



SSY

Gadugi Corps

“It is in the interest of the Cherokee Nation to promote and support volunteerism and opportunities for national service. The Cherokee concept of “Gadugi”- working together for the common good- is deeply ingrained in Cherokee culture and traditions. An increase in volunteerism and participation in national service programs has the potential to support local problem solving, grassroots community organization and stronger national identity among Cherokee citizens. Therefore, perpetuating the time-honored concept of “Gadugi.” Achieving goals relating to volunteerism and national service requires an assessment of existing volunteer and paid service programs, the coordination of such efforts to maximize impact and efficiency and a determination of opportunities to apply more resources to bolster volunteerism and national service and reducing or eliminating bureaucratic barriers”.

-Principal Chief Chuck Hoskin Jr.

October 6, 2023

Dear Principal Chief Hoskin,

As provided by Executive Order 2023-03-CTH, I am proud to submit the attached report, which contains the recommendations and findings of the Gadugi Corps Task Force on Volunteer and National Service. Over the course of the past few weeks, the appointed Task Force's participants have worked diligently to gather information and develop plans that ensures the Gadugi Corps not only meets the needs of our citizenry but is also sustainable for generations to come.

Members of the Task Force include: Canaan Duncan, Cherokee Nation Deputy Secretary of State; Corey Bunch, Cherokee Nation Chief of Staff; Shelly Dreadfulwater, Cherokee Nation College Resource Specialist; Kristen Thomas, Supervisor, Cherokee Language Master/Apprentice Program; Dawnena Squirrel, Special Advisor to the Administration; Melissa Payne, Cherokee Nation Community Liaison and Shawn Crittenden, Cherokee Nation Education Deputy Executive Director. The Task Force also relied heavily on the expertise of Cherokee Nation Chief Information Officer Paula Starr and IT Product Manager Chris Welch, both of whom we want to recognize for their hard work and dedication. As Chair of the Gadugi Task Force, it has been an honor to work closely with such knowledgeable and caring professionals who truly have the Cherokee people's best interest and bright future at heart.

Throughout this process, we have researched data provided by Cherokee families, community leaders, Cherokee Nation employees and elected officials concerning the needs in their respective areas, where volunteerism and national service could help. We have also reviewed the availability and effectiveness of volunteer programs currently provided by the Cherokee Nation and other entities, as well as identified areas within the tribe's 7,000 square-mile-reservation and At-Large areas that have the greatest developmental need for volunteerism and national service and/or the ability to volunteer in various aspects.

With your leadership and commitment to a holistic approach for utilizing our citizenry's spirit of Gadugi, we are certain the lives of Cherokee Nation citizens will be improved and sustained. Collectively, we thank you for the opportunity to be a small part of such essential work that will serve our Cherokee people going forward. The Gadugi Task Force will continue to focus on planning and enhancing programs as new volunteer and national service projects develop.

If you have any questions or concerns, please do not hesitate to contact me at 918-570-9858 or email shawn-crittenden@cherokee.org.

Wado,

Shawn Crittenden

Shawn Crittenden
Deputy Executive Director Education Services

GADUGI SSY TASK FORCE REPORT
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GADUGI SSY TASK FORCE
FINAL REPORT TO PRINCIPAL CHIEF CHUCK HOSKIN, JR.
FROM THE TASK FORCE ON VOLUNTEER & NATIONAL SERVICE
October 6, 2023

Purpose Statement

Gadugi SSY Corps inherent purpose stems from the Cherokee core values of kinship and stewardship. Our mission is to lift each other up during times of hardship because we are stronger together and understand that we are our most valuable resource to each other. We commit to strengthen our communities through service, we commit to uplift each other through opportunity, and we commit to impact our nation by standing firm on our ability to find resolutions to our most dire issues. As our citizenship continues to grow, we will never doubt the ability of one citizen's goodwill to create a ripple effect that will spread throughout our communities. We can, and we will because we are Cherokee...We are Gadugi.

Introduction

This work has taken a holistic view at strengthening a culture of Gadugi within our homes, communities, and work settings. Gadugi which means working together for the common good in the Cherokee language is inherent to who we are as Cherokees. Cherokee Nation continues to foster collaboration and engagement across multiple sectors to improve the lives and well-being among our Citizens and Communities. Throughout our work, we collaborated and engaged with Cherokee Nation departments, community organizations across the Cherokee Nation reservation and At-Large, Cherokee Nation employees, Cherokee Nation elected officials and most importantly the voices of our Cherokee citizens. Our aim is to lead a community-driven process to create a vision of volunteerism, identify community assets and resources, and develop volunteerism priorities.

Cherokee Nation is committed to providing an environment and resources for all its citizens, to create opportunities to strengthen their communities as well as their fellow Cherokee's communities through grassroots volunteerism and service. To demonstrate that commitment, Cherokee Nation Principal Chief Chuck Hoskin Jr. signed an Executive Order to establish The Gadugi Corps task force to utilize our spirit of Gadugi, rededicate ourselves, and reaffirm our efficacy in volunteerism and national service. "It is in the interest of the Cherokee Nation to promote and support volunteerism and opportunities for national service. The Cherokee concept of "Gadugi"- working together for the common good- is deeply ingrained in Cherokee culture and traditions. An increase in volunteerism and participation in national service programs has the potential to support local problem solving, grassroots community organization and

stronger national identity among Cherokee citizens. Therefore, perpetuating the time-honored concept of “Gadugi.” Achieving goals relating to volunteerism and national service requires an assessment of existing volunteer and paid service programs, the coordination of such efforts to maximize impact and efficiency and a determination of opportunities to apply more resources to bolster volunteerism and national service and reducing or eliminating bureaucratic barriers”. - *Principal Chief Chuck Hoskin Jr.*

Background

On August 17, 2023, Cherokee Nation Principal Chief Chuck Hoskin Jr. issued Executive Order 2023-03-CTH, which established the Gadugi Corps Task Force on Volunteerism and National Service. This task force has formally met weekly since its establishment to discuss and evaluate the objectives addressed in the Executive Order.

The Gadugi Corp conceptual framework shall guide and inform the work of the Gadugi Corp Task Force. Said framework is based on leveraging volunteer and national service to address particular community needs, including:

1. *Gadugi Education Corps*: Volunteer and national service participants providing short term supplemental education to Cherokee Nation communities with demonstrated education gaps.
2. *Gadugi Community Service Corps*: Volunteer and national service participants engaged in short term community based projects, usually in coordination with Cherokee Nation Community & Cultural Outreach Department (CCO) participating organizations, to address local needs in areas such as serving elders and children and those in most need.
3. *Gadugi Mentors Corps*: A network of volunteer or national service participants dedicated to providing educational and career mentorship for Cherokee Nation youth and young adults through safe and controlled interactions and experiences.
4. *Gadugi Disaster Response Corps*: A network of volunteer or national service participants who received relevant basic training and agree to be available to be “deployed” in their community to assist in natural disaster or infrastructure failure response and recovery by a designated Cherokee Nation official.
5. *Gadugi At-Large Service Corps*: Volunteer or national service participants who are Cherokee Citizens living outside the Cherokee Nation Reservation. Specifically, members of a CCO Participating At-Large Organization. At Large Service Corp participants will work

on special short-term organization or community service projects with on-reservation “sister” CCO participating organizations.

The Executive Order provided the following objectives:

1. Conduct a threshold assessment of existing Cherokee Nation volunteer and national service programs.
2. Highlight areas of aspects of successful volunteer of service programs and identify barriers to effective volunteer and national service programs.
3. Identify opportunities for volunteer and national service within the “Gadugi Corps Framework” described in this order and other opportunity areas that the Task Force may recommend.
4. Recommend a legislative and budgetary framework to implement the Task Force’s recommendations.

Data Collection Methods

Aligned with Executive Order 2023-03-CTH, the assigned task force focused on the goals and framework of the proposed development of Gadugi SSY Corps. The task force utilized both quantitative and qualitative collection methods to provide the most holistic view of current volunteerism and national service efforts as well as gaps and needs within our communities.

The task force conducted two surveys as well as personal interviews that included:

1. Survey of internal and external stakeholders including Tribal Council Members, Cherokee Nation Departmental Executive Directors, and CCO Cherokee Community Leaders to determine what, if any, volunteerism and national service efforts currently exist within their areas and/or our communities.
2. Survey of all Cherokee Nation Citizenry to gauge their feedback on needs and gaps within their communities. This survey also gauged their skillsets and willingness to participate and/or organize volunteer efforts within their communities.
3. Personal interviews with on reservation, at-large and freedmen descendent youth, Cherokee elders and first language Cherokee Speakers to gain their input on gaps and needs within their communities.

Task Force Findings

In determining existing Cherokee Nation volunteer and national service programs, the task force reached out to Council Members, Cherokee Nation Executive Directors, as well as Culture and Community Outreach Leaders for their input.

The task force provided a qualitative survey format to Executive Directors, Council Members, and CCO Leaders. It was determined that the majority of existing volunteerism and service oriented programs were identified by CCO leaders and focused on three main areas:

1. Clothing/Food Pantry, Homeless Shelters, and School Drives
2. Culture, Language, History and Research Courses
3. Community Service Efforts for Scholarship Hours

It was determined that the common theme was lack of volunteers, and volunteer recruitment efforts. Furthermore, organization and adequate resources necessary to execute community-wide service based projects hinders current efforts to maintain service and volunteerism through the Cherokee Nation reservation.

Overall, the survey and interview respondents suggested a strong desire to focus on community support and development, along with education, skill-building, and job assistance efforts. Many responses also highlighted the importance of needed services to meet immediate needs of the community such as, firewood assistance, lawn care, small house repairs, and storm cleanup. Services that address the practical and essential aspects of daily life, which makes them the top priority for many respondents to improve the well-being and livelihood of Cherokee citizens.

Task Force Recommendations

Overarching recommendations that are essential to the overall application and continuity of the program. Based on the findings of this task force's research, four immediate needs are critical to the implementation and sustainability of a national service program.

1. Increased Citizen understanding of the concept of Gadugi, service and sense of responsibility to oneself and community
2. Repository development and maintenance of volunteers, services and funding opportunities
3. Community bases for service, mentorship programming and disaster preparedness efforts
4. Culturally centered service training for Gadugi SSY Corps volunteers
5. Formation of a Gadugi Corps Advisory Board made up of Cherokee Nation citizens, elders, youth, and experts in fields relative to the scope of Gadugi Corps

It is the recommendation of the Gadugi Task force to prioritize the aforementioned foundational needs of Cherokee communities to increase a nation-wide investment in volunteerism and national services. Furthermore, solutions to address these immediate needs are included throughout the following programmatic recommendations:

Gadugi Education Corps

1. K-12 tutoring programming
 - a. Through a database of local and national tutoring services, young Cherokee citizens will be connected in person and virtually to certified tutoring services, including:
 - *AmeriCorps Reading Partners* <https://readingpartners.org/>
 - *National Partnership for Student Success Math Tutoring program* (<https://www.whitehouse.gov/briefing-room/statements-releases/2022/07/05/fact-sheet-biden-harris-administration-launches-national-effort-to-support-student-success/>)
 - *Oklahoma Math Tutoring Corp* <https://sde.ok.gov/math-tutoring-corps>
 - b. Local k-12 literacy development programs
 - Needs based partnerships to address literacy needs in high Cherokee population school districts- MOU to allow for data sharing and measurement purposes.
 - Identify best practice model for long term literacy development for elementary students.
 - In-depth reading tutoring provided by teacher education candidates from local universities/colleges. Tutor stipends available to promote quality and consistent services.
 - Tutoring program partnership with area Boys & Girls Clubs providing supplemental reading tutoring provided by Cherokee Nation scholarship recipients.
2. K-12 Academic Camps – Reading and/or other high need areas
 - a. Elementary reading day camps in communities of demonstrated need. Partnership opportunity with Community Leadership Fund.
 - b. Jr. High/ High School Culture based day camps focusing on literacy, math and botany.
 - c. Virtual opportunities- k-12 based on needs and resources available. EX: [scholastic.com Summer-Reading \(scholastic.com\)](https://www.scholastic.com/summer-reading/)
3. Expansion of *Varsity Tutoring Program*- Education Services Partnership opportunity
 - a. Professional tutoring option for local and at large citizenry
 - b. Measurable outcomes available for each student
4. College Readiness/Life skills
 - a. Higher Education professionals and college students host virtual talks around college readiness
 - b. Cherokee citizens with expertise in areas of hard skills and soft skills hosts in person and virtual talks around life skills.

5. Short Term. Experiential learning opportunities
 - a. Cherokee Nation Career days for high school and college students to tour and visit with professional careers at Cherokee Nation and its entities.
 - b. Virtual Career days provided by Cherokee professionals around the country.

Gadugi Community Service Corps

1. Investing in community bases for service and leadership development throughout the Cherokee Nation reservation.
 - a. Incentive programs to increase community center staffing necessary to facilitate programming and day to day center operations.
 - One time expenditures to increase community engagement appeal. EX: Multi-purpose outdoor basketball court, cultural equipment/supplies, marble field
 - Address building accessibility and security barriers. Ex: Keyless entry and security systems.
 - Elder stipend available to organizational members who can provide regularly scheduled community center access.
2. Basic community needs met by two annual projects. These projects should be through community based service projects involving local volunteers and scholarship recipients. Employee led Days of Service can also address the basic needs of local communities.
 - b. Winter prep- tree maintenance, firewood, winter home insulation projects
 - c. Spring clean-up- tree maintenance, roof repairs
3. Reservation projects
 - a. Employee leadership Days of service
 - Annual CN Department led Day of Service focusing on departments' area of expertise. Train the trainer model EX: Emergency Services to provide CPR certification, Department of Cherokee Language to provide Cherokee Language & Culture camp.
 - Provide opportunity for internal leadership development. Non-management workforce should be given the opportunity to work alongside department leadership to organize and implement the service project.
 - Three community leadership days of service per year from the following recommendations:
 - Partner with area volunteer organizations to MLK National Day of Service (January 15), i.e., AmeriCorps, CNB, local universities

- Partner with local organizations to strengthen area Earth Day of Service (April 22) projects
 - Embracing Unity Day of Service (July)
 - Redbird Smith Day of Service (Monday following July 19)
 - Wilma Mankiller Day of Service (November 18)
4. Annual Sister Community Service Leadership Exchange
 - Evaluation of current Sister community assignments.
 - Youth leadership volunteer exchange projects- Fall Break, Spring break. Leadership/Volunteerism opportunity to allow college students to assist sister communities through service learning projects.
 - Volunteer exchange projects will allow for elder/ youth mentoring, language development, and leadership development elements.
 - Travel allowance provided
 5. Summer Cherokee service leadership camps
 - Five day service project camp for high school and young adults focusing on cultural and language development
 - Participants complete first aid certifications
 - Participants complete a service project
 - Participants complete cultural focused leadership curriculum
 - Travel stipend available for participating CCO organizations

Gadugi Mentors Corps

1. Elder companion programming
 - a. Community Organizations to host regular companion events to include community meals, cultural activities, or holiday activities
 - b. Long term Elder engagement/ exchange programs
 - Pairing of elders and young adults of the same community to develop meaningful, reciprocal community relationships
 - Partnering opportunity with Community Leadership Fund
2. Adopt a Cherokee Learner
 - a. Volunteer first language Cherokee speakers to adopt a language learner for regular, long term language mentorship
 - b. For more serious participants, one-on-one language master/apprentice partnerships can be facilitated- intensive, daily activities/chores focusing on language proficiency
3. Trick Down Mentoring Programs
 - a. Career/Education

- Short term. *Careers in the Cherokee Nation* overview and Q/A sessions with tribal leaders and career professionals within the Cherokee Nation and its entities as a part of the annual Cherokee Nation Youth Summit. A separate virtual event can be held for at-large and young adults.
 - Long term. Cherokee Nation workforce mentoring program pairs seasoned Cherokee Nation professionals with new professionals to create a path of knowledge transfer. One year mentorship commitment. *Great number of survey respondents willing to provide career mentorship. New professionals agree to also mentor a young person- reading, life skills, and college readiness
- b. Community/Cultural based mentorship
- Following the same trickle down model, this community based mentorship creates a path of cultural knowledge transfer. Mentee position also requires a mentoring component to a young person.

Gadugi Disaster Response Corps

1. Partnering with Cherokee Nation Public Safety to increase community based preparedness and disaster recovery through the following three self-sufficiency trainings:
 - *Facilitate Community Emergency Response Team (CERT) training.* CERT trains communities in basic disaster response skills such as team organization, disaster medical operations, fire safety, and light search and rescue. Local CERT programs train and organize teams of volunteers to assist during emergencies when professional responders may not be immediately available.
 - *FEMA's Four Phases of Emergency Management training* focusing on mitigation, preparedness, response, and recovery.
 - *FEMA's Incident Command System* to empower communities to confidently self-serve in times of emergency until official aid arrives.
2. *Community Hazard Vulnerability Assessment (CHVA)*
 - Developed through CN Public Safety, participating CCO organizations will self-assess top five impacts specific to the community.
 - From the assessment, with CNPS, an *Emergency Operation Plan (EOP)* will be developed.
 - Provide allowance for one time expenditures to address needs from *up-to-date CHVA* and *EOP*. Ex: Generator, food/water storage equipment
3. Localize the storage of emergency food & water- *Blue Bottle Water Initiative* partnership
 - Blue Can water and shelf stable food distribution to CCO participating community organizations for emergency storage. Blue Can water has a shelf life of 50 years and shelf stable food of 25 years.

4. Emergency responder training/ First Aid

Gadugi At-Large Service Corps

1. CCO Participating Organization focused programming

- Citizen expertise training sessions for organizations focusing on capacity building.
Ex: Grant writing, fund raising, college readiness
- Assist with participating CCO Organization recruitment campaigns to build membership and volunteer base
- Sister organizations connecting through travel to learn from one another and better serve their communities

2. Tribal citizen focused programming

- At-Large outreach prioritizing local community involvement, CN career opportunities, meaningful relationship building and networking
- Connecting citizens to local social services/ emergency funds through local resources and volunteers

FY 2024 Gadugi SSY Corps Goals

Based on task force recommendations, the following tasks have been prioritized for the first year of implementation of

- Gadugi Corps staffing
- Implement Gadugi Corps Advisory Board
- Develop interdepartmental cooperative plans with CCO and Public Safety
- Develop Gadugi Corps informational campaign to build nation-wide investment
- Develop a repository of local and at-large volunteers and available resources
- Perform community needs assessments to better connect resources
- Restructure Sister Community program
- Develop culturally centered service training curriculum
- Identify long-term reading tutor curriculum and assessment model
- Establish long-term reading partnerships with high need school districts
- Address Cherokee community center accessibility barriers
- Host Gadugi Corps Summit
- Host one on reservation service project
- Host one at-large service project
- Host two summer reading camps
- Develop Community Hazard Vulnerability Assessments
- Facilitate Community Hazard Vulnerability Assessments
- Establish Emergency Operation Plans

Attachment A FY2024 - Gadugi Corps Budget

| <u>Item</u> | <u>Explanation</u> | <u>2023/24</u> |
|---|---|------------------|
| Personnel | | |
| Director/Manager FT | 1.0 FTE, 3% increased incrementally by 3% each year | \$80,000 |
| Program Coordinator FT (Educ/Mentor) | 1.0 FTE, 3% increased incrementally by 3% each year | \$45,000 |
| Program Coordinator FT (Disaster) | 1.0 FTE, 3% increased incrementally by 3% each year | \$45,000 |
| Program Coordinator FT (CS/At-Large) | 1.0 FTE, 3% increased incrementally by 3% each year | \$45,000 |
| Administrative Assistant FT | 1.0 FTE, 3% increased incrementally by 3% each year | \$35,360 |
| Student Leader - Intern PT | 1.0 FTE, 3% increased incrementally by 3% each year | \$20,000 |
| Elder/Speaker Leader PT | 1.0 FTE, 3% increased incrementally by 3% each year | \$20,000 |
| At-Large Leader PT | 1.0 FTE, 3% increased incrementally by 3% each year | \$20,000 |
| Personnel Subtotal | | \$310,360 |
| Fringe Benefits | | |
| Director/Manager FT | 32.40% of salary each year | \$25,920 |
| Program Coordinator FT | 32.40% of salary each year | \$14,580 |
| Program Coordinator FT | 32.40% of salary each year | \$14,580 |
| Program Coordinator FT | 32.40% of salary each year | \$14,580 |
| Administrative Assistant FT | 32.40% of salary each year | \$11,456 |
| Student Leader - Intern PT | 12.6% of salary each year | \$2,520 |
| Elder/Speaker Leader PT | 12.6% of salary each year | \$2,520 |
| At-Large Leaders PT | 12.6% of salary each year | \$2,520 |
| Fringe Subtotal | | \$88,676 |
| PERSONNEL SUBTOTAL | | \$399,036 |
| Administrative Travel | | |
| National Training/Development - Staff Travel to At-Large Site Visits/Events (4 trips total, 1 training and 13 At-Large Site Visits for project coordination) | | |
| 5 Staff | | |
| Conference Registration | \$900 per conference x 1 per year x 4 full time staff | \$3,600 |
| Airfare | \$500 (roundtrip) x 4 full time staff x 14 times per year. Includes 1 staff trip to training/development and 13 trips to visit At-Large Sites | \$28,000 |
| Hotel | \$150/night, 5 nights max x 14 trips per year x 4 full time staff | \$42,000 |
| Roundtrip mileage to/from airport | 138 miles (Tahlequah to Tulsa, roundtrip) at \$0.58/mi - increased incrementally each year by .01/mi x 14 trips - Staff would travel together to the airport. | \$4,200 |
| Airport parking | \$10/day, 5 days x 1 vehicle x 14 trips | \$700 |
| Ground Transportation | \$75 roundtrip shuttle service x 4 full time staff x 14 trips | \$4,200 |
| Per Diem | Avg. \$75/day, 5 days x 14 trips per year x 4 full time staff | \$21,000 |
| Administrative Travel Subtotal | | \$103,700 |
| Travel Total | | \$103,700 |
| Contracts | | |
| Summer Academic Camp Facilitators - Designed for middle school aged students. | Six highly skilled camp facilitators - Reading, Math, Science, English/Writing, Leadership/Life Skills, Cherokee Culture/History - Flat rate of 5,000 stipend for service. | \$30,000 |
| Summer Academic Camp Student Leaders Staff | Twenty Higher Education Student Leaders - Assist with over all facilitation of camp activities, provide cultural engagement in the evenings - flat rate of 2,000 stipend for service. | \$40,000 |
| Leadership Camp Training Facilitators - Designed for High School and College Aged students. | | \$25,000 |
| Leadership Camp - Mentorships staff | | \$25,000 |
| Community Organization Staff (20) | Ten Cherokee Nation Professionals - Evening programming inclusive of cultural, personal skills, socio-emotional learning, Career advisement, Financial literacy. Flat rate of 2000 stipend for service. PT Staff for 20 Bldgs 20 employees @ \$13 per hour @ hours per week @ 26 pay periods = \$10,816 per person x 45 employees = \$486,720 (12 month PT pay) | \$486,720 |
| Varsity Tutors | 3100 tutor hours @ 4 hours per students to assist 769 at-large students. Education has an existing contract to assist with. | \$200,000 |
| Contracts Subtotal | | \$781,720 |

Events

| | | |
|--------------------|---------------------------------------|---------------------------------------|
| Gadugi Corp Summit | Inclusive of Gadugi Corp Stakeholders | \$50,000 |
| | | Event Subtotal \$50,000 |

Projects

| | | |
|----------------------|---|--|
| Days of Service | 3 Days of service per year - Estimated associated costs per project | |
| | 100,000 | \$300,000 |
| Academic Summer Camp | Academic Service Camp -Week Long Camp Facilities Rental etc. | \$100,000 |
| Leadership Camp | Leadership Camp - Week Long Camp Facilities Rental etc... | \$100,000 |
| | | Project Subtotal \$500,000 |

Transportation

| | | |
|-----------------------------|--|---|
| Transit Van (15 Passengers) | 15 passenger van to assist with transportation of volunteers to project sites. | \$65,000 |
| Ford Explorer | Programmatic use for day to day operations | \$50,000 |
| Fleet Services | Vehicle Maintenance - Gas in district travel | \$25,000 |
| | | Transportation Subtotal \$140,000 |

Community Organizations

| | | |
|-------------------------------------|---|--|
| Center Enhancements | 2,500 per organization x 69 organizations - One time allowance to assist with basic center enhancements to better assist the community's needs. | \$172,500 |
| Security Keyless Access | 1,500 per organization (69) to install keyless entry/security to allow greater access to community buildings for services. | \$103,500 |
| Center HVA and EOP Assessment needs | 2,000 per organization x 69 organizations - One time allowance to assist with emergency planning/training of citizens | \$138,000 |
| | | Community Organizations Subtotal \$414,000 |

Equipment

| | | |
|-------------|---|---|
| Cell Phones | Staff Cell Phone: Staff cell service to ensure successful implementation of the proposed project. At \$55 per month = \$660 per year x 5 FT staff | \$3,300 |
| Printers | 6 Printers - PT staff will share 1 printer X 500 Each | \$3,000 |
| Laptop | 8 Laptops, docking station, necessary software: Staff laptops to ensure successful implementation of the proposed program = \$2,700 | \$21,600 |
| | | Equipment Subtotal \$27,900 |

Supplies

| | | |
|----------------------------|---|--|
| Expendable office supplies | paper, pens, printing supplies, letterhead, envelopes, etc. | \$3,500 |
| Postage | \$250/month, 12 months | \$4,000 |
| Copy Machine | \$0.06/copy, 6000 copies/month, 12 months | \$4,320 |
| Advertising | Program info, Billboards | \$50,000 |
| Printing | applications, interest inventories, & other materials | \$20,000 |
| | | Supplies Subtotal \$81,820 |

Other Subtotal **\$1,995,440**

ALL SUBTOTAL **\$2,498,176**

Indirect Costs

| | | |
|----------------|---|---|
| Indirect Costs | 10.8% of total budget - Cherokee Nation rate utilized | \$267,135 |
| | | Indirect Costs Subtotal \$267,135 |

TOTAL DRAFT BUDGET **\$2,765,311**

Attachment B Gadugi Corps Research Date

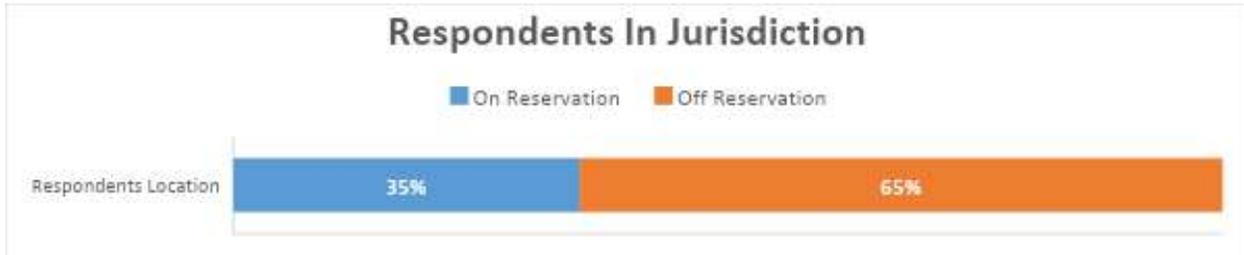
Aligned with Executive Order 2023-03-CTH, the assigned task force focused on the goals and framework of the proposed development of Gadugi SSY Corps. The task force utilized both quantitative and qualitative collection methods to provide the most holistic view of current volunteerism and national service efforts as well as gaps and needs within our communities.

The task force conducted two surveys as well as personal interviews that included:

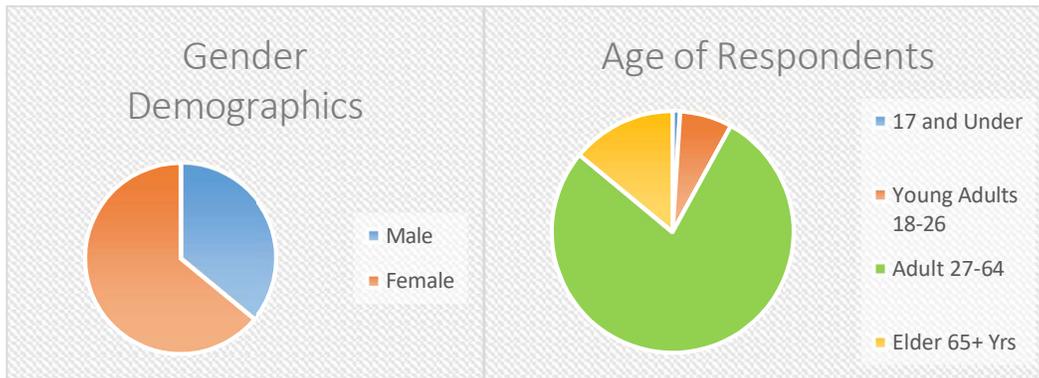
1. Survey of internal and external stakeholders including Council Members, Executive Directors, and CCO Leaders to determine what, if any, volunteerism and national service efforts currently exist within their areas and/or our communities.
2. Survey of all Cherokee Nation Citizenry to gauge their thoughts on needs and gaps within their communities. This survey also gauged their skillsets and willingness to participate and/or organize volunteer efforts within their communities.
3. Personal interviews with youth and elders to gain their input on gaps and needs within their communities.

Base Demographics

The Gadugi SSY Portal survey was live for 8 days, during this time a total of 2,935 citizens responded to the survey, with 1,043 (35%) of those being in jurisdiction.



The gender of respondents breaks down to 1,892 (64%) female and 1,043 (36%) male. The average age range completing the survey was 27-64 which equated to 76% of respondents. In looking at the young adult and older/elder adult participation we can hypothesize that young adult participation was low due to lack of outreach on social media platforms that young adults frequent such as Instagram, snapchat, etc... When looking at the older/elder adult age range we can hypothesize that this group may have less access to the internet and/or technical skills which would reflect a lower participation rate.



Geographic Location

The majority of respondents were out of district which aligns with sentiments expressed during at-large meetings and their eagerness to assist their fellow citizens. The chart below indicates the top five districts, states, and cities within those states that had the largest number of survey respondents.

| Districts with largest # of respondents | States with largest # of respondents | Cities with largest # of respondents |
|---|--------------------------------------|--------------------------------------|
| District 1 | Oklahoma | Tulsa |
| District 6 | California | San Diego |
| District 13 | Texas | Dallas |
| District 14 | Arkansas | Siloam Springs |
| District 2 | Kansas | Wichita |

Gadugi SSY Corps Framework – Related Data Elements

Gadugi Corps Conceptual Framework: The Gadugi Corp conceptual framework shall guide and inform the work of the Gadugi Corp Task Force. Said framework is based on leveraging volunteer and national service to address particular community needs, including:

Gadugi Education Corps: Volunteer and national service participants providing short term supplemental education to Cherokee Nation communities with demonstrated education gaps.

Survey Question: In thinking about educational needs or gaps within your community, respondents were asked to rank from 1-4, with 1 being the highest of importance.

The majority of respondents indicated that free tutoring services such as reading, math, science and English, or learning to speak Cherokee was of the highest importance, followed up by free financial literacy workshops for youth and adults.



Survey Question: In thinking about the needs you ranked above in what areas could you or would you be willing to assist your community in volunteerism efforts. Please check all applicable.

The majority of respondents indicated their willingness to provide career and educational mentorship.



Gadugi Community Service Corps: Volunteer and national service participants engaged in short term community based projects, usually in coordination with CCO participating organizations, to address local needs in areas such as serving elders, children or working on community building capital projects.

Survey Question: In thinking about community needs that increase the overall well-being of our citizens, please rank the following from 1 to 5, with 1 being the highest of importance. My community needs:

There was a fairly even split among all areas of community needs. Increased engagement with elders and/or disabled citizens, along with increased basic home repairs for elders and/or disabled citizens represented a slightly larger response.



Survey Question: In thinking about the needs you ranked above in what areas could you or would you be willing to assist your community in volunteerism efforts. Please check all applicable.

Respondents indicated a large response on their ability to both volunteer and donate to community foodbank/pantry, followed by their ability to offer companionship to the elderly/disabled in their communities.

Community Volunteer Interest



- I am able to assist by being an elder and/or disabled companion to those in need.
- I am able to organize designated teams of citizens and officers in my community to serve as a neighborhood watch service.
- I am able to provide hands on labor for community beautification projects and small home repairs for the elderly and disabled.
- I am able to volunteer or donate to a community foodbank/pantry in my community.

Gadugi Mentors Corps: A network of volunteer or national service participants dedicated to providing educational and career mentorship for Cherokee Nation youth and young adults through safe and controlled interactions and experiences.

Survey Question: In thinking about community needs that would increase engagement between our citizens, please rank the following from 1 to 5, with 1 being the highest of importance. My community needs:

The majority of respondents felt that their communities would benefit from both elder/youth mentorship programs and increased afterschool activities equally.

Mentor Needs



- Youth and young adults in my area would experience growth through active learning experiences.
- Elders, Veterans, and Disabled citizens need increased engagement and companionship opportunities in my community.
- Young adults in my community would benefit from career/leadership and/or cultural/language mentorship.
- My community would benefit from an elder/youth mentorship program.
- The youth in my community would benefit from increased afterschool activities and programming.

Survey Question: In thinking about the needs you ranked above in what areas could you or would you be willing to assist your community in volunteerism efforts. Please check all applicable.

The respondents showed a strong interest in efforts that encourage mentorship.



Gadugi Disaster Response Corps: A network of volunteer or national service participants who received relevant basic training and agree to be available to be “called up for duty” in their community to assist in natural disaster or infrastructure failure response and recovery by a designated Cherokee Nation official.

Survey Question: In thinking about community needs to assist my community during a disaster, please rank the following from 1 to 5, with 1 being the highest of importance. My community needs:

In regards to disaster response, an overwhelming response indicated a need for first aid/responder training in their communities. A large response also indicated a need for increased surplus of resources stored locally for easy access during a disaster.



Survey Question: In thinking about the needs you ranked above in what areas could you or would you be willing to assist your community in volunteerism efforts. Please check all applicable.

During a natural disaster, citizens indicated they could assist with storage needs and/or basic cooking needs. Respondents also show a strong interest in assisting with the organization of teams to assist during a disaster within their communities. It’s also apparent that many citizens

have the desire to assist with first aid/responder training as well as assisting with the development of a community disaster plan.



Gadugi At-Large Service Corps: Volunteer or national service participants specifically from membership of at-large CCO participating organizations participating in special short-term organization or community service projects with on-reservation “sister” CCO participating organizations.

Survey Question: In thinking about community needs that increase the overall well-being of our citizens, please rank the following from 1 to 5, with 1 being the highest of importance. My community needs:

At-Large citizens emphasized the need for employment training opportunities and increased awareness of job opportunities on reservation. This demographic would also invite increased cultural health and wellness activities within their communities.



Survey Question: In thinking about the needs you listed above in what areas could you or would you be willing to assist your community in volunteerism efforts. Please check all applicable.

When asked how At-Large Citizens might be able to in efforts the majority indicated that they could help organize volunteer efforts. While another large portion indicated they could teach or offer space for cultural health and wellness activities.



When thinking about the heart of Gadugi, to help one another achieve the greater good, it's evidently clear that we as citizens are our most valuable resource. A key focus of this task force has been to understand what type of resources or skillsets our citizens possess and how they can apply those to volunteerism and service oriented efforts.

This portion of the survey allowed citizens to check as many options they relate too. As you can see caring citizen received the most responses which is a key indicator that our citizens are eager for both the platform and opportunity to assist their fellow citizens and communities. Other areas that stood out were, individuals eager to assist with fundraising efforts, skilled managers, educators, and college professors.



Attachment C Gadugi Corps Advisory Board Charter

Mission Statement/Primary Function

The Advisory Board of Gadugi SSY Corps has the responsibility to provide guidance for the development and structure of volunteerism and service oriented projects for the sole purpose of continued support and resources to aid in the increased livelihood of our citizens and to strengthen our communities. The board will assist by gauging current services/programming through review of assessments and make recommendations to strengthen the program moving forward. This board shall follow the vision, mission, and core values of Cherokee Nation by advocating for intergenerational programming, ensuring a strong union between culture, language, and community engagement, while promoting equality and enriching experiential opportunities for Cherokee citizens both on and off reservation.

Scope and Key Objectives

The board will collaborate and develop educational, cultural, and community enrichment programming and services in response to citizens and community needs. It will evaluate current programs/services to determine their effectiveness and recommend future activities and initiatives in response to needs. In order to accomplish this objective, the board will:

- Assess needs for development of educational, mentorship, community service, disaster response, and At-Large programmatic and service enrichment offerings;
- Determine challenges and collaborate to find solutions moving forward.
- Assist with identifying innovative leaders within Cherokee Nation and Indian Country to participate and assist with facilitation of these efforts.
- Ensure inclusion within all services/programming
- Reinforce current resources, while making continuous efforts to introduce new resources to strengthen Gadugi SSY Corps success.

Organization and Governance

Representation: Board members will be appointed by the Principal Chief of the Cherokee Nation and/or her or his designated appointee. Board members must be deemed essential within one of the five tenets of the Gadugi SSY Corps, Education Corps, Mentor Corps, Community Service Corps, Disaster Corps, or At-Large Corps in an ongoing effort to promote and strengthen communities. Essential members are those that are Cherokee citizens, or those who are directly invested in the development of Cherokee communities and citizens to provide opportunities for increased livelihood. Board members will be chosen based on their ability, experience, and investment directly related to Cherokee communities. Board members must uphold themselves to the highest levels of integrity, honesty, perseverance, courage, respect, trust, honor and humility. The board will be comprised of six to ten members:

- Two Gadugi SSY Corps Staff
- Two Cherokee Student Leaders
- Two At-Large Citizen Leaders
- Two Elder/Speaker Leaders
- Inclusion of experts in specific fields during times of programmatic needs and development.

Member Responsibilities: The board will meet regularly through an ongoing schedule (Once per month). Term limits will be one year in length, alternate members will be accepted when current appointed members are unable to complete their term. Board members will have the ability to carry forward for two additional terms (3 years total) as long as they are actively contributing to the overall mission of the board.

Board members are expected to devote sufficient time to participate in and contribute to the board meetings/activities. Board members who miss two consecutive meetings without notification can be dismissed from the board.

Board Accountability

The board will be responsible for contributing to and submitting an annual report to Cherokee Nation administration. The board will align their efforts directly with the Cherokee Nations mission, vision, and core values.

Annual Board Goals

- Evaluate assessment tools and determine any modifications required.
- Assist with report writing bi-yearly to CN Leadership.
- Determine, seek, and recommend new educational, mentorship, community service, disaster response, and At-Large volunteerism and service oriented opportunities, programs, projects, and services to enrich Cherokee communities and citizens lives.
- Continued efforts to seek additional resources to invest in communities.
- Develop plans for increasing At-Large citizenry involvement in service projects.
- Plan an annual schedule of volunteerism/service oriented projects to ensure accessibility to Cherokee citizens nationwide.

Amendments

Amendments to this charter require a majority vote of the board present at a regularly scheduled meeting. The board will review and reassess the adequacy of this charter annually and recommend any proposed changes to Cherokee Nation Leadership.