes of reducing incarceration rates of our citizens and thereby lessening the collateral consequences associated with these imprisonments.

Reentry staff are positioned throughout the 14 county area and are available to assist Justice-Involved Cherokees in any way possible.

Disability Employment Initiative (DEI)

The ability to serve individuals with disabilities is integrated into Cherokee Nation Career Services' entire department. If an individual identifies as having a disability on our central intake form, the Career Specialist has received training and has the ability to serve the applicant without having to make a referral to a specific set of staff members within the department. This stood as a major goal for the Disability Employment Initiative (DEI) to fully integrate all applicants of Career Services programs without needless bottlenecks in the process.

The Disability Employment Initiative successfully met its projected clients served numbers two quarters ago. The remaining participants on the DEI caseload continue to finish their individual employment plans and meet with their respective Career Specialist staff member. However, this does not signal an end to our dedication to helping individuals with disabilities. Career

Specialists work with individuals to eliminate barriers to employment. This is no different when a barrier may be related to a disability.

The DEI team works with area businesses as advocates for the clients needing accommodations in the workplace and training environment as provided for through the ADA. The DEI team also has the support and guidance of the Cherokee Nation Vocational Rehabilitation team. In the event participant's barriers may surpass the abilities of DEI, a referral system to the Voc. Rehab team is in place. Additionally, DEI continues their great partnership with Oklahoma Department of Rehabilitation Services, who aids in the administering of vocational and psychological evaluations when requested.

As of 12/31/2020, DEI has worked with 200 clients through its funding. Of the 200 clients, 51 were co-enrolled with Cherokee Nation's Vocational Rehabilitation program, and leveraged resources were utilized. 180 participants have successfully completed, or nearly completed, either a work experience, on the job training, or vocational training program. The numbers show that DEI has met the achievement goal of serving 200 individuals with disabilities. The goal of updating ADA accessibility in all Career Services location has been impacted by decreased staffing and office relocations during the pandemic. Focus on this goal will resume as staff return and new offices are established.

Employment Recovery Program (ER)

The Employment Recovery Program (ER) has reached 33% of its client goal numbers within the first full quarter of the grant. The team continues to add dislocated workers onto the program and provide them with needed services during the pandemic. Recently, ER partnered with AXH Coolers in implementing an Incumbent Worker Training Program. This will allow both AXH and Cherokee Nation to jointly train AXH employees in additional job positions that will make them more employable. The purpose of incumbent worker training is to provide companies training assistance for current employees. This will enhance employability so they may reach out to other high demand positions. The AXH training will begin mid-February resulting in an upskill in current employees while creating entry level positions potentially available to Cherokee Citizens.

Employment Programs Success Stories

Carson Jay McCoy, Premier Pet Clinic in Tahlequah, OK

Eighteen year old Cherokee Nation citizen Carsen Jay McCoy, has been placed on the Summer Youth Employment Program since June 16, 2020.

Ms. McCoy was placed at Premier Pet Clinic in Tahlequah, OK, as a Vet Tech Assistant, assisting with the small animals for Dr. Barbara Musgrove. Carson goes to school at Sequoyah High School where she is a senior and also competes on the school's sports teams in softball and basketball. She has recently gained employment with Premier as a Vet Tech Assistant making a competitive wage. She works as many hours as she can while focusing on high school and playing sports. Carsen states that her time on the program has been great and she

appreciates everything Cherokee Nation has done for her.



Meekah Roy, Optician at the Cherokee Nation Outpatient Health Center, Tahlequah, OK

Twenty-three year old Cherokee citizen, Meekah Roy has been on the Summer Youth Employment Program since June 8, 2020. During Meekah's time on the program she worked as a clerk for Cherokee Nation Human Services and the Housing Authority of the Cherokee Nation, and attended Northeastern State University as a fulltime student. Meekah has recently gained a fulltime position as an Optician at the Cherokee Nation Outpatient Health Center. She will be working 40 hours a week while making a competitive wage. She would like to thank Cherokee Nation Career Services

for her time and experience on the Summer Youth Employment Program.



HOPE

HOPE is committed to addressing the opioid epidemic in the midst of the COVID-19 pandemic. Individuals are continuing to present in Career Services with employment and training needs. During the current pandemic the increase in individuals needing additional behavioral health services has increased. Career counselors will continue to focus on safety and wellbeing of each program participant. Contact sheets, calls and site visits are completed to ensure constant contact with program participants. During this unprecedented time of COVID-19, our goal for our participants who struggle with opioid addiction remains the same: To be a trusted partner, and to help them access the care and support they need, whenever they need it.

RESTORE

RESTORE is currently at 77% of its two (2) year goal of 200 program participants. With the remaining presence of COVID-19 cases, individuals on RESTORE are continuing to assist with humanitarian & cleanup work related to COVID-19. Many businesses and individuals have been greatly affected, resulting in a major need for additional staff such as screeners, cleaners and community counselors. Organizations are very welcoming of the RESTORE participants, and thankful to have them placed in their respective areas. Below is a testimony from one of the individuals placed at A New Way in Tulsa, Oklahoma.

Restore Responders Testimony

Maria

To whom it may concern,
I feel really grateful to be here at A New Way. In such a short amount of time that I've been here I've seen the company do great things! I can say that A New Way is very passionate about what they do. I've been growing so much with the company and having such great role models helps me out tremendously. I've been translating intake interviews with various clients, and I am in a program called Care & Connect at one of the schools. In do so, I help with all the kids who cannot understand English and ensure they are understanding the school

work. Every week I am always seeing different faces or on the phone making appointments for new intakes. I do a lot of research for our clients as well to fulfill their needs. I find food, clothing, basic needs resources and anything else that I find that can help our clients during the COVID-19 pandemic.



JOBS/Tribal TANF

- Services provided to 185 families for the month January 2021.
- Fiscal Year 2019-2020 Annual Report to U.S. Dept. of Health and Human Services Administration for Children and Families (ACF) was delayed due to a technical error in the Federal Online Data Collection (OLDC) system. It has been successfully received by the agency as of January 22, 2021.

TANF Success Story

Lisa Brower, Stilwell Memorial Hospital
TANF would like to provide an update on a success story that was reported in July 2020 on Lisa Brower.

Ms. Brower is the first JOBS/Tribal TANF transitioning client. She successfully exited the program this month after gaining and maintaining full time employment at Stilwell Memorial Hospital for one full year, making her eligible to receive the one-time monetary transitional incentive of \$2,500. Ms. Brower has been a budding success and truly a model client that has been able to complete all program requirements and successfully utilize program services offered for herself and her family. We previously highlighted the graduation success of her son, Trenton Brower, who received the High

School Graduation incentive provided to eligible TANF youth recipients. This is a great example of what the JOBS/Tribal TANF program can provide to a family on their journey to self-sufficiency.



Trade and Economic Transition (TET)

The Trade and Economic Transition program is currently running alongside the Employment Recovery program as staffed personnel continue case management of TET participants while simultaneously adding new participants onto Employment Recovery. Several individuals who qualify are being co-enrolled to maximize available services.

Tribal Economic Development (TED)

Since November we have had:

- 20 Cherokees enter into On-the-Job-Training with partner companies.
- 13 Cherokees enter into Vocational Training Programs.

The majority of our TED Vocational training is for Cherokee Nation Entertainment Unarmed Security Officer and Armed Security Officers throughout the Cherokee Reservation. We are able to send them through Phase I & II in order to receive their CLEET Unarmed Security License and then Phase III & IV training in order to receive their Armed Security License.

TED On-the-Job Training (OJT)

The OJT program is designed to assist applicants in securing permanent employment within the public or private sector. The OJT contract between Cherokee Nation and a business or employer provides reimbursement to the business or employer up to 50 percent of a participant's wages during the training period, for up to six months. This is designed to assist the business or employer with the extraordinary cost associated with the training of the participant and increase productivity while they learn the job.

TED Vocational Training

Vocational training, also known as Vocational Education and Training and Career and Technical Education, provides job-specific technical training for work in the trades. These programs generally focus on providing students with hands-on instruction and can lead to certification or a diploma.

Vocational training can also give applicants an edge in job searches since they already have the certifiable knowledge they need to enter the field.

Tribal Economic Development (TED) Staff attended the following events in January

- Inter-Tribal Council Commerce Committee quarterly meeting.
- Tulsa office staff attend monthly meetings at the Owasso Workforce Development. On the agenda in January was Career Pathways/Career Exploration/ICAP workforce development committees meeting that will be held every other month, beginning in February.

Cherokee Nation Film Office

Our team is currently working with the Cherokee Nation Film Office to help provide workforce incentives for companies that come into Northeast Oklahoma to do their film productions.

Our goal is to use our existing workforce development programs to provide work for CN citizens interested in entry-level jobs in the film industry.

The Cherokee Nation Film Office has been developing relationships with some film producers who have recently moved to Tulsa from Los Angeles, and who are bringing several movie and TV projects to be filmed in the Tulsa area. We would, of course, like them to use Cherokee Nation citizens on those projects. They have expressed interest in providing on-the-job training for Cherokee Nation citizens, if we can provide wages while the film producers provide the training.

Delaware Resource Group of Oklahoma, LLC (DRG)

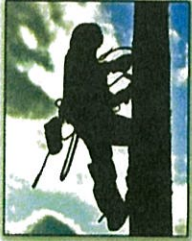
We have been working with Delaware Resource Group of Oklahoma, LLC (DRG). Right now, DRG is looking for a talent pipeline to help fill touch labor positions such as fabricators, laminators, technicians and assemblers. They expect to employ 350 – 500 people in the next two years and would like to include Cherokee Nation. This will increase potential for tribal members to find employment with their companies. Some positions require experience, but many others are trainable. We are focusing our conversations and efforts on workforce development and/or tribal member employment opportunities.

These job opportunities will be in Oklahoma City, Tulsa and other surrounding communities. We will work to let Cherokee Citizens know about these job opportunities across the state.

Poster Stands

We have placed our poster stands and some updated artwork throughout the Cherokee Nation Reservation. Attached is the art that was re-designed and distributed to 17 different health clinics and car tag offices throughout the reservation.





Cherokee Nation Career Services

Jobs ■ Training ■ Opportunity ■ Hope



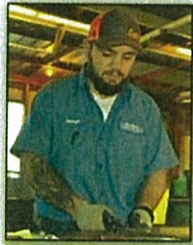
Job Search Assistance
Vocational/Training Services

On-the-Job Training

Talking Leaves Job Corps

Computer Access

GED Instruction and Testing



Career Services 918-453-5555

Field Offices

Tulsa 918-574-2749, Claremore 918-342-7450, Jay 918-253-3243,
Pryor 918-825-7988, Sallisaw 918-776-0416, Stilwell 918-696-3124,
Tahlequah 918-453-5555, Muskogee 918-682-2077,
Washington/Craig/Nowata counties 918-256-4576,
West Siloam Springs 918-422-6371



CHEROKEE
Jobs.org

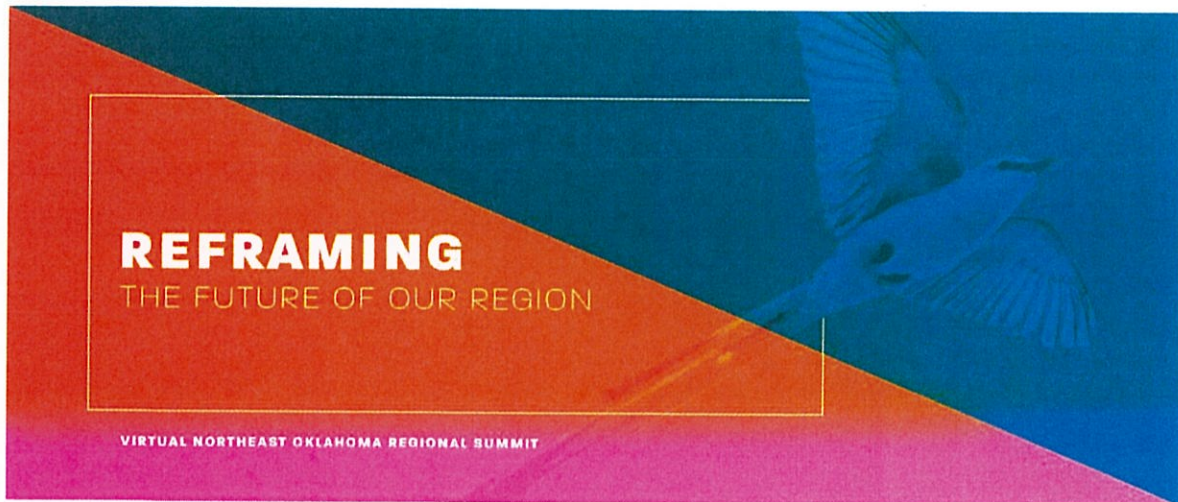
SAVE THE DATES

2021 NORA Summit Series

Please join us as we present the 2021 NORA Summit Series. This series is designed to help community and business leaders encompass new ideas and reimagine ways of planning, developing and collaborating to promote economic, workforce and community development throughout Northeast Oklahoma.

These interactive 60 to 90-minute sessions will be held weekly across the Zoom platform, will build on one another and will provide the opportunity to hear from nationally recognized speakers on how to continue to thrive in a post pandemic era.

NORA and community partners are offering this series **free** of charge. **Space is limited and registration is required for each individual session. Watch your email with meeting login information the day before the session.**



SESSION THREE: Tuesday, February 9, 2021

RECOGNIZING SKILLS DEVELOPMENT THROUGH DIGITAL CREDENTIALING

<https://web.pryorchamber.com/events/2021-NORA-Summit-Series-Session-Three-2918/details>

1:00PM to 2:30PM - Brad Griffith, Director of Online Learning Initiatives for the Oklahoma State Regents for Higher Education

Higher Education in the United States is undergoing an innovative disruption which stands to further the social and professional capital not only students who earn a degree, but also those with some college and no degree. Initially focusing within critical occupation areas, micro-credentials and digital badges will eventually provide a way for learners across all areas of study to continuously document and promote skills they amass through academics, professional experience, and lifelong learning. This interactive session will serve as an exploration of the opportunity for dynamic partnership between Oklahoma industry leaders and higher education necessary to complete this ecosystem.

SESSION FOUR: Tuesday, February 16, 2021

THE CHANGING RETAIL AND DISTRIBUTION LANDSCAPE: Is Your Community Ready?

<https://pryorokcoc.wliinc21.com/events/2021-NORA-Summit-Series-Session-Four-2919/details>

10:00AM to 11:00AM - Johnathan Russell, President and CEO of Land Run Commercial Real Estate

Join Mr. Russell as he discusses retail and commercial development in rural areas and the significant challenges communities will face in the wake of COVID-19 and shifting consumer trends.

SESSION FIVE: Tuesday, February 23, 2021

THE EVOLVING TELEHEALTH IT MARKET: Implications for Your Community

<https://pryorokcoc.wliinc21.com/events/2021-NORA-Summit-Series-Session-Five-2920/details>

10:00AM to 11:30AM - Donnie Parrish, Chief Information Officer, Cherokee Nation Health Services

Join Mr. Parrish as he shares his insights on the rapidly emerging telehealth industry, how it is being leveraged in rural communities and the implications communities can expect.

SESSION SIX: Tuesday, March 2, 2021

CAPTURING THE FILM INDUSTRY: What Communities Can do to Market Themselves to this New and Growing Oklahoma Industry

<https://pryorokcoc.wliinc21.com/events/2021-NORA-Summit-Series-Session-Six-2921/details>

10:00AM to 11:30AM - Tava Maloy Sofsky, Director of Oklahoma Film and Music Office; Jennifer Loren, Director of Cherokee Nation Film Office and Maria Swindell Gus, Executive Director of Bartlesville

Over the last 10 years, the Oklahoma Film + Music Office has incentivized film and television productions to spend over \$135 million into Oklahoma's economy and create thousands of part-time and full-time jobs. Join this session to learn about this emerging Oklahoma industry and how your community or organization can benefit from this growth.

Career Services

Lineman and Fiber Tech Training

Cherokee Nation Career Services developed two programs to assist participants with vocational training and job placement called High Voltage Lineman and Fiber Tech Training via a partnership with the Oklahoma State University of Institute of Technology Workforce and Economic Development. The lineman program has allowed Career Services to create partnerships with companies such as Lake Region Electric Cooperative, American Electric Power, and Utility Plus Inc.

The Heavy Metal Training Institute to provided (commercial driver's license) training and AEP and Public Service Company of Oklahoma provided a bucket truck for training.

The students spend the first eight weeks in the classroom and on training grounds. The second eight weeks are spent on internship and then back to the classroom for another eight weeks before they leave for their final eight-week internship to complete the program. The training is almost entirely hands-on to prepare students for internships. Students will have obtained a Class A CDL and OSHA 10 card as well as be certified in CPR, digger operations, pole climbing, bucket truck rescue and pole top rescue. The demand for linemen is high and it's hard to fill vacancies.

Fiber Tech Programs are designed to train individuals in pole climbing; including learning to climb in the power zone, jiggging or pulling fiber from start to finish, introduction to fiber splicing; both residential and commercial, learning to splice, hanging strand and fiber and lashing them together, hanging self-support and sagging to proper tension and advanced fiber splicing and troubleshooting.



In This Issue:

**Career Readiness
Lineman Training
Program**

**Grant and Employment
Opportunities**

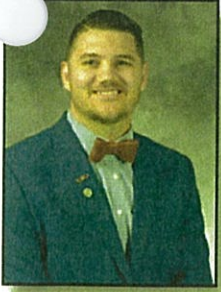
**Business and Building
Trades Classes**

**Participant
Success Stories**

**Spotlight: Tribal
Economic Development**

**Coming Home
Reentry Program**

Program Spotlight...Tribal Economic Development



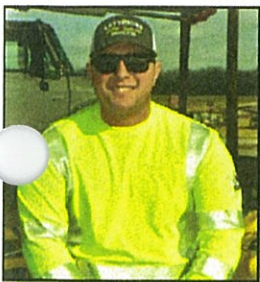
Hunter Palmer
Manager, TED

Hunter Palmer is the Manager of Economic Development. He graduated from Northeastern State University in 2012 with a Bachelor's Degree in Business Administration with an emphasis in Human Resources and completed his Master's in Business Administration in the spring of 2020.

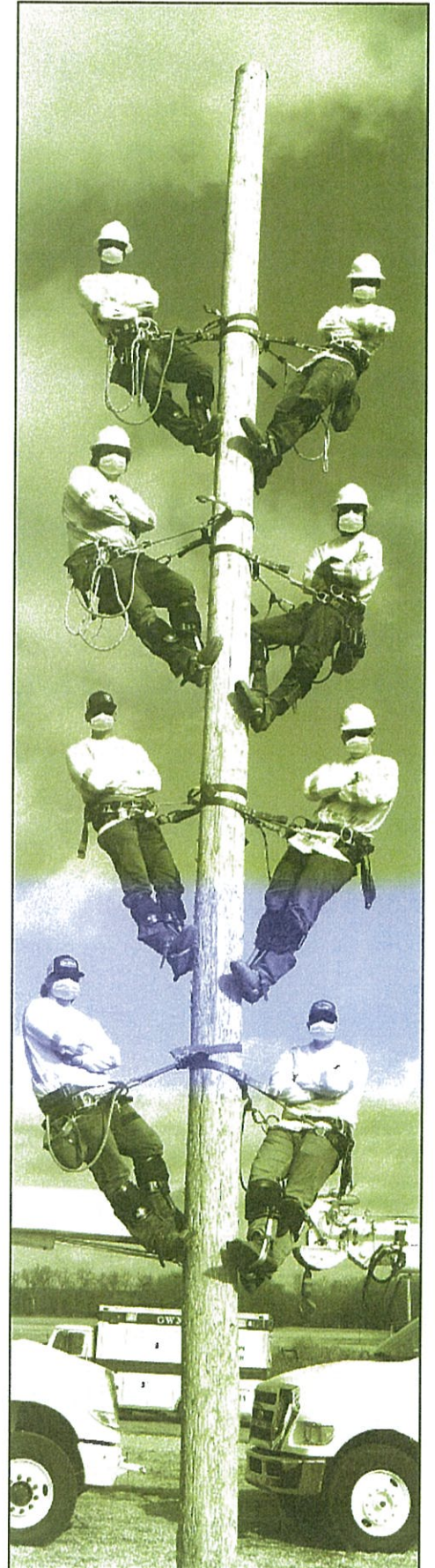
Hunter has worked at the Cherokee Nation for more than six years and has worked in economic development and workforce development capacity for most of that time. Through business attraction, Hunter has been a part of the Economic Development team at the Cherokee Nation that has helped bring in more than 9,000 jobs into northeast Oklahoma.

The primary focus of Tribal Economic Development, TED, is to create training opportunities and jobs for Cherokee citizens. The following are the employment and training components of TED: *On-the-Job Training* – Trains individuals in occupational trades on the job in the public and private sector. Employers can negotiate an OJT contract with Career Services for reimbursement of one-half an individual's hourly wage during the initial training period, not to exceed six months. *Employment Preparation Training* – a temporary or part-time assignment that encourages individuals to develop good work habits and basic work skills. Prepares individuals for employment in the public and private sector. *Vocational Training* – Assists individuals with expenses to attend vocational training. *Specialized Training* – Conduct specialized training in areas identified by employers. *Job Fairs* – Multiple job fairs are held for new or expanding businesses to attract new employees. *Direct Placement* – Assists employed individuals with a one-time supportive service for employment-related needs.

"I started this lineman class with hopes of gaining a trade that would allow me to make a reasonable salary and keep me close to my family. I like the idea of being able to be a part of keeping the electricity up and running." Keith Colton



"Taylor Davidson was working in the oil field as a welder before being laid off and going on unemployment when he found out about the lineman training program. Taylor has graduated from the lineman program and now is making more than \$25 per hour as a lineman." Hunter Palmer



Employment and Grant Opportunities...

Coming Home Reentry Program

The Coming Home Reentry Program serves Cherokee citizens who have been released from incarceration. Funds from reentry programs are used for assisting individuals post release with an emphasis on providing housing and combating substance abuse issues, employment and training services, and any reentry or transitional services related to participants successful career paths. Applications must be submitted within three months from the date of release. The program assists with employment and vocational services. Services provided are on a case-by-case basis and may include assistance with employment, training, education, housing, and clothing. You must be a Cherokee citizen to participate. Call 918-453-5555.

National Health Emergency Dislocated Worker Grant - NHEDWG

The focus and goal of NHEDWG grant is to provide disaster relief jobs and employment services to eligible individuals in Oklahoma counties impacted by the health and economic effects of widespread opioid use, addiction, and overdose. This program also provides employment services to participants seeking careers in healthcare professions related to addiction, treatment, prevention, and pain management. Hospitality, manufacturing and construction will be additional career pathways. **Don't have to be Native American to qualify.* Call 918-453-5555.

Trade and Economic Transition National Dislocated Worker

To qualify for this program, participants 1.) working and have been laid off/terminated or received notice of layoff/termination, 2.) previously self-employed, but no longer due to economic conditions. Must be eligible for unemployment or have exhausted unemployment benefits. **Don't have to be Native American to qualify.* Call the nearest office: Tahlequah 918-453-5555, Tulsa: 918-574-2749, Pryor: 918-825-7988, Sallisaw: 918-776-0416.

Disability Employment Initiative - DEI

DEI seeks to improve education, training and employment opportunities by providing career pathway services for Native Americans with disabilities. Eligibility criteria: Have a mental or physical disability as defined by ADA, must be 18 years of age or older and Native American residing within the Cherokee Nation reservation. Call 918-453-5555.

JOBS/TANF Program

Jobs, Opportunities, Benefits and Services - and, JOBS, Tribal Temporary Assistance to Needy Families Program, TANF, was established to increase a families' ability to attain self-sufficiency by providing cash assistance on a time limited basis. Assistance is provided to family and non-needy caretaker relatives provided all program requirements are met. There is an emphasis on work and personal responsibility requiring families to engage in weekly work activities. Call 918-453-5555.

Disaster Recovery National Dislocated Worker Grant - RESTORE

RESTORE is a two-year U.S. Department of Labor focused on assisting businesses and/or organizations affected by COVID-19. Eligible participants will be provided a one-year temporary job opportunity to assist various businesses and/or organizations. Call 918-453-5555

Success Stories...



Taylor Allman, a 27-year-old resident of Claremore, Oklahoma, and Cherokee citizen, was a successful participant in the Tribal Economic Development Program, (TED) offered through Cherokee Nation Career Services. The on-the-job program is designed to assist applicants in securing permanent employment with the public or private sector. Allman recently graduated from The United States Department of Labor – Office of Apprenticeship and received a Certificate of Completion as an Apprentice Welder, at Pelco Structural, LLC, in Claremore. Allman trained as a welder at Northeast Technical College and then entered the one-year apprenticeship program at Pelco. “This welding program was a perfect fit for me,” said Allman. “I had always wanted to be a welder but had kids when I was very young, was working low-paying jobs, and just couldn’t afford welding school. This program allowed me

to learn to weld on the job, it paid for my tools and everything I needed to succeed.” Allman is currently a Welder I, with plans to become a Fitter Welder, a position that actually builds structural poles. “This opportunity has meant everything to me and my family,” said Allman. “I used to live from paycheck-to-paycheck. We were on food stamps, couldn’t afford to go to the doctor and I didn’t know if the bills would get paid or if I could buy birthday or Christmas gifts for my kids. Now, I make enough to support my family. It means the world to me.”



Logan Blagg, a 34-year-old resident of Claremore, Oklahoma, and Cherokee citizen, was a successful participant in the Helping Others Perform Effectively, (HOPE) Program, offered through Cherokee Nation Career Services. This program is funded through a grant from the Department of Labor and assists individuals who have had their lives adversely affected by the opioid crisis. Blagg recently graduated from The United States Department of Labor – Office of Apprenticeship Certificate of Completion of Apprenticeship Welder, at Pelco Structural, LLC, in Claremore. “I was very blessed to have been chosen to be a part of this program,” said Blagg. “I started getting into trouble with the

law when I was about 13 years old and went to prison five times before getting this chance and I now have the opportunity to redeem myself in the eyes of my family and friends.” Blagg has worked for nearly two years, is employed as a Welder II, making a great paycheck, and for the first time in his life has a driver’s license and a car. “This has given me a new chance at life,” said Blagg. “I plan to become a quality control inspector and thanks to the (HOPE) program, and the apprenticeship welding program, this job has become my rock. It goes well beyond all of that. I love coming to work, I’ve been clean and sober for three years and I’ve never felt like a man before like I do now,” said Blagg. “I have a relationship with my family again and sure do hope the DOL program continues so it can help other folks like me.”



Business Technology and Building Trades Training

Accelerated Business Technology Class



Tonya Hudson



Lauren White

Tonya Hudson and Lauren White are instructors for the Accelerated Business Technology class. This class provides students with an increased knowledge of specialized areas of office procedures and techniques. This course also trains students in market skills to meet their individual requirement, current industry demands, and future needs of the business world. Course work will include: instructor's lectures, videos, class discussion, and self-guided online learning modules will be used during

the course. Clients will be provided all materials needed to complete the coursework. The class schedule is as follows: Week 1 - Pre-professional Skill Building | Week 2 - Professional Community | Week 3 - Introduction to Microsoft | Week 4 - Introduction to MS Office Outlook | Week 5 - Introduction to Microsoft Excel | Week 6 MS Word for Documents and Projects | Week 7 - Outlook Appointments and Work Flow | Week 8 - MS Excel spreadsheets, final project presentations, and graduation.



Construction Trades Training Program: Basic Carpentry



Roy Poteet
Instructor

Carpenters are a versatile occupation in the construction industry, with workers usually doing many different tasks. For example, some carpenters insulate office buildings and others install drywall or kitchen cabinets in homes. Those who help construct tall buildings or bridges often install wooden concrete forms for cement footings or pillars and are commonly referred to as rough carpenters. Rough carpenters also erect shoring and scaffolding for buildings. This program was designed to give students hands on experience in basic carpentry. They were able to see all areas of carpentry and be more employable to construction companies and the Cherokee Nation.

The students completed the class on December

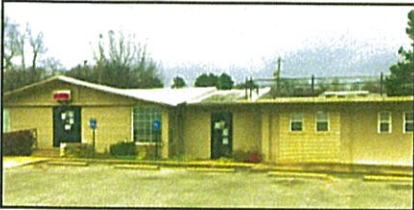
16th. During the two-month class the students learned about basic carpentry, different tools used in the industry, cuts, angles and squares.





**Cherokee County
Tahlequah Office**
17675 S. Muskogee Ave.
Tahlequah, OK 74465
918-453-5555

GWYA DBP
CHEROKEE NATION®
Career Services
Office Locations



**Cherokee County
Learning Center**
17822 S. Muskogee Ave.
Tahlequah, OK 74465
(918) 458-0577



**Cherokee County
Employment and Training**
17138 S. Muskogee Ave.
Tahlequah, OK 74465
918-453-5555



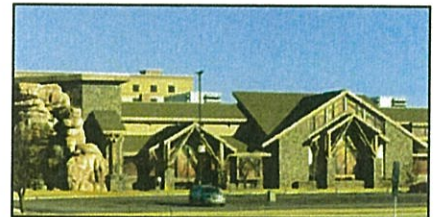
**Cherokee County
TERO and TLJC Office**
16389 S. Muskogee Ave.
Tahlequah, OK 74465
918-453-5334



**Adair County
Stilwell Office**
219 W. Oak - POB 913
Stilwell, OK 74960
918-696-3124



**Sequoyah County
Sallisaw Office**
100 E. Choctaw Ave.
Sallisaw, OK 74955
918-776-0416



**Delaware County
West Siloam Office**
614 S. Stateline Rd.
Colcord, OK 74338
918-422-6371



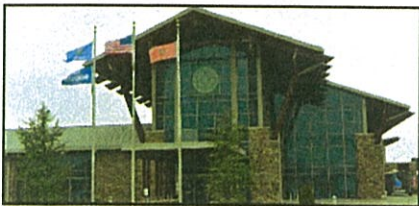
**Delaware/Ottawa County
Jay Office**
1178 W. Cherokee
Jay, OK 74346
918-253-3243



**Mayes County
Pryor Office**
2945 Hwy. 69A
Pryor, OK 74361
918-825-7988



**Rogers County
Claremore Office**
23205 S. Hwy. 66
Claremore, OK 74018
918-342-7450



**Washington/Craig/Nowata Co.
Vinita Office**
27371 S. 4410 Rd.
Vinita, OK 74301
918-256-4576



**Tulsa County
Tulsa Office**
10837 E. Marshall St.
Tulsa, OK 74116
918-574-2749



**Muskogee/McIntosh/Wagoner Co.
Muskogee Office**
1305 S. Country Club Rd.
Muskogee, OK 74403
918-682-2077

Commerce Services

Securing and enhancing the financial well-being of Cherokee people, businesses and communities

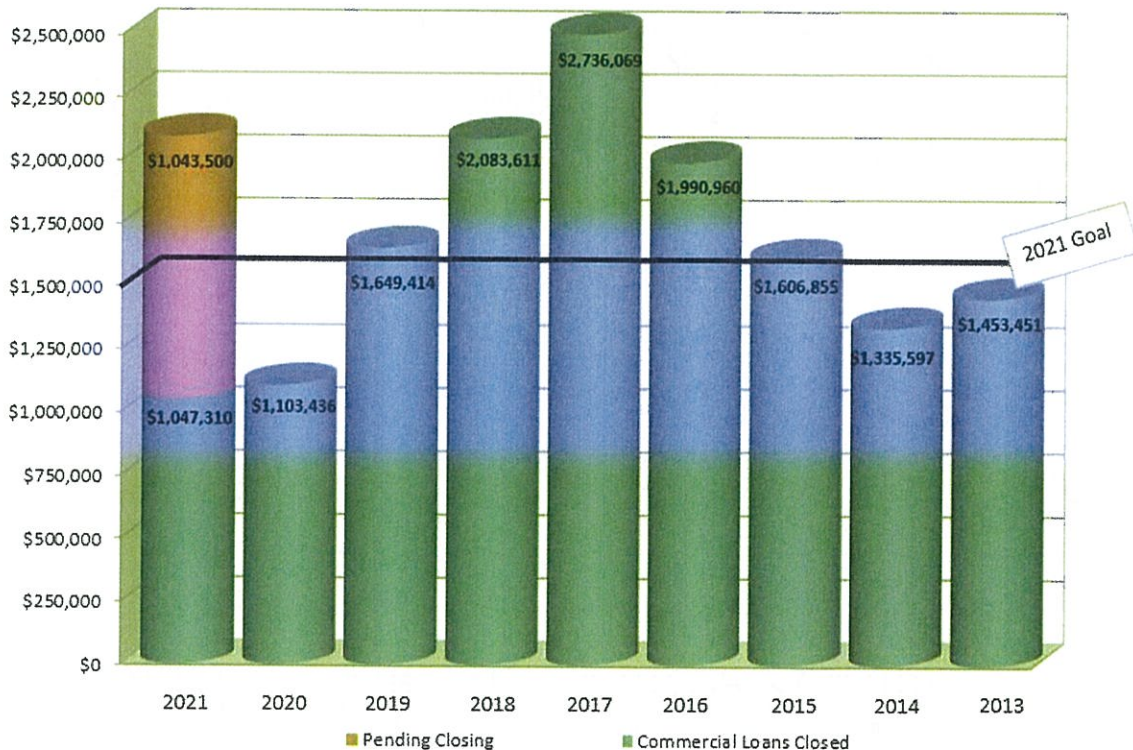
Anna Knight, Executive Director
918-453-5532
anna-knight@cherokee.org

Community and Economic Impact



**Since 2010 Commerce Services Community
Investment: \$18,062,926 in 345
Privately-owned Small Businesses**

Dollars Invested in the Local Economy Through Small Business Lending



**Small Business Loans
Closed December 2020**

Community	Loan Purpose	Project Costs	Owner Equity	Jobs
Tulsa	Food Service	\$464,335	69%	2

“Our loan from the Cherokee Nation Small Business Assistance Center helped us with several major repairs and business expenses. This allowed us to stay in operation and continue our success. Thank you! We appreciate it!”

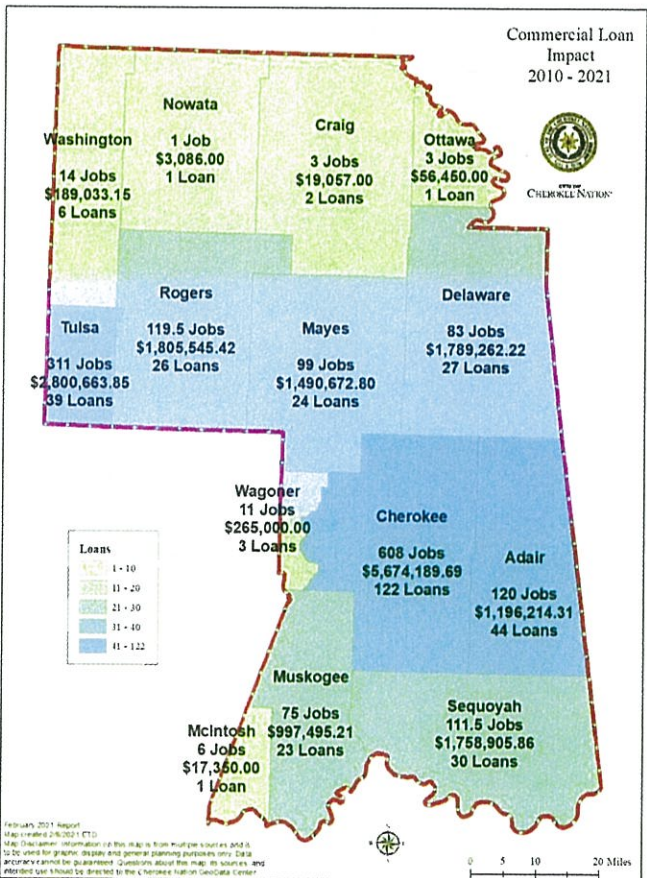
*– Ron and Mary Sanders,
Hulbert, Cherokee County*

Commercial Lending Pipeline
(Commercial requests submitted)

Community	County	Business Type	Startup or Expansion
Bartlesville	Washington	Child Care Service	Expansion
Miami	Ottawa	Wedding Venue	Start-up
Muskogee	Muskogee	Auto Repair Service	Start-up
Claremore	Rogers	Retail Service	Start-up
Stilwell	Adair	Food Service	Start-up
Tahlequah	Cherokee	Agriculture	Start-up
Hulbert	Cherokee	Animal Service	Start-up

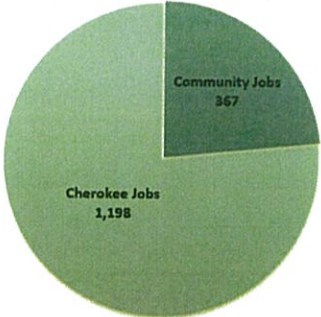
**Commercial Lending Impact
2010 through 2021 by County**

County	Economic Investment	Businesses	Jobs
Adair	\$1,196,214	44	120
Cherokee	\$5,674,190	122	608
Craig	\$19,057	2	3
Delaware	\$1,789,262	26	83
Mayes	\$1,490,673	24	99
McIntosh	\$17,350	1	6
Muskogee	\$997,495	23	75
Nowata	\$3,086	1	1
Ottawa	\$56,450	1	3
Rogers	\$1,805,545	26	120
Sequoyah	\$1,758,906	29	111
Tulsa	\$2,800,664	37	311
Wagoner	\$265,000	3	11
Washington	\$189,033	6	14
Totals	\$18,062,925	345	1,565

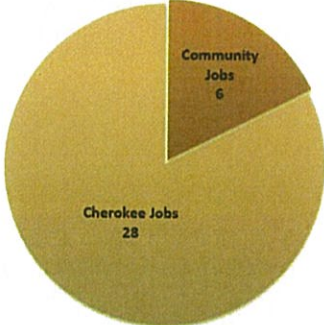


Businesses Create Community Based Jobs
 Private Sector Jobs Created or Retained by Small Business Lending

Jobs Created FY10-21



Jobs Created FY 2021



Cherokee Nation Economic Development Trust Authority

A Cherokee Nation chartered nonprofit corporation
 Certified as a Community Development Financial Institution

Lending Assets

Available Commercial Capital	\$1,981,823
Available Consumer Capital	\$1,249,362
Approved Grants Pending Distribution	\$31,607
Approved Grants Pending Receipt	\$623,000
Total Available Capital	\$3,885,792
Outstanding Commercial Loans	\$9,662,628
Outstanding Consumer Loans	\$1,950,002
Total Outstanding Loans	\$11,612,630

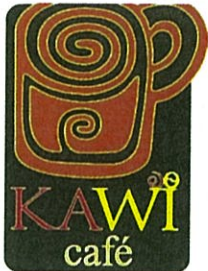
FY21 loans leveraged \$4,882,344 in private dollars and since 2015 CNEDTA loans have leveraged \$42,099,189 in private dollars invested in our local economies.

Kawi Café a model experiential entrepreneurship-training program

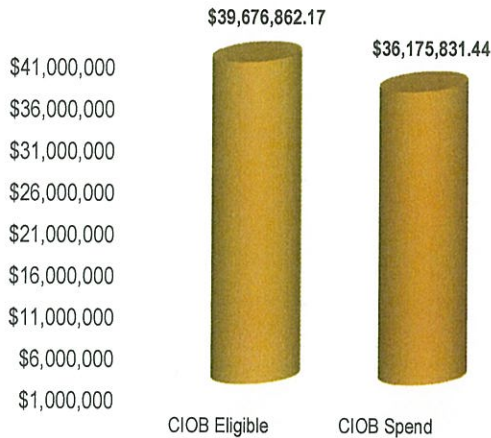
Managed by Commerce business coaches, we collaborate with Career Services Day Training and Re-entry Programs to provide hands on entrepreneurial training in the Kawi Cafe. *The Kawi now serving lunch in the Financial Resources Breakroom on Mondays and Thursdays.*

- Total Graduates 92
- Total Re-entry/Recent Offenders 47
- Total Day Training 45
- Total Opening Small Business 5

*All participants have been low income American Indians.



Procurements Awarded to Certified Cherokee/Indian-Owned Small Business 91.18% of CIOB Eligible Procurement Opportunities were awarded to CIOBs



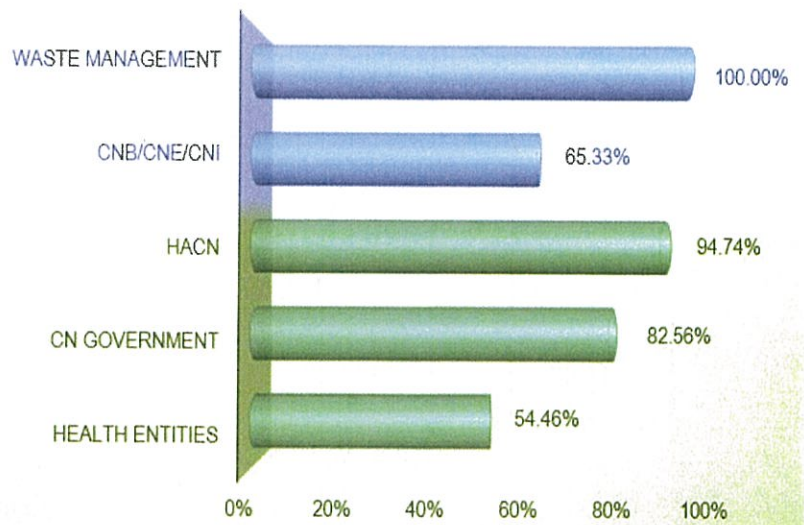
TERO Procurement Opportunities	
Entity	% Awarded
CN Government	96.36%
CNE	86.15%
Health Entities*	100.0%
CNI	1.10%
Waste Management	0.00%

*Health Entities are PACE/Elder Care and CN Home Health

CNB Procurement Submission versus Awards		
Eligible TERO Opportunities	TERO Bids Received	Bids Awarded
October 2020 - September 2021	% opportunities bid by TERO Vendors	% of TERO vendors winning bids when TERO bids were submitted
22	40.91%	55.56%

73.90% of Employees are registered Cherokee Nation Citizens

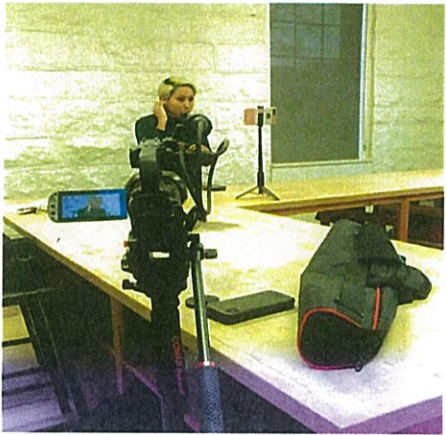
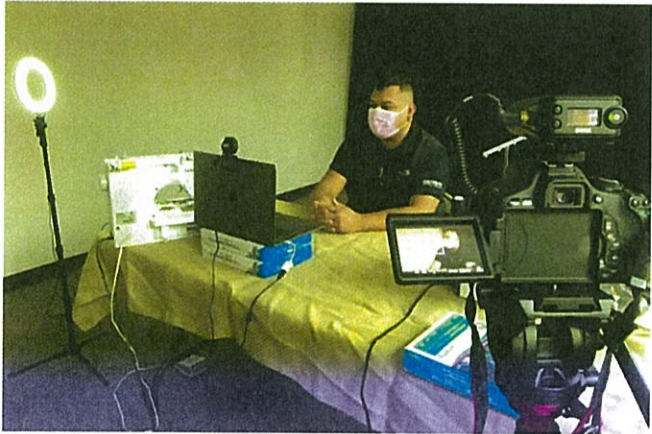
Includes companies majority owned; does not include temporary or government contract employees



Artists as Entrepreneurs and Community Tourism as Economic Development
Increasing the business capacity of artists and tourism capacity of communities

The Cherokee Arts Center is open to studio artists, including National Treasures, and by appointment only. The Spider Gallery is open to the public.

The Cherokee Arts Center has installed a new Artist Workstation with internet access and virtual conference capability. Cherokee Nation Businesses filming Cherokee textile artist Kenny Glass for the February Cherokee Artist Showcase at the Cherokee Arts Center on Wednesday, January 27, 2021. Kenny Glass, who specializes in bringing bold colors and traditional patterns into his contemporary textile designs, was interviewed in the multi-media room by Cherokee artist Keli Gonzales for the upcoming February showcase. His one-of-a-kind pieces are connecting the Cherokee culture to the fashion world. Glass has also been featured on 'Osियो: Voices of the Cherokee People' in an episode titled 'Fabric of the People'. Gonzales is an emerging Cherokee artist who incorporates elements of the syllabary, folklore, animals and sports into her interpretive art style. Her drawings and paintings often feature important messages behind the inspiration for the piece that is left open for interpretation.



**2020 - 2021 Grant Applications Underway and Recently Submitted:
 Pending and Approved**

Please note some grants submitted under the Cherokee Nation Economic Development Trust Authority (CNEDTA)

Grant Submitted	Purpose	Funding Year	Amount Requested	Status	Notes
USDA RDBG	Small Business	2021	\$200,000	Awarded	Jay Industrial Park Road
USDA RDBG	Small Business	2021	\$100,000	Awarded	Community Planning
CDFI	Lending Programs	2021	\$650,000	Awarded	SBAC Lending Programs
IRS VITA	Tax Preparation	2021	\$55,000	Awarded	VITA Tax Program
USDA SDGG	Small Business	2021	\$150,000	Awarded	Technical Assistance to Community Nonprofits