



Muscogee (CREEK) Nation

Executive Office

January 22, 2018

Speaker Lucian Tiger and Members of the Muscogee (Creek) National Council:

We are pleased to present the Muscogee (Creek) Nation Executive Branch FY 2018 First Quarterly Report. The report includes information during this past quarter and the strategic goals for the departments. Our goal is to allow our citizens to see areas where improvement has been made, and to objectively measure our improvements this year.

We appreciate our staff and the Nation's departments for their hard work in compiling this report. It is a great honor to serve the people of this great Nation. We welcome further input from the staff and from the National Council to prepare future reports that reflects an even better job of providing information.

Mvto!

A handwritten signature in black ink that reads "James R. Floyd". The signature is stylized and cursive.

James R. Floyd
Principal Chief

FY 2018 FIRST QUARTERLY REPORT

October 1, 2017 – December 31, 2017

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DEPARTMENT OF THE TREASURY – Linda Roe, Controller

2018 Strategic Plan First Quarter Goals

The Department of Treasury placed the following goals in the Strategic Plan:

1. Obtain purchasing card for the Nation – processes have begun to obtain a purchasing card.
2. Upgrade the existing Concur (travel) system – this process was completed.
3. Decrease the processing time for accounts payable checks – this process has improved and will continue to improve.
4. Ensure records are available by scanning documents – this process has been implemented.
5. Ensure payroll is accurate and processed timely by having timesheets completed by the deadline of 10:00 a.m. – this process has improved with less than 10 timesheets being late.
6. Work with Human Resources to review processes and issues – this process will continue by having monthly meetings.
7. Ensure the new budget is input into the system and notify departments of account changes - this process is completed.
8. Ensure the annual audit is completed timely and accurately – The audit will begin in the second quarter and should be completed no later than June 30, 2018.
9. Implement a new account and payroll system – this process has begun and will continue until the new accounting system is updated.

During the first quarter, the Accounting Department issued 20,664 accounts payable checks totaling \$44,180,518.59. The Office of Management and Budgets issued 356 travel authorizations and 4,022 purchase orders. The total number of employees for the first quarter was 2,010 (1,197 Tribal and 813 Health), a decrease of 679 employees from the fourth quarter. Part of the decrease in employees is due to the summer youth program ending. The total payroll cost for the first quarter was \$21,894,917.49, which is an increase of \$3,501,198.82 from the fourth quarter due to an incentive given during the first quarter.

The Muscogee (Creek) Nation (MCN, or the Nation) had 96 federal grants/contracts at the end of the first quarter. At the end of the first quarter the permanent fund had \$367,408,175.49 which has increased from the end of the fourth quarter which was \$365,076,670.39.

Gaming distributions are received by the 15th of each month and reserved for future operating costs. The gaming revenue is down 4% from FY 2017 to FY 2018. Below is a breakdown of the gaming revenue received from October 1, 2016 through December 31, 2016 (FY 2017) and October 1, 2017 through December 31, 2017 (FY 2018):

Gaming Distributions

FY 2017	Subtotal 1st Qtr (\$)	FY 2018	Subtotal 1st Qtr. (\$)
Eufaula Casino	693,520.54	Eufaula Casino	690,436.41
Okmulgee Casino	1,809,698.84	Okmulgee Casino	1,623,019.51
Muskogee Casino	3,592,366.51	Muskogee Casino	3,445,076.83
Bristow Casino	711,348.42	Bristow Casino	553,220.59
Checotah Casino	1,515,293.48	Checotah Casino	1,716,253.75
Okemah Casino	267,043.50	Okemah Casino	241,337.94
Tulsa Casino	9,927,169.94	Tulsa Casino	9,801,704.79
Holdenville Casino	181,112.67	Holdenville Casino	188,177.40
Duck Creek Casino	2,457,875.99	Duck Creek Casino	2,096,292.33
TOTAL	21,155,429.89	TOTAL	20,355,519.55

DEPARTMENT OF JUSTICE – Kevin Dellinger, Attorney General

2018 Strategic Plan First Quarter Goals

The Department of Treasury placed the following goals in the Strategic Plan:

1. Strengthen the Justice workforce by hiring two positions; an Investigator and an additional Assistant Attorney General (Civil).
2. Improve access to the law for all citizens, legal practitioners and employees through a real-time electronic MCN Code Annotated by hiring an outside vendor to assist with the project. The project should be completed by the end of the fiscal year.
3. Research current MCN pay rates versus competitive market rates for Legal and Support Staff and adjust pay rates accordingly.
4. Improve office processes, workflow and automation to find new ways to efficiently manage workload that increased 59% over the last fiscal year without increasing staff.
5. Decrease the waiting time for receipt of an inventory from MCN Realty/Trust Services to timely file probate cases at the State District Courts.
6. Increase the number of citizens served by Legal Services by providing more community outreach to make citizens aware of our services that are offered free of charge.

The Department of Justice provided numerous services for the first quarter of 2018 and continues to increase its caseload as it takes on new responsibilities and personnel.

DEPARTMENT OF JUSTICE ATTORNEY GENERAL'S OFFICE	
# CASES OPENED	
Consultation and Advice Files	36
Civil/Litigation	2
Legislation	46
Adult Protective Services	2
State Juvenile Deprived/Adoptions	11
Tribal Juvenile Deprived/Delinquent/Adoptions	0
Criminal Felonies	6
Criminal Misdemeanors	7
Criminal Investigations	0
Traffic Tickets	55
# CASES CLOSED	
Consultation and Advice Files	233
Civil/Litigation	4
Legislation	35
Adult Protective Services	0
State Juvenile Deprived/Adoptions	6
Tribal Juvenile Deprived/Delinquent/Adoptions	0

Criminal Felonies	4
Criminal Misdemeanors	9
Criminal Investigations	0
Traffic Tickets	18
DEPARTMENT OF JUSTICE – LEGAL SERVICES	
# CASES OPENED	
Uncontested Probates	13
Uncontested Guardianships	14
Estate Planning	14
Approval of Deeds	1
# CASES CLOSED	
Uncontested Probates	22
Uncontested Guardianships	21
Estate Planning	13
Approval of Deeds	2
DEPARTMENT OF JUSTICE – CHILD SUPPORT	
COLLECTIONS	\$519,097 .00
# CASES OPENED	62
# CASES CLOSED	45

DEPARTMENT OF THE ADMINISTRATION –Jerry McPeak, Acting Tribal Administrator

2018 Strategic Plan First Quarter Goals

1. Work with the Chiefs and Cabinet to clarify the duties of the Tribal Administrator, while leaving room for the Administrator to “read and react” as they see fit.
2. Continue meeting daily with Chief and Second Chief. Allocate 15% more time to supporting Cabinet members.

Accomplishments:

- Conducted reviews of GSA/Fleet, Human Resources, IT and Facilities.
- Facilitated the inclusion of Health into Tribal Human Resources and IT.
- 80% completed—Advance preparation of Continuity of Operations Plan (COOP) and Policies and Procedures documents. (Completion anticipated next quarter)
- Exercised discussions with State of Oklahoma on gaming compact.
- Monitored and provided tribal perspective to State House, Senate and Governor.
- Creek Nation Foundation Board renewed/updated a management contract with Crosshaven Properties for Creek Nation Elderly Housing Apartments.

Human Resources Management Services

2018 Strategic Plan First Quarter Goals

1. Create Policy and Procedure Committee to update HR policies and procedures to meet current needs.
2. Provide additional employee benefit and support by hiring an additional employee to assist the benefits coordinator.
3. Provide information to employees and managers for terminations. Provide training, update policy and procedures manual, and interpret the policy.
4. Keep unemployment cost down by following progressive discipline and working with third party unemployment service.
5. Exit meetings to provide information for benefits, training for managers.
6. Provide additional training to maximize employee development.

Accomplishments:

- Initiated “Thirst for Knowledge” in-service trainings.
- Enabled movement of all Office of Public Gaming surveillance employees to Gaming.
- 401K committee reviewing proposals.
- Health screening offered to all employees.
- Facilitated 66 new hires.

Information Technology

2018 Strategic Plan First Quarter Goals

1. Assessment of Health and Tribal facilities to obtain an accurate count of hardware, SIP trunks to handle volume, to avoid paying for services/hardware we do not need.
2. Utilizing and monitoring daily BW usage through Solar Winds Reporting will provide the information required daily to determine if there is a need to increase bandwidth network performance.

Accomplishments:

- IT completed new phone system implementation for the Department of Health on December 29, 2017. This results in an estimated savings of \$421,176.00 per year.

- “Eagle Award” presented to Chief Floyd for implementation of low voltage network cabling and the excellence of design and build featured in the new Okemah Hospital.

MCN Help Desk Work Orders Processed

DOH Support	2,901	Tribal Support	1,788	Total	4,689
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General Services Administration (GSA)

2018 Strategic Plan First Quarter Goals

1. Continue the Asset Inventory process in WASP which is centralized software to control the management of inventory. WASP provides real time Inventory Reports that allows GSA to compile and analyze essential data. This work includes labeling and inventory of previously acquired departmental assets with WASP Barcode.

Inventory of Tribal equipment by barcoding for immediate evaluation response which allows for more accurate tracking is 80% complete. . The value of items inventoried is \$10,616,302.14.

Fleet Management Department

2018 Strategic Plan First Quarter Goals

1. Expand parking to relieve congestion and make parking safer. Contact Tribal Construction for a plan. Contact Tribal Driveways to get gravel scheduled.

Fleet Management provides maintenance for approximately 650 vehicles, completed 617 work orders and 457 vehicle reservations. Also providing light maintenance commercially for Creek citizens.

Facilities

2018 Strategic Plan First Quarter Goals

1. Replace old and outdated HVAC units. Assess all HVAC units and get quotes on new units for replacement. (115 units).
2. Entire roof replacement where needed. Acquire the services of qualified roofing and professionals to assess roofs and submit quotes for replacement. (4 buildings)
3. Obtain quotes on new mowing equipment needed in order to assess total cost for purchase.
4. Select current Facility staff member to be trained and certified in the spraying of lawns for fertilization and weed control.
5. Janitor to attend workshops when available or will participate in (in-house) training to remain updated on proper and efficient cleaning procedures and janitorial operations.

Accomplishments

- B.I.A. moved into renovated offices located in the McCombs Building. Facilities will provide maintenance and janitorial services to these areas.
- Relocated the Jenks TANF offices to Tulsa location.
- Staff cleaned up, mowed, trimmed etc., for new Okemah hospital site and assisted with Christmas tree set up for Council House.

DEPARTMENT OF HEALTH – Shawn Terry, Secretary of Health

In the first quarter of FY 2018, the Department of Health outlined five strategic goals.

2018 Strategic Plan First Quarter Goals

1. Reduce number of missed appointments in all outpatient services and clinics by 50%.
2. Increase patient satisfaction scores in all hospitals and clinics by 15%.
3. Increase employee satisfaction scores in all hospitals and clinics by 15%.
4. Increase the number of Primary Care Providers to achieve a full staff.
5. Build the Muscogee (Creek) Nation Medical Center and Physical Rehabilitation Center's capacity to eliminate the annual loss and to become financially viable.

As we continue to focus on these goals, we will be transparent. We will value and promote our outcomes and the action steps we execute to achieve these goals.

Access to Care

Creating strong partnerships continues to be a priority. The Department is pleased to partner with the Oklahoma Heart Institute (OHI). Oklahoma Heart Institute started providing cardiology services to Creek citizens at the Muscogee (Creek) Nation Medical Center campus in December. To schedule an appointment with the Oklahoma Heart Institute (OHI) or to find out more about these services, please contact Contract Health.

The Muscogee (Creek) Nation Medical Center ended the first quarter with 6,250 patient visits, slightly down from the previous quarter of 6,766 visits. Notable increases were recognized in the outpatient surgery department and admissions to the inpatient unit. In the first quarter, the outpatient surgery department performed 20 additional surgeries and the inpatient unit recognized an additional 24 admissions to the unit.

The Muscogee (Creek) Nation Physical Rehabilitation experienced an increase in visits and admissions in the first quarter. The increase in admissions improved revenue in the first quarter to \$2,573,779.47, compared to the fourth quarter, \$2,420,656.00. In addition, new quality improvement plans were introduced at the Physical Rehabilitation Center to help reduce the waiting lists in outpatient services and to improve access to care.

The Okemah Clinic, EMS, Wellness and Facilities spaces at the new site have been occupied as of December 1, 2017. Spaces are being used for their intended purposes. We have relocated Behavioral Health and Community Health Representatives (CHRs) from leased spaces into the new clinic. The MCN Community Hospital is still located at the old site pending the approval of the Oklahoma State Department of Health (OSDH). The architect is working through the final action needed to complete Stage 1 submittal of the building review. Once the Stage 1 submittal is completed, the Stage 2 (Final) submittal will be completed by the OSDH and license granted. We are hopeful for a March 2018 relocation of the hospital.

The construction at the Eufaula Indian Health Clinic is ahead of schedule. The Construction Manager estimates the building is 65% to 70% complete at this point, a June 2018 occupancy is planned.

Creek Nation Community Hospital modified the hours of operation in our Fast Track Clinic. The hours are Tuesday and Thursday 3:00 p.m. to 11:00 p.m. and Monday, Wednesday and Friday 11:00 a.m. to 11:00 p.m. to allow services in the Emergency Department during the days with

increased outpatient visits. The new schedule will be monitored for three months to determine the impact on Emergency Department visits.

Wetumka Pharmacy hours changed to Monday – Friday 8:00 a.m. to 12:00 p.m. and 1:00 p.m. to 5:00 p.m. on December 18, 2017 after a year of only being open two days per week. There has already been an increase in prescriptions filled at the site.

One of the Department of Health's goals is to increase the number of primary care providers. In the first quarter of 2018, Dr. David Garrett joined the medical staff at Koweta Clinic for podiatry services and wound care. Kelsey Two Bears, APRN, transferred to the Okmulgee Clinic. The Wetumka Clinic welcomed Sheryl Angel, NP, as the facility's full-time provider on November 7, 2017. Nathan Wood, M.D., has been named as the Clinical Director at the Eufaula Clinic and Angela Fish, FNP, has also been added to the medical team at Eufaula.

Quality of Care

The Department of Health conducted an Emergency Medical Treatment and Labor Act (EMTALA) survey during the first quarter at the Medical Center with the Oklahoma State Department of Health and the Dallas Regional Office for the Centers for Medicare and Medicaid.

Financial Viability

Koweta and Sapulpa Clinics utilize the service of Resource Corporation of America (RCA) to assist our patients find resources for their healthcare. With the help of RCA, the Department of Health has experienced a decrease in Indian Beneficiary patients the past quarter.

Total Third-Party collections for the first quarter totaled \$12,285,330. A \$314,245 decrease from fourth quarter is due to the decrease in outpatient and clinic revenue due to the holidays in November and December and the loss of billing and coding time. In addition, the Hope unit was closed the fourth quarter of 2017.

DEPARTMENT OF COMMUNITY & HUMAN SERVICES – Neenah Tiger, Secretary

2018 Strategic Plan First Quarter Goals

The Department of Community and Human Services Strategic Plan focuses on four areas for all CHS programs:

1. Improving client-based social service program for citizens.
2. Increasing non-tribal funding to reduce the need of tribal funds to fill funding gaps.
3. Review and update policies and procedures to ensure all currently reflect compliance with funding plans, tribal codes and tribal laws.
4. Increase awareness and knowledge of all programs for the populations served by them.

The Department of Community & Human Services (DCHS) encompasses 12 client based social service programs committed to providing services, which promote self-sufficiency, through effective program delivery while maintaining compliance with Tribal and Federal regulations. Maintaining positive relationships with Tribal, State, and Federal entities are a necessity to ensure a comprehensive range of services are available to the youngest of citizens through the oldest. OCHS expended a total of \$2,669,312 in direct client services to assist 60,340 citizens.

The **Caregiver Program** provided a total of 6 referrals for equipment, hospice services and emergency repairs through the housing office. Ten tribal caregivers were approved for respite services with a total cost of \$6,600 and ten caregivers were approved for supplemental services totaling \$4,000. The Caregiver Program continues to provide home visits, educational trainings and in-services to both caregivers and communities.

The **Office of Childcare** assisted a total of 737 individuals throughout the jurisdiction. Continuing education and family centered events occurred during this quarter with our annual Spook Walk being a highlight for childcare, head start and MCN childcare providers. Director Barbara O’Neal received an invitation to the National Center for After School & Summer Enrichment Board Meeting in which she presented what tribes are doing for the afterschool children.

Children & Family Services Administration assisted 3 elders through the Adult Protective Services; Child Protective Services closed 9 cases; Promoting Safe & Stable Families provided 24 family case management services; Tribal Reunification & Permanency reunified 2 children, completed 1 tribal custody adoption and monitored 4 private adoptions while State Reunification & Permanency reunified 30 children and assisted in 13 adoptions. The annual Angel Tree event provided gifts to 75 children during a Christmas Party held at the dome.

Community Research & Development assisted the chartered communities with holiday events ensuring tribal policies and financial requirements were met; continued to attend weekly Tribal Construction meetings in order to provide updates to those Communities with construction projects currently pending. Field maintenance employees continued to provide primary and secondary maintenance support for the Nations Chartered Community centers, including those with Elderly Nutrition Programs. They also assisted in the final preparations for the grand opening of the new Okemah Muscogee (Creek) Nation Indian Community building. Community Resource and Development (CR&D) expended \$4,997 toward supplies, gas for maintenance and service at the community centers.

The **Family Violence Prevention Program (FVPP)** currently has 14 staff, which includes a full-time attorney made possible through federal grant funding and a contract with Legal Aide of Oklahoma. FVPP assisted 98 people expending a total of \$26,990. Advocates rotate an on-call

schedule to ensure services are available 24/7 to victims regardless of race, ethnicity, gender and/or sexual orientation.

The **Food Services Program** provided services to 39,009 people with meals for households from the Food Distribution Program and prepared meals for the elders at the Elderly Nutrition Centers. Holiday meals were also provided for the elders.

Human Services began the Low Income Home Energy Assistance Program (LIHEAP) and Tribal Energy Heating Season on November 1. In conjunction with the 13 additional programs, Human Services served a total of 7,362 expending a total of \$2,115,075 in assistance provided. The Jenks office relocated to Tulsa and opened their doors on October 23, 2017. To help celebrate the holidays, Tribal Assistance for Needy Families (TANF) distributed Christmas baskets to its participants.

The **Senior Services Program** has assisted 577 seniors with services. The firewood program began in October and has delivered 81 ricks of wood. In November, the program took 12 seniors to the Mvskoke Etlwv Festival in Washington, D.C. where they participated in Creek hymn singing and the stomp dance demonstrations. The Annual Elders Holiday Luncheon was held December 15, 2017 at the Green Country Technology Center with attendance at an estimated 250 seniors. All enjoyed food, games, music, dancing and fellowship.

The **Southern Regional Office** offers several programs to citizens ranging from Citizenship to Family Violence Prevention. New programs include Transit and TANF making this southern office a one-stop shop for citizens to apply for services. 845 people applied for services during this quarter.

Tobacco Prevention offers the Baby & Me program to help expectant mother quit smoking and stay tobacco free for at least the first year of the baby's life. The program made 22 visits with mothers during this quarter. Tobacco Prevention continues to participate and host the Great American Smokeout. This year had 21 participants with \$4,660 spent on supplies for quit kits. The quit kits are available throughout the year for anyone wanting to quit smoking.

Women, Infant and Children (WIC) fully implemented electronic benefit transfer (EBT) also known as eWIC on November 13, 2017. This method allows WIC participants to redeem their WIC benefits electronically using a card at any MCN WIC authorized vendor. Participants will no longer be required to redeem their full food package at one time, but instead, only purchase what they need at that time. By using their MCN WIC EBT card, participants experience better anonymity at the register, and the stigma associated with WIC is completely removed. WIC assisted 7,511 at their 12 locations expending a total of \$234,498.

Mvskoke Nation Youth Services (MNYS) assisted 167 youth this quarter with \$25,243 in services provided. MNYS supported the Mvskoke Nation Youth Council in hosting the 2nd Annual Mvskoke Youth Games. There were 64 youth making up a total of 7 teams participating in this year's traditional games competition. MNYS also supported the Youth Council in hosting their annual Christmas Gift Bingo fundraiser. Three youth council members collaborated with MNYS to coordinate Generation Indigenous projects. The projects were focused on collecting items for the homeless, honoring Mvskoke Veterans and celebrating the resiliency of sexual assault victims. Rachael Sourjohn, MNYS Program Development Specialist, was nominated for an Impact Award with the Tulsa Coalition to Prevent Teen Pregnancy.

DEPARTMENT OF EDUCATION, EMPLOYMENT, AND TRAINING –
Gregory Anderson, Secretary

2018 Strategic Plan First Quarter Goals

Below is a portion of the goals the Department of Education, Employment and Training (DET) places in the Strategic Plan:

1. Create Tribal Education Department (TED) committee to support TED Grant goals-curriculum and codification.
2. Quarterly Professional Development for Program Managers.
3. Identify and contact alumni who utilized higher education services.
4. Provide Technical Assistance: Youth Services/NYCs.
5. Develop and host an ACT Prep Day in February.
6. Work with partnering school districts to demonstrate the effectiveness of direct services in a College and Career Readiness programming model.
7. Support State/Tribal Partnerships through Oklahoma Advisory Council on Indian Education (OACIE); Support Community Task Force; Standards Setting Committee; Indian Education Director Hiring Committee; State Department of Education (SDE) Consultation Handbook Committee and State Trade Expansion Grant Program (STEP).

Federal Administration Development Program (FADP)

FADP has been created to build capacity of DET to advance tribal sovereignty through the following educational guidance initiatives:

The State/Tribal Education Partnership (STEP) Project grant continues to build the capacity of the tribal education agency to support programming and work within local, state, and national education systems. STEP is regularly involved with the Oklahoma State Department of Education (OSDE), local schools, teachers, parents, students, and a STEP created Cultural Education Resource Council to foster meaningful relationships that reinforce mutual initiatives and innovative culturally responsive practices in public education.

Native Youth Community Project (NYCP) is a newly awarded grant for \$2.09 million which will begin the first project year by supplying two Education Advisors and a Cultural Academics Advisor to participating school districts that focus on College and Career Readiness initiatives for middle and high school students.

The Tribal Education Department (TED) grant recently sparked the beginning of a series of programming focused on departmental capacity building, and professional development for managers.

NCA 00-136 Extra Curricular Activity Grant: The grant has 58% remaining of the total \$150,000 awarded for FY 2018 and has assisted 135 Muscogee (Creek) citizens.

The Post-Graduate Education Scholarship Program (NCA 16-048): The DET and the Higher Education office provided 10 Post Graduate Education Scholarship awards. The total expenditures for this program this quarter is \$16,515.

Employment & Training Administration

2018 Strategic Plan First Quarter Goals

1. Provide a detailed Individualized Employability Plan for each client.
2. Attend local Chamber of Commerce and Workforce Investment Board Meetings and other community meetings and educational events.
3. Attend career fairs and conduct job fairs for businesses or organizations. Promote program services to businesses and organizations on benefits of utilizing tribal services.
4. Update information and promote program literature (social media, marketing materials and website).

Employment & Training Administration had a total of 1,317 office visits and 1,621 clients with an Individualized Employability Plan developed for career readiness or educational goals.

Higher Education

2018 Strategic Plan First Quarter Goals

1. Partnering with higher education institutions and organizations to provide training on financial aid, FAFSA, college application process, etc.
2. Build the Toknawv Vhecetv (“To Take Care of Money”) budget worksheets to include additional narrative through research.

Higher Education office assisted 1,528 students with grants or scholarship awards. The total expenditures for grants by the programs this quarter is \$2,709,957.79.

Vocational Rehabilitation Program

2018 Strategic Plan First Quarter Goals

1. Process a minimum of 91 new applicants that will result in the development of a plan of employment.
2. Assist clients to obtain suitable employment for at least 8 individuals.

Head Start Program

The primary goal is to begin the process of creating an Early Head Start Program for the Muscogee (Creek) Nation. Program purchased 5 new busses. This has enabled the program to achieve their transportation goal and will assist in improving student attendance levels.

Scholarship Foundation Program

2018 Strategic Plan First Quarter Goals

1. Sustain a data base of restricted and non-restricted donors.
2. Coordinate a Holiday Celebration & Silent Auction to raise funds for academic scholarships.
3. Provide end of year tax statements and donation receipts to restricted and non-restricted donors of the Foundation Program.

The Foundation raised \$6,581.34 to support the Foundation’s scholarship fund.

Eufaula Dormitory

2018 Strategic Plan First Quarter Goals

1. Receive 100 enrollment applications by increasing recruitment efforts.

2. Complete planned repairs/renovations and meet safety and environmental compliance regulations by replacing the south parking lot, renovate the north parking lot and renovate the recreation area including the installation of a new playground.
3. Increase academic success by recruiting and effective tutors. Install ten online computers in classroom to be used as a study lab.

Sixty-four students reside in the dorms. The fall semester was successfully completed with 90% of the students passing every class. The students enjoyed the fall field trip to Silver Dollar City along with many other activities on and off campus.

Johnson O'Malley Program

2018 Strategic Plan First Quarter Goals

1. Provide JOM handbook and technical assistance to school personnel and parent committees.
2. Provide an annual monitoring of all 45 school sites to ensure all programs are complying with federal regulations and MCN policies.
3. Ensure Parent Committee workshops are available at the local In-Service training and Oklahoma Statewide JOM Conference.
4. Hold monthly meetings to discuss all aspects in planning for the annual Challenge Bowl Competition.

Euchee Language Department

2018 Strategic Plan First Quarter Goals

1. Use passenger vans to transport students to program site to teach the language.
2. Bring elders together with students for games, songs and storytelling.

This program had 35 students enrolled and an average of 20–25 students per day.

Mvskoke Language Program (MLP)

2018 Strategic Plan First Quarter Goals

1. Raise awareness of the continued loss of the Mvskoke Language.
2. Provide curriculum availability.
3. Update Language Certification testing.

The language outreach at the MCN Head Start has gained its attendance from the summer break. MLP is in negotiation to acquire another DET Program for language classes.

Reintegration Program (RIP)

2018 Strategic Plan First Quarter Goals

1. Develop education opportunities in the areas of nutrition, relationships and life skills.
2. Work with agencies to train and employ 25% of clients.
3. Provide funding and transportation for treatments and medical appointments.
4. Provide onsite legal evaluations by a board certified attorney and legal representation.

RIP received 35 cases: 26 male, 8 female, and 1 unknown. Two have juvenile records.

DEPARTMENT OF INTERIOR AFFAIRS

Carly Hotvedt, Acting Secretary

Cultural Preservation Department

2018 Strategic Plan First Quarter Goals

1. Coordinate and plan logistics of hosting the To Bridge a Gap Meeting in May.
2. Conduct archaeological surveys on tribal lands to protect cultural resources, completing 1-2 surveys per quarter.

Historic and Cultural Preservation FY-2018 Quarterly Statistics		
Projects	1st Quarter FY 2017	1st Quarter FY 2018
Federal face-to-face consultations	5	9
Section 106 Project Reviews	566	1069
Active NAGPRA Cases	15	14
NAGPRA Reburials	2	0
GPR Surveys	2	2
Archaeological Surveys	6	2
Cemetery Clean-up/fencing	15	14
Cemetery Recordation Report	1	5
Cultural Outreach Presentations	13	11
National Library & Archives Visitors/Genealogy Requests	32	66
Tribal Resolutions/Legislation	2	2
Federal Agreements	2	2
Conferences/Meetings	11	19
Trainings Attended	1	1
Tower Construction Notification (TCNS) Projects	188	414

Federal Roads Department

2018 Strategic Plan First Quarter Goals

1. Receive training on changes to the federal inventory regulations and road inventory database.
2. Hold weekly Tailgate Safety Meetings to improve safety of Force Account Crew.

Completed work on K-Bar Road, Phillip Deere Roundhouse Road and Clear View Road.

Tribal Driveways Department

2018 Strategic Plan First Quarter Goals

1. Acquire and implement a software program that will give us the ability to be paperless.
2. Improve employee safety, communication and skill sets through trainings.

Completed Applications	45	Total Loads of Gravel	153
Applications on File	80	Gravel Expenditures	\$48,633.37
Applications Inspected	22	Tin Horn Expenditures	\$4,877.68
Ceremonial Grounds Completed	1	Cement Completed	17
Cemetery's Completed	1	Cement Expenditures	\$71,758.00
Burial Openings	15		

Realty Trust Services

2018 Strategic Plan First Quarter Goals

1. Cross train employees to serve more effectively.
2. Conduct more outreach to communities.

District Court Probates	19	\$187,938	Inventories for Restricted Property	32
BIA Approved Leases	5	\$2,931	Appraisals completed	24
On-Site Inspections	118		TSR's for Lease/row/mineral	123
Trust Probate	1		Address Verifications for programs	168
Quiet Title Suits	7		PVP Searches and Print Out	237
Approved Rights-Of-Ways	10	\$187,925	Surveys out for bid	9
Quiet Title	13		Surveys in House	9
Notarized Documents	72		Proof of Death and Heir-ship for clients	327
Total Income		\$378,794	Trust Acquisitions	1

Tribal Construction Department

2018 Strategic Plan First Quarter Goals

1. Expand our staff to encompass specialists in all disciplines.
2. Have assigned project manager for each project, which may include design assistance and/or provide bridging documents to ensure plan sets are reviewed by individual disciplines.
3. Ensure all MCN Facilities, new and renovated, are code compliant. Develop project schedule showing sequence of disciplines and approximate dates. Create a report on current communities from results of annual inspections.
4. Identify criteria for recommending new vs. renovation of community buildings.

Completed Construction Projects

- Council House renovation completed in December.
- Glenpool Indian Community Center dining room completed in December.
- Oklahoma City Community Center interior renovation complete in October.
- Built berm at Lighthorse rifle range.
- Morris Community Center – Roof replacement complete.
- Demolition of Gragg property.
- Tulsa Community Center – Roof complete.
- Corrected erosion problem on east side of One Fire Casino parking lot – Added additional parking for Fleet.
- One Fire Casino Okmulgee – Demolition of drain pipes, reinstalled new drain pipes at lower elevation. Worked with ODOT to get permission to redesign the ditch on west side.
- Okemah Muscogee Nation Indian Community Center opened on Oct. 30

Transit Department

	Transported	Miles Traveled	Trips	Groups
Okmulgee Office	58,407	95,451		
Wetumka Office	2,109	13,689		
Long Range Transportation	653	20,261	17	21

Agri-Business Department

2018 Strategic Plan First Quarter Goals

1. Improve genetic makeup of cow herd by eradicating disease and culling unproductive cattle.
2. Implement inventory control procedures and software management system (CattleMax).
3. Utilize the Noble Research Foundation for consultation and marketing services.

Accomplishments

- Registered first ever Muscogee (Creek) Nation Brand with the Oklahoma Brand Registry.
- Purchased 66 replacement female cows for herd.
- Implemented electronic identification system on 125 head of cattle.
- Moved all cattle to Dustin Ranch for winter for more efficient feeding and care.
- Fall cows have had 50 plus calves calving in progress.
- Cow herd now totals 205 cows, 50 plus calves and seven bulls.

Revenues First Quarter = \$97,927			
Price Loss Coverage Wheat	\$2,685	Calf Sales	\$79,085
Pumpkin Sales	\$215	Cull Cows	\$8,032
Cull Bull Sale	\$869	Hays Sales	\$7,040

Storm Shelter Program: The program has completed 19 in-ground storm shelters and 12 above ground shelters. The program spent a total of \$103,431 coming in under budget at \$3,369.

Oil and Gas: Revenues from October – December 2017 leases total \$3,868.87.

Cultural Center & Archives Department

2018 Strategic Plan First Quarter Goals

1. Complete the rehabilitation phase of the Council House and ensure all inspections are completed.
2. Search for funding opportunities for the Council House Visitor Center.

We will ensure the Council House rehabilitation meets all of the stringent standards for a rehabilitation project that qualifies for historic preservation tax credits to maximize the Nation's resources by March 2018 and reopen the Council House to the public by September 2018.

The Cultural Center & Archives is working in partnership with Tribal Construction and Selser Schaefer Architects on completing the design development phase of the Council House Visitor Center. Once this phase is completed, there will be a ten-week period for construction document development with a goal of reaching construction-ready documents in the fourth quarter.

There were 1,330 visitors to the Redstick Gallery in the first quarter, which is 34% of the total number of visitors last year.

Risk Management Office

2018 Strategic Plan First Quarter Goals

1. Receive and process insurance claims using Laserfische program.
2. Assure Head Start and Child Care programs pass all requirements of educational funding.
3. Choose a central location to house all three programs.

Emergency Management - There was a total of 167 Emergency Management items handled. A total of 21 insurance claims filed and handled. Ten claims opened and 11 closed.

Arbor Care Services (ACS) - There were a total of 113 houses that were completed at 100%, one at 50%, 30 at 25% and 69 at 1% with only 13 being listed as miscellaneous work. The Risk Management office handled 187 items that pertain to the ACS program. The total for the first quarter is 300 requests for the Arbor Care Service program.

Office of Environmental Services

2018 Strategic Plan First Quarter Goals

1. Conduct eight educational outreach events to youth, two per quarter.
2. Purchase Alley Cat Container to increase refuse collections at recycle center by 25%.
3. Complete six community clean ups, three identified per quarter.
4. Perform four energy audits, one per quarter.
5. Perform 12 water quality assessments, three per quarter.
6. Purchase a computer to help complete water quality reports.
7. Complete inventory of the water department's equipment to better complete assessments.
8. Complete 12 dumpster drop offs and pickups, three per quarter.
9. Support recycling efforts for ten organizations or businesses per month.

Environmental Services NAHASDA Projects

Rehabs	9	Elderly Subsidy Program	2
Acquisitions	3	Environmental	210
Mortgage	10	Mold Test	1
Tribal HUD	3	Homebuyers Education	6
Rental Assistance	176		

The MCN Recycling Center completed the following (Total 105,190 LBS)

Cardboard	67,477	E-Waste	13,877	Plastic	5,715
Paper	17,970	Aluminum	151		

The Solid Waste Program provided porta-john/dumpster service for one community center and four community clean-ups.

Geospatial Department

2018 Strategic Plan First Quarter Goals

1. Identify file structure to allow the security and sharing of information to be used.
2. Develop a land/facility model that will allow the flow of information pertaining to this model to be tagged in a centralized system.
3. Work on outreach material to other departments.
4. Explore options to collaborate with other departments on projects.

Staff attended the National Brownfields conference in Pittsburgh, PA in December 2017. We continue to work on the second year of the three-year Exchange Network Grant Award, continuing to focus on portal development and real time monitoring while also participating on various calls and other meetings.

**DEPARTMENT OF COMMERCE –
Elijah McIntosh, Secretary of the Nation & Commerce**

2018 Strategic Plan First Quarter Goals

The Strategic Plan established four goals to be completed or started in the first quarter.

1. Begin offering financial literacy training to employees and citizens. We accomplished this goal by coordinating with Tinker FCU to offer training to all employees and citizens on December 19, 2017. The classes were the Psychology of Money and Making the Most of Your Money. These are the first two classes of a four core class offering. Additional classes will be offered throughout the year.
2. Update the Commerce page of the Nations website to provide better instruction for filing a business. The goal was accomplished in December.
3. Increase marketing of Uniform Commercial Code (UCC) Services to MCN Citizens. We have begun progress on this goal by developing marketing materials to reach MCN Citizens. This goal is scheduled to develop throughout the year.
4. This goal is an internal goal we accomplished to better organize the business filings in the office to be more efficient and create additional forms of document backup.

Three limited liability corporations filed their annual active business certification with the Nation. One new limited liability corporation filed their articles of organization with the Nation.

Office of Self-Governance

2018 Strategic Plan First Quarter Goals

The Strategic Plan established two goals to be completed or started in the first quarter.

1. The Office of Self-Governance successfully completed its first quarter Strategic Plan goal by training the new Self-Governance Coordinator. Further completing the goal, the Coordinator began setting goals for the Office and established plans to renegotiate to the Department of the Interior (DOI) and Indian Health Service (IHS) Compact and Funding Agreements. During the plan development, the Office reviewed DOI funding distributions, created a funding allocation tracking system and provided programmatic support for MCN programs funded through the DOI agreement. The Coordinator also presented training to MCN finance employees about Self-Governance funding allocation, restrictions and requirements.
2. Provide legislative, policy legislation and policy analysis to support the Nation's goals and to respond to federal departments or agency action. The Office actively tracked and responded to the Fiscal Year 2018 U.S. appropriations process, the Indian Employment and Training program, tax reform and land status legislation. Additionally, the Office drafted and submitted eight comments to the Bureau of Indian Affairs, Office of Special Trustee, Bureau of Land Management, Indian Health Service, and Department of Health and Human Services.

Contracting and Employment Support (CESO)

2018 Strategic Plan First Quarter Goals

The Office's Strategic Plan established three goals to be completed or started in the first quarter.

1. Provide training on the new law and procedures to all MCN Departments. This goal was not met in its entirety. The training presentation is mostly complete and is going through revision. CESO is modifying the completion date until the end of the second quarter.
2. Set up an online management system to enable CESO to enter and track four key components: certified employers, applicants, job bank and projects. CESO Office has engaged a software company to create and install the online management system, but it was not completed by the end of the first quarter. CESO is modifying the completion date until the end of the second quarter.
3. Add key information to MCN website: employer list, RFP list, Employer Certification Application, Job Seeker Application and Support Services Application. The online management system will allow CESO to place the RFP list, Employer Certification Applications, Job Seeker Applications and Support Services Applications on the MCN Website. CESO is modifying the completion date until the end of the second quarter.

At the end of the first quarter we have 70 Creek-owned businesses 129 native-owned certified businesses, for a total of 199 certified businesses.

Mvskoke Loan Fund (MLF)

2018 Strategic Plan First Quarter Goals

The Office's Strategic Plan established two goals to be completed or started in the first quarter.

1. Review and update loan policies and procedures, and implement the loan portfolio management and collection policies and procedures required by grants. The policies and procedures are in process of being rewritten to implement best practices of top performing CDFI's in the United States. The MLF is modifying the completion date until the end of the second quarter.
2. Improve financial literacy of existing and potential borrowers, and any other interested members of a federally recognized tribe. Financial literacy materials to train potential borrowers are being developed. The MLF is modifying the completion date until the end of the second quarter.

The loan portfolio has 37 loans totaling \$889,469.52. The loan fund has \$50,000 available for lending at this time.

DEPARTMENT OF HOUSING – Sam Whitlow, Secretary of Housing

2018 Strategic Plan First Quarter Goals

1. Analyze and prepare housing needs reports based on NAHASDA waiting list and housing choice profiles.
2. Purchase 40 sites/lots for new construction in areas identified by housing needs report.
3. Purchase 22 acquisition homes built within the last ten years.
4. Address NAHASDA waiting list by identifying income eligible participants for the Down Payment Program based on private financing.
5. Work with the National Council to raise the housing ceiling from \$150,000 to \$180,000.

Admissions Department processed the following documents: Homeownership Intake – 75; Emergency Repair Intake – 105; Down Payment Closings – 12; Elderly Subsidy – 41; Home-buyer Education – 32; Tribal HUD VASH – 20.

Housing Management processed 178 re-certifications, 5 move-ins and 69 annual inspections completed. Five units were conveyed.

The Community Shield Program through Amerind Risk Management offers homeowners' insurance to MCN Tribal citizens with affordable property coverage for dwelling, personal property, personal liability, and loss of use. Four new participants were added.

Housing Management

Construction Services: 36 work orders were processed and 32 scopes of work were completed.

Contract Services: 18 contracts were processed for major activities such as rehabilitation of homes and rental rehab, and 42 work agreements were processed for minor repairs.

Force Account: 325 work orders were completed.

Work Orders Completed

The Development Department identifies buildable construction sites for new constructed homes and purchases existing homes for the Acquisition Program. The Development Department has acquisitioned 4 homes and 4 units are in the process of being constructed.

Rental Properties provide low cost rental housing to Native American families. There are 317 rental units located in Checotah, Eufaula, Okemah, Okmulgee/Crutchler, and Taylor. Of those, 287 units are occupied and 30 units are vacant. During this quarter, 31 annual re-certifications were processed, 22 annual inspections were conducted, and 170 work orders were completed for the quarter.

The Elderly Rental Program gives preference to those 62 years and over. There are 54 units located in Okmulgee. This quarter, there were no move-ins, 2 move-outs, and 4 vacancies.

PUBLIC RELATIONS – Neely Tsoodle, Manager

Consistent with the mission of the Office of Public Relations, “*To Project a Positive Image of the Muscogee (Creek) Nation*”, our staff has facilitated numerous projects and activities in the past quarter to that purpose.

- Calculated 101,952 hits during this quarter on the Nation’s website.
- For the Public Relations Facebook page the top countries reached outside the U.S. were Canada, United Kingdom and Australia. It reached 53,384 people including 1,169 new followers. It now moves up to second as the most followed and viewed social media page for the Nation. The PR page is less than two years old.
- Coordinated events at the Tulsa State Fair, which included planning and coordinating the vendors, booths and volunteers and hosted a day of cultural performances including Mvskoke Hymnal Singers and Mvskoke Fiddle Dancers on the MCN Stage.
- Developed and produced 11 “live” radio segments of Information from the Nation on a number of diverse topics on the Brew AM 1240/Okmulgee radio station
- Produced and mass distributed 10 newsletters with an additional 179 new subscribers.
- Worked with Community Research and Development and Okemah Community Center board members to assist with the planning and coordinating for the Ribbon-Cutting Ceremony at the new Okemah Muscogee Nation Indian Community Center.
- Members of the Public Relations team attended the Mvskoke Etlwv Festival in Washington, D.C., and assisted in media coverage, as well as promoting the Nation at the PR booth and the sale of t-shirts (the official t-shirt of Mvskoke Etlwv).
- Provided photography, videography and live stream coverage of Pink Party, Vote live stream with Nelson Harjo Jr. and the Tulsa State Fair booth.
- Developed and produced one episode of “From the Desk of Principal Chief” informing citizens about the growth of the Nation and highlighting the progression of the current administration, as well as the Christmas Greeting commercial from Chief Floyd and Second Chief Hicks and staff.
- Public Relations continued to monitor and update the Nation’s website and marquee, as well as update continuous radio and television commercial segments.
- PR has a new billboard campaign. 6 new billboards have gone up at strategic areas within the Muscogee Indian Territory/Boundaries. The billboards say, “You are now entering Muscogee (Creek) Nation Territory.” 5 more billboards are in the works.
- PR has entered a new promotional area and now has pieces placed in the BOK Center in Tulsa. The BOK was voted the number one event venue in Oklahoma exposing almost 90-thousand people per event to see our ad.
- PR designed and printed 9,000 calendars. PR assisted with photos by the Office of the Second Chief Louis Hicks. Calendars were printed and mailed to the newspaper subscriber list.
- PR arranged and produced Christmas cards and was sent to the subscriber list.

TOURISM AND RECREATION DEPARTMENT – Kyle Lee, Director

2018 Strategic Plan First Quarter Goals

Tourism and Recreation placed the following goals in the Strategic Plan:

1. Develop look for a new branding campaign that includes print, outdoor and TV advertising.
2. Meet with partners such as Riverwalk, River Spirit Casino Resort quarterly to develop new ways to work together.
3. Add senior walking class.
4. Improve social media marketing.
5. Obtain quotes for all repairs needed.
6. Offer incentive for current members who continued playing course while greens were nearly unplayable.

The Tourism and Recreation Department (T&R) continues to partner with the Lake Eufaula Association in the State of Oklahoma's travel show program, distribute the Guide to the Mvskoke Nation, and host scheduled events in the Mvskoke Dome and Claude Cox Omniplex. The department held multiple special events that included the Council Oak Ceremony, the Indian Fall Festival, Movies in the Dome and the Christmas Market. The Indian Fall Festival utilized the department's online store to facilitate ease with the sale of raffle tickets. All events were met with a positive response and were deemed a success. The department also continued to market all Muscogee (Creek) Nation entities and began updating the *Guide to the Mvskoke Nation* for 2018.

The department remains an active partner in TravelOk.com, the Oklahoma Tourism & Recreation Department's Fulfillment Program, and in welcome centers across the state of Oklahoma. Our *Mvskoke Guides* can be requested directly from Oklahoma Tourism and Recreation Department's website. An electronic version of the *Guide to the Mvskoke Nation* is available at the T&R Department's website (www.creektourism.com).

T&R utilizes social media platforms to promote and engage the general public's awareness in the Nation. This includes areas of government, business, and community endeavors such as the Festival. The department routinely partners with and shares information on social media from all MCN businesses, entities, and casinos. One goal of the department is to grow social media following by 5%. After the first quarter, there has already been a 1.5% increase.

T&R continues to lease the Mvskoke Dome and other facilities at the Claude Cox Omniplex for community events and departmental programs while being the home of fitness programs such as Creek Fit and Walking Strong. One goal for the department this quarter was to increase the number of classes being offered. In December the department launched a new program entitled Walking Strong: Seniors. These stretching and walking classes are offered every Tuesday and Thursday morning. The class has been well received and already has a group of regular attendees in each class. T&R serves as a resource for Native American fitness and as a helpful guidance through avenues of fitness, nutrition, and motivation.

The Department has continued its involvement with the Five Tribes Inter-Tribal Council Tourism Workgroup which includes creating and distributing a Five Tribes Tourism Brochure, Five Tribes tourism website, and now a discussion of utilizing area airports for marketing material or grouped tours. This partnership has focused its efforts on promoting Oklahoma as a top destination to experience Native American Culture.

TRIBAL LIAISON FOR AT-LARGE CITIZENS – Geebon Gouge, Tribal Liaison

The first quarter of FY 2018 proved to be a productive beginning of the Tribal Liaison for At-Large Citizens Office. Significant accomplishments include the following:

- Developed an information booklet for At-Large Citizens only for print and published on the Official Tribal Website.
- Along with the Mvskoke Etlwv Festival at the National Museum of the American Indian, our office held an outreach to reach the citizens in the area.
- For the Muscogee Creek Nation At-Large Citizens Facebook page, in addition to the United States, the top countries reached during this quarter were Afghanistan, China, Philippines, and Italy. It reached 35,690 people in the first quarter.
- Conducted the OKC At-Large Quarterly Outreach on October 6th with services as follows: Citizenship, MCN Election Board, Social Services, Higher Education, Employment & Training, Cultural Preservation – Genealogy, Realty Trust Services and MCN Department of Health for Flu Shots.
- At-Large Citizens assisted this quarter were from California, Washington D.C., New York, Louisiana, Tennessee, Texas, Oregon, Florida, Colorado, Kansas, New Mexico, Arizona, and Oklahoma.

ATHLETIC COMMISSION

The National Council adopted TR 17-044 that allowed the Nation to enter into a Boxing & Mixed Martial Arts Agreement with the Citizen Potawatomi Nation Athletic Commission for the regulation of combative sporting events until a new Muscogee (Creek) Nation Athletic Commissioner is properly nominated and approved.

INDEPENDENT STATUTORY EXECUTIVE AGENCIES

MVSKOKE MEDIA – Sterling Cospers, Mvskoke Media Manager

Mvskoke Media wrapped up our its reader/advertiser survey, which took feedback from subscribers about our editorial content and outlets, as well as demographic information about them and what products and services they prefer. This was done to better inform our coverage and operations as well as our sales and marketing strategy as we move forward with an aggressive and diverse initiative.

We offered the survey through the paper and online, promoting the internet component through the TV and radio shows as well as social media, and provided a participation prize drawing incentive through original artwork from Dana Tiger, which was awarded to Jeanne Ragan.

As part of our initiative, we have hired a new salesperson, Sales Executive Breanna Viles who we have trained in our branding and policy and she is now pursuing revenue full time. We also brought on new Graphic Designer Lindsey Arnecher and she is actively working on jobs for clients.

We have experienced some logistical issues in setting up our online storefront due to communication problems with our vendors but have had an offer to look at another department's site that has a storefront and similar website setup in the hopes that they can help us figure out the final steps. We have diversified our strategy to complete this and are pursuing other options as well.

To prepare the graphics and printing staff for an influx in business from our sales initiative, we had the vendor for our biggest printer come in and hold a standard training to give our sales team a better idea of our products, brush up and improve the understanding of our printing team and cross train our graphic designers, as well as give them a better idea of how their work translates to a tangible medium. We also had them send us a curriculum of their online training modules for each of these three groups to continue this training. We are in the process of further rebranding so that each editorial and business outlet incorporates 'Mvskoke' in their name for easier recognition through uniformity to help our marketing.

We will strategically roll out the editorial portion soon and have already announced 'Mvskoke Creative' for our graphics and printing team to give them an official and recognizable brand rather than simply Mvskoke Media graphic design and printing. Inquiries about these services can now be sent to creative@mvskokemedia.com where every involved staff member can see and reply to these for better customer service. As part of this, they are reworking our services kit and a draft is circulating for final launch.

We have fully integrated a service agreement for the entire business team, which helps expedite the initial process so that work can be started while payment is being finalized. We have also launched a post-job customer survey for graphics and printing to get immediate feedback on individual jobs.

As part of our marketing and goodwill endeavors, our team set up a booth at the MCN Employment and Training Career Expo and the MCN Behavioral Health HOPE Conference, made donations to the MCN National Council Food Drive and MCN Children and Family Services Angel Tree and gave an informative presentation about media and our department at a school in the jurisdiction. Similar initiatives will continue. We also provided critiques for the College of the Muscogee Nation Persuasive Speech class end of semester presentations.

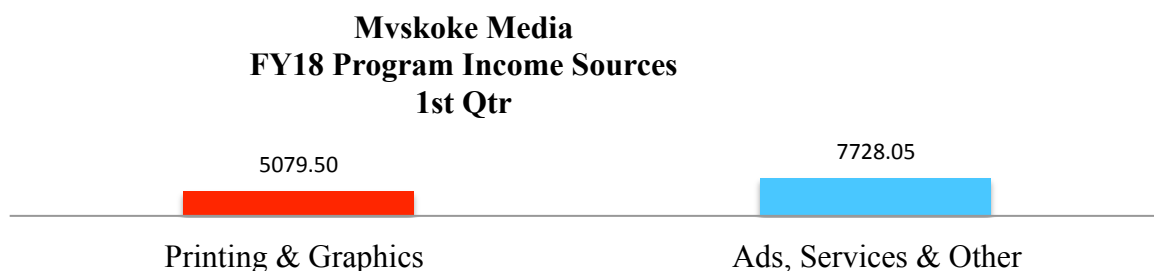
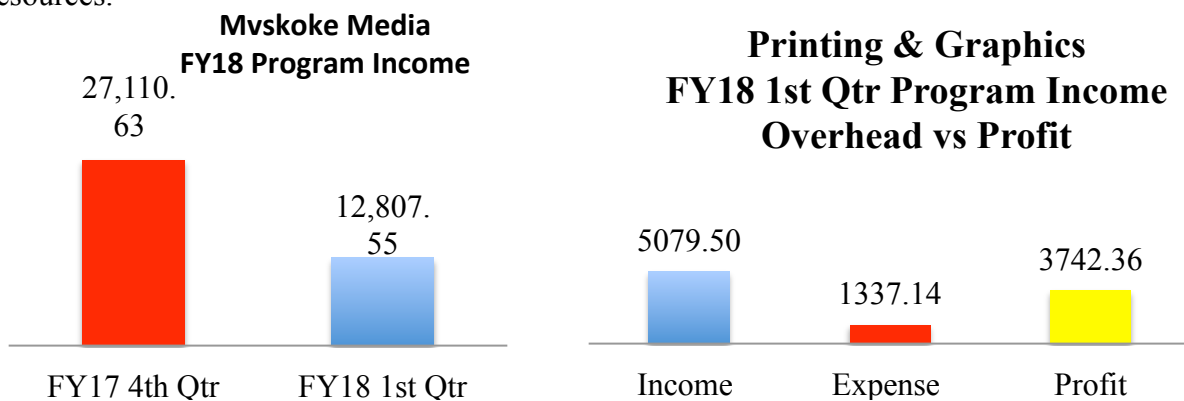
We set up a promotion to offer near half-off tickets for all tribal citizens and employees to the Tulsa Ballet and this will be a good, ongoing and high profile marketing sponsorship for us.

Our first official intern, Jessica Wahnee, completed her program with our graphic design team and we are in the process of trying to set up a scholarship through the Muscogee (Creek) Nation Scholarship Foundation Program so we can award participants for completing an internship in the future.

We are now set up to take freelance contributions from outside journalists for more efficient, diverse and quantitative coverage and have published stories from veteran Native journalist Lenzy Krehbiel-Burton.

We sent two staff members to cover the Mvskoke Etlwv Festival in November at the National Museum of the American Indian in Washington, D.C., and continue to follow the Murphy v. Royal case that has the potential to expand MCN jurisdiction within the tribe’s 11-county borders.

We have been creating self-made training videos through a program feature that can record a user’s desktop and voice that will provide walk-throughs on basic operations in the department for skill continuity. We have also come up with new ideas to incentivize performance for sales on the business side and lead quotas on the editorial end based on advice from MCN Human Resources.



LIGHTHORSE ADMINISTRATION – Robert Hawkins, Lighthouse Police Chief

2018 Strategic Plan First Quarter Goals

Lighthouse placed the following goals in the Strategic Plan:

1. Prepare plans that can begin to be implemented if Murphy v. Royal case is upheld. Murphy could triple the size of Lighthouse staff and officers in addition to associated impacts on facilities, equipment, administrative support and training.
2. Research and review staffing levels to ensure department is right-sized.

The Lighthouse Department has continued education with law enforcement sponsored programs. The department has 41 sworn full time patrolmen. Seven are new hires. We are actively seeking applications for potential new hires to bring the department up to full staff.

Several patrolmen and investigators assisted McIntosh County Sheriff's Office with their shop with a Cop Program by transporting under privileged youth to purchase Christmas presents.

The **Records Department** has reported 1,650 Calls for Service during the first quarter. There were 101 arrests, 59 citations and 291 incident calls in the last 3 months.

Communications Department:

Dispatchers have reported 1,650 complaint calls for the last 3 months and have 12 hours of in-service training, as well as 80 ride-along hours. The department is up to full staff now.

Criminal Investigations:

Criminal Investigations had approximately 30 cases to investigate this quarter, including Theft, Burglary, Thefts of Automobile, Petit Larceny, Uttering Forged Instrument, Embezzlement, Leaving the Scene of Accident, Sexual Assaults, Unattended Deaths and Homicides.

The division has performed more than 60 hours for continuing education and assisted in several communities such as case assists for OSBI, McIntosh County Sheriff's Department, Hughes County Sheriff's Office, and other agencies within the Muscogee (Creek) Nation boundaries.

K-9 Division:

The Division has performed a total of 128 hours continuing education and assisted other law enforcement agencies with a total of 41 call outs, canine assists and after hour call outs for multiple agencies within the Muscogee (Creek) Nation boundaries.

The Division assisted 15 local school administrators in sniff clearing lockers and parking lots. K9 also held three public relation canine demonstrations for the Holdenville Headstart, Eufaula Early Childhood Development and Haskell Elementary.

Explorers:

Explorers attended the Fall Festival at the Dome, Eddie the Eagle Gun safety class, Washington D.C. trip, Okmulgee Christmas Parade, Dewar Veterans Day Parade, regular scheduled meetings and physical training.

OFFICE OF TAX COMMISSION – Jerry McPeak, Tax Commissioner

2018 Strategic Plan First Quarter Goals

Office of Tax Commission placed the following goals in the Strategic Plan:

1. Increase Revenue to \$9.5 million in 2018.
2. Work on ways to increase fees within Motor Vehicle Department.
3. Decrease Tax Commission Department spending by 5% (\$32,000) in 2018.
4. Continuously work toward better compacts.
5. Collaborate more with other tribes to expand our visibility and influence.

Net \$166,123 increase in taxes collected first quarter of 2018 as compared to 2017 first quarter.

	Liq/Beer	Sales Tax	Motor Vehicle	Tobacco
1 st Qtr 18	\$130,937	\$423,690	\$539,368	\$735,403
1 st Qtr 17	\$55,082	\$294,454	\$503,398	\$811,291
	\$75,855 increase	\$129,236 increase	\$35,970 increase	\$75,888 decrease

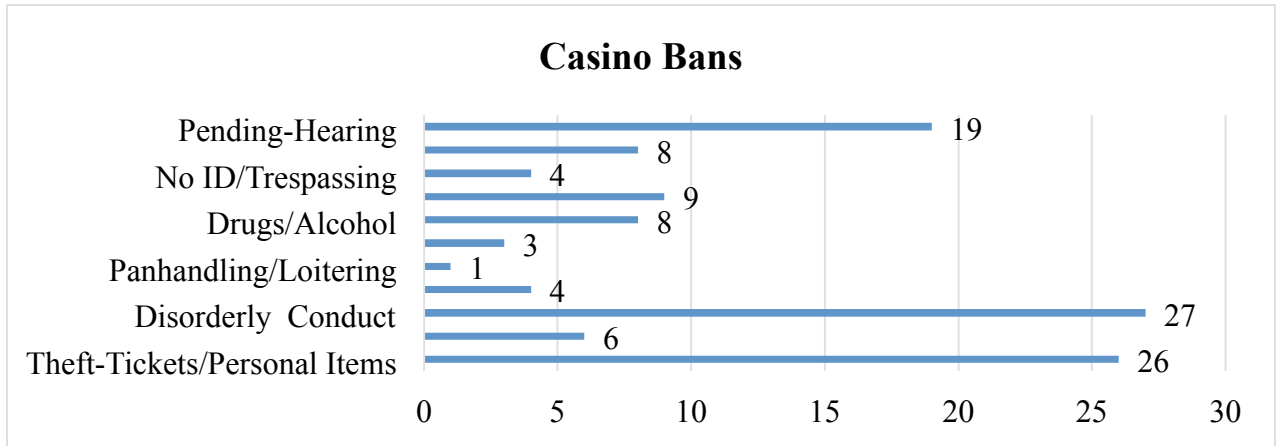
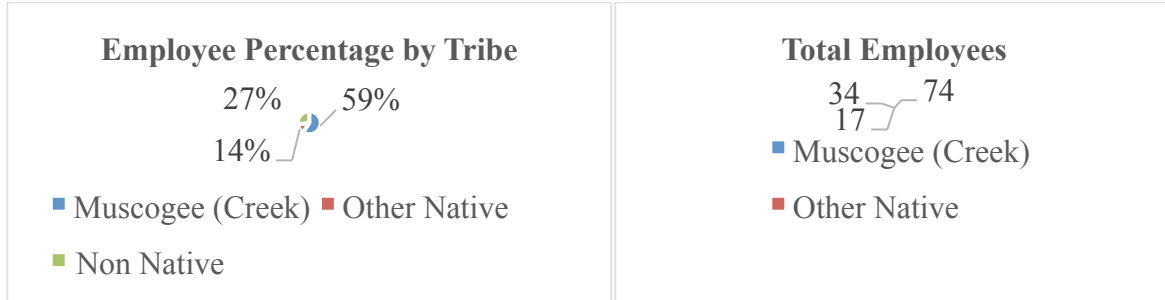
Product	Qtr. 1
Motor Vehicle Tax	\$278,368.88
Registration	\$228,011.50
Admin Fees	\$7,595.00
Penalty	\$15,773.25
Lien	\$2,520.00
Repo	\$300.00
Mail	\$1,842.00
Dup Title	\$1,390.00
Lost Registration	\$36.00
Lost Decal	\$240.00
Lost Tag	\$100.00
Personalized Tag	\$1,575.00
Other Sales	\$1,956.86
Sales Taxes Collected *	\$423,690.38
Alcohol Taxes *	\$130,937.24
Sales License Fees	\$340.00
Tobacco Taxes *	\$735,403.74
Tobacco License Fees	\$3,900.00
Motor Fuel Taxes *	\$540,652.01
Quarterly Totals	\$2,374,631.86
Annual Taxes Collected:	\$2,374,631.86

* is estimated for month of December

OFFICE OF PUBLIC GAMING – Buddy York, Gaming Commissioner

2018 Strategic Plan First Quarter Goals

1. Work with each casino to implement active shooter training.
2. Transfer the 80-person surveillance team from Contract Employment Service Office (CESO) to casinos. This is a 6-month project.



Investigations

Upon request of the FBI, we assisted in forming a training program for local casinos on active shooters and other attacks.

Licensing

During the quarter, the licensing department processed 364 new and renewal employee gaming applications. In addition Licensing issued 95 vendor employee licenses. A total of 126 applicants were submitted to National Indian Gaming Commission for review.

Software

Software Agents assisted in the installation and conversion of 776 Class II/III gaming machines across the MCN jurisdiction. Agents also assisted with breaking seals for an additional 448 machines for the quarter. Software Agents assisted an average of 13.6 machines per day.

Internal Audit

Internal Auditors completed 214 audits throughout the quarter. Auditors also reviewed 323 casino operations promotions.

MUSCOGEE NATION BUSINESS ENTERPRISE – Woody Anderson, CEO

The Muscogee Nation Business Enterprise (MNBE) has two divisions: Professional Services and Life Safety & Security. Professional Services provide staff augmentation, facility and life support, and IT support and security to customers worldwide. This division has performed work in Iraq, Korea, Mexico and Afghanistan. The Life Safety & Security Division provides fire alarm systems, access control, CCTV, nurse call, data and voice cable management systems, and commercial sound systems. MNBE also operates the Travel Plazas in Muskogee and Okmulgee.

Business Development

MNBE and Muscogee Staffing Solutions, LLC (MSS, LLC) contracted with EMD Strategies to assist the companies in expanding our footprint in the Federal Market Place. EMD will be identifying bid opportunities for MNBE and MSS, LLC as either a prime or subcontractor. EMD will assist with building a pipeline of bid opportunities and identifying teaming partners as needed. Proposal preparation is also available as needed.

MNBE and Muscogee Staffing Solutions, LLC (MSS, LLC) contracted with Esquivel Consulting, LLC to provide proposal management/writing services along with other support services required in preparing a proposal.

MNBE and Muscogee Nation Businesses, LLC contracted with Bloomberg Government (BGOV) web based services to access information and analytics to support the company's government contracting business.

MNBE has executed an NDA with a firm that has a patent pending for a product in the area of voice biometrics and language translation. The firm is located in Tulsa, Okla.

MNBE met with the CEO of a company whose owner has a patented process for DE vulcanizing scrap rubber that converts tires and other vulcanized rubber compounds into a less expensive, sustainable substitute for virgin rubber compounds. Company already has a plant in the U.S. and looking to possibly expand into Oklahoma.

Thanksgiving Donation

MNBE donated \$1,000 to the Muscogee (Creek) Nation National Council Thanksgiving baskets. MNBE has donated each year the National Council has provided food to families for Thanksgiving.

Travel Plaza's

The Travel Plaza hired a new manager for the Muskogee Travel Plaza. The Travel Plazas raised \$866.20 for the Angel Tree Project. The owner of the Burger King and his wife donated \$250 to the Angel Tree.

The current 10 year fuel agreement negotiated by previous management of Trade & Commerce provides no fuel rebates back to the Travel Plazas. Trade & Commerce management accepted funds to spend on point-of-sale and signage. Current agreement will expire July 2018.

MNBE Fire & Security Division

MNBE Fire & Security hired an Estimator with over 22 years of experience in estimating and project management of low voltage systems such as fire alarm, telecommunications, networking, security, access control, nurse call and camera systems.

This division is negotiating a territory agreement with Johnson Controls for the sales and service of certain fire system equipment. This will allow the division to expand its current products and services in the areas of access control and building automation.

Rex’s Chicken Franchise

Rex’s is planning a Grand Opening January 2018. Finalizing a date and time for the Grand Opening. Mvskoke Media came out to the Rex’s for an interview for the paper and radio.

Drive thru is open and customers can order online at www.rexschicken.com.

Current employees: 28 each
Store Hours: 11 am to 9 pm, Monday thru Sunday

To take an online virtual tour of the new Rex’s Chicken Restaurant design go to <https://goo.gl/M2RJOx>.

Fuel Tax Distribution from State of Oklahoma

Please note that the MCN Tax Commission receives distribution for the Fuel Tax Compact from State of Oklahoma on a quarterly basis. The Travel Plaza Operations do not receive any of the fuel tax distribution. It all goes directly to the Muscogee (Creek) Nation for distribution.

As of this report we have not received the amount Muscogee (Creek) Nation has received for the first quarter of FY2018.

TOTAL COLLECTED TO DATE: \$40,232,496.32

SALES TAX COLLECTION AT TRAVEL PLAZAS

<i>Muskogee Travel Plaza</i>	FY 2018	FY 2017
First Quarter Collections	\$10,465.05	\$13,244.65
Total Tax Collections YTD	\$10,465.05	\$13,244.65

<i>Okmulgee Travel Plaza</i>	FY 2018	FY 2017
First Quarter Collections	\$13,876.79	\$12,936.77
Total Tax Collections YTD	\$13,876.79	\$12,936.77

Distributions Made to the Muscogee (Creek) Nation

First Quarter Distribution \$ 30,000.00
Total Distribution YTD \$ 30,000.00

From Inception:
Direct Payments \$1,763,721.97
Contributions \$ 96,699.63

Investments

Okmulgee Golf Course \$1,037,916.30

Muscogee International, LLC	\$1,686,576.15
Muscogee Rex	\$1,146,495.33
MNB, LLC	\$ 297,702.51
Muscogee Staffing Solutions	\$ 420,163.00

Current Number of MNBE Employees

MNBE Corporate	08	10%
Rex's	28	36%
Fire & Security	09	12%
Professional Services	01	01%
Okmulgee Travel Plaza	19	25%
Muskogee Travel Plaza	<u>12</u>	<u>16%</u>
Total Employees	77	100%
Creek	29	38%
Other Native	02	02%
African American	12	15%
Hispanic/Latino	05	06%
Native Hawaiian/Pacific Islander	00	01%
Caucasian	<u>29</u>	<u>38%</u>
Total	77	100%
Male	30	39%
Female	<u>47</u>	<u>61%</u>
Total	77	100%

MUSCOGEE NATION BUSINESSES, LLC

Muscogee Staffing Solution, LLC

MSS, LLC Executive Team met with SBA Business Development Specialist at the SBA office in Oklahoma City to discuss the SBA 8(a) Business Development program procedures, benefits and requirements.

Current MSS Employees

Creeks	08	27%
Other Native	05	16%
Caucasian	09	30%
African American	03	10%
Native Hawaiian	00	00%
Hispanic	<u>05</u>	<u>17%</u>
Total	30	100%
Male	25	88%
Female	<u>05</u>	<u>12%</u>
Total	30	100%

MSS Employee Breakdown:

Corporate Staff	03
<u>Contract Staff</u>	<u>27</u>
Total	30

OFFICE OF VETERANS AFFAIRS – Ken Davis, Veterans Affairs Director

2018 Strategic Plan First Quarter Goals

1. Consider direct accreditation by USDVA.
2. Closely monitor the implementation of the USVDA Choice Program to ensure that Muscogee Veterans continue to receive earned healthcare services.

Total amount secured for Muscogee veterans and surviving spouses was approximately \$109,426.00. This amount includes back pay of \$15,835.00. One veteran received a back-pay check for \$8,450.00.

Muscogee (Creek) Nation, not being a recognized and chartered Service Organization by the United States Department of Veterans Affairs, has activated a Memorandum of Understanding (MOU) with the Oklahoma Department of Veterans Affairs (ODVA), and is now accredited to process claims for Muscogee veterans and surviving spouses.

Veterans Affairs Service Officer (VASO) outreaches and speeches to Muscogee Communities continue with one accomplished. VASO has identified and verified Purple Hearts from WWI to Iraq identifying 106. VASO started with 56 identified and verified. VASO now has a MOU directly with the Oklahoma Department Veterans Affairs. An “On-Site Push” mission to locate Muscogee veterans and surviving spouses for VA benefits intake and re-evaluations was 20.

	<u>Fourth Qtr.</u>	<u>First Qtr.</u>
	<u>FY-17</u>	<u>FY-18</u>
Active Claims Opened	1,073	1,078
Claims Under Consideration	818	821
Awarded Claims	742	768
Compensation Received	\$116,818	\$109,426
Back Pay Received	\$18,892	\$15,835
Claims Denied	3	3
Living veterans	504	512
Total veterans (including dead)	608	617
Total living 100% S/C	159	163
Total 100% since Jan. 2005 (including dead)	205	209
Current residual amount - CY 2018	\$8,512,820	\$8,792,502
Back pay 2005-2017	\$3,664,826	\$3,680,661
Board of Veterans Appeals Hearings	1	1
Board of Veterans Appeals Hearings/wins	63/60	63/60
Purple Hearts (WWI to Iraq)	104	106
KIAs (WWI to Vietnam)	56	56
DOWIAs (WWI to Vietnam)	6	6
MCN communities visited	4	4
On-Site Push missions (home visits)	439	459

MUSCOGEE (CREEK) NATION - PUBLIC OFFICIAL ETHICS COMMISSION

The Public Official Ethics Commission was established by NCA 15-081 and was organized with the seating of the Commissioners, including Shirley Almerigi, Darlene Taryole, and Jerry Wilson. Ms. Almerigi serves as Chair, Ms. Taryole serves as Vice-Chair and Jerry Wilson serves as Secretary.

The purpose of the Commission is to provide a systematic procedure for the reporting of campaign contributions and expenditures reports and such other documents filed by candidates, candidate committees.

During the reporting period the Commission sponsored public meetings at the Okmulgee Public Library and worked on a draft of proposed Rules and Regulations. Currently, the Commissioners are reviewing this draft and plans on sponsoring a public hearing to allow the Public to provide input into the final draft before submitting them to the National Council for adoption.

In addition, the Commission has met with the Election Board to discuss the possibilities of collaboration activities to perform the mission of the Commission and provide a cost-saving measure. This discussion is still ongoing and additional meetings will be sponsored in the near future.

CITIZENSHIP BOARD – Nathan Wilson, Citizenship Board Director

The Citizenship Board office is governed by a Citizenship Board Consisting of five members. This office provides services to citizens of the Muscogee (Creek) Nation of Oklahoma or to potential citizens in giving direction or assisting in the lineage verification process of the Muscogee (Creek) people. The mission of this office is to verify the lineage of descendants of Muscogee (Creek) Indians by blood that is listed on the 1906 Dawes Roll.

During the first quarter of 2018, the Citizenship office was able to complete some of the facility security requirements in relation to the Enhanced Tribal Card (ETC) Program. We will continue with the completion of the system and policy/procedure requirements and hope to have them completed within the second quarter.

The Citizenship Office completed the monthly remote enrollments at the SRO. We also attended the OKC Quarterly Outreach and Mvskoke Etlwv Festival in Washington D.C.

During the first quarter of FY 2018 the Citizenship office has provided services to 9,918 citizens. We have replaced 1,258 Citizenship cards, replaced 539 CDIB's, issued 625 new Citizenship cards, and 287 new CDIB cards. Our Total Tribal Enrollment is 84,531 as of December 31, 2017.

The Citizenship Board meetings are held every second Friday of the month. The Citizenship Board Members are: Joan Henson, Elizabeth Yahola, Clarence Johnson, Leonard Gouge and Lea Ann Nix.

The Citizenship Office will work to obtain the following goals during fiscal year 2018:

- Complete the implementation of the ETC program.
- Develop an outreach plan to locate/update approximately 39,000 citizenship records that have not been updated within the last 5 years.
- Enhance the auxiliary services that we provide to external departments by working directly with them to develop processes and/or systems that better suit their needs.
- Develop an enrollment packet that will be provided to all newly enrolled citizens that will outline their rights and duties as a Muscogee (Creek) Nation tribal member. This packet will also serve to help educate citizens of the Muscogee (Creek) Nation.
- Integrate automated Address Validation into our database system to help standardize our data.
- Integrate GIS functionality into our database system to enhance reporting capabilities.

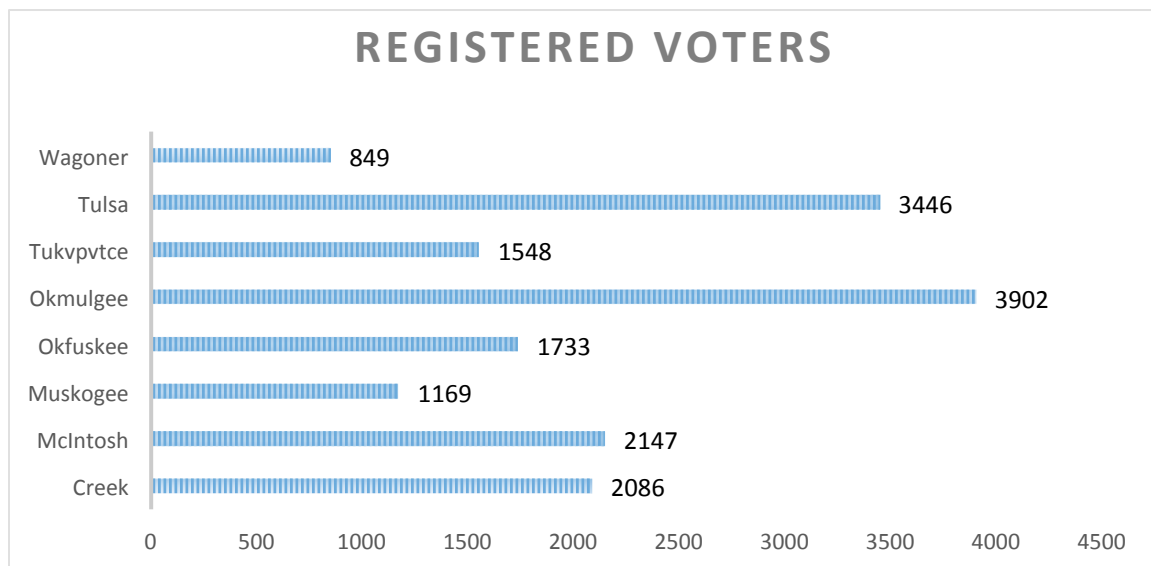
ELECTION BOARD – Nelson Harjo, Jr., Office Manager

The Election Board held the 2017 General Election November 4, 2017 for National Council Seat B. For the General Election there were a total of 3,218 ballots cast: 1,603 by precinct voting and 1,615 by absentee voting.

An Electronic Polling System was implemented for the 2017 Primary and General Elections. Election workers were trained to use this new system. The Electronic Polling System or E Poll replaced the paper polling books at each precinct location. This allowed voters to cast their ballot at any precinct while preventing voting oversight. The E Poll virtually eliminated challenge votes with three challenge votes recorded during the Primary Election and no challenge votes occurring in the General Election. For more detailed information about the 2017 Primary and General Elections please contact the Election Board Office.

The Election Board and Office are currently working on upgrading the office area, auditing all voter registration files, and will be working closely with the National Council to modernize and improve the election codes and election process while continuing to provide voter outreach and registration. The Election Board would like to thank Ryal Public Schools, Dustin Public Schools, Hanna City Hall, MCN Office of Public Relations, Mvskoke Media, MCN Tourism & Recreation, MCN Department of Housing, MCN Human Resource Department, all Community Centers, and all Muscogee (Creek) citizen voters for helping and participating in the 2017 Muscogee (Creek) Election. Mvto.

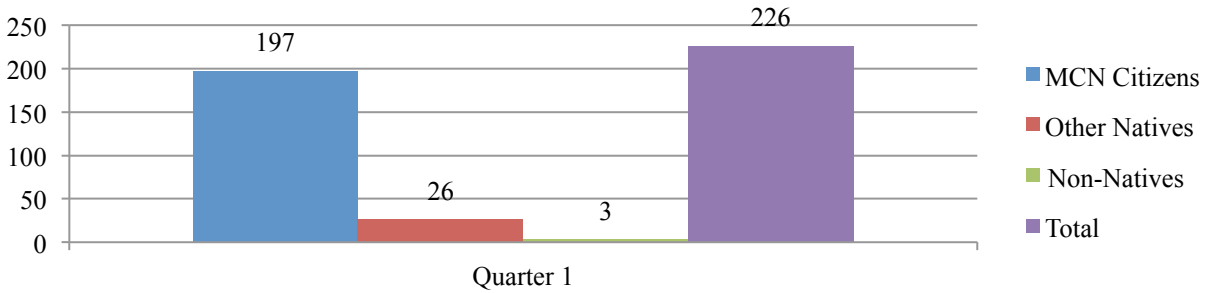
The Election Board Members are: Eugenia Tiger (Chair), Walter Pigeon (Vice Chair), Wendy Dunson (Secretary), Wilma Berryhill, and Vernon Courtwright. Nelson Harjo Jr is the Election Board Manager. For any questions or concerns contact the Election Board Office at 918-732-7631 or email us at election@mcn-nsn.gov.



**COLLEGE OF THE MUSCOGEE NATION BOARD OF REGENTS -
Robert Bible, CMN President**

Number of Citizens and Others Enrolled

Source: CMN Registrar's Office 1/2018.

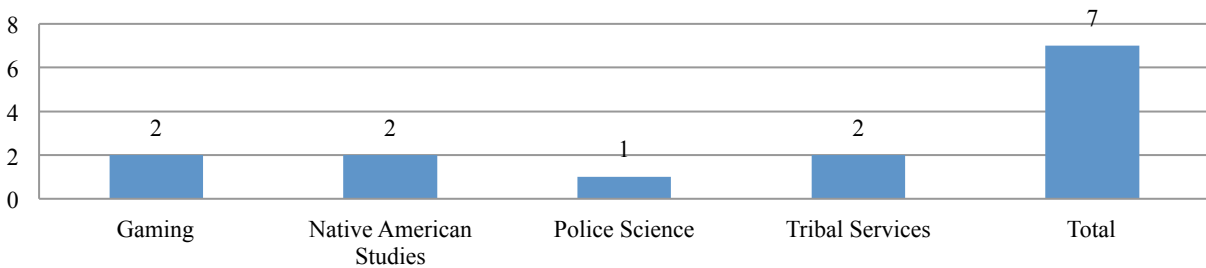


The college has enrolled 197 Creek students for the first quarter, other Native students enrolled were 26, and 3 non-Native students, for a cumulative enrollment of 226 students for first quarter of FY 2018.

Fall 2017 Graduates by Major

Source: CMN Registrar's Office 1/2018

Fall 2017 Graduates by Major



The degree programs with the highest number of graduates were Gaming, Native American Studies, and Tribal Services with 2, followed by Police Science with one graduate. Please note that these numbers reflect only those students graduating in December, which are typically less than the number of graduates in the spring term.

For the first quarter, the numbers of events held on the College of the Muscogee Nation (CMN) campus were as follows: 99 CMN Events, 42 MCN events, and four events by outside agencies, totaling 145 events.