Principal Chief
Muscogee (Creek) Nation

Executive Branch
FY 2019
4th Quarterly Report
(July, August, September)

Submitted To:
Muscogee (Creek) Nation
National Council

Muscogee (CREEK) Nation

Executive Office

October 22, 2019

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

I am pleased to present the Muscogee (Creek) Nation Executive Branch FY 2019 Fourth Quarterly Report. The report includes performance during this past quarter, strategic plan goals, and success stories shared by some of the departments. My goal is to allow our citizens to see areas where improvement has been made, and to objectively measure our improvements this year.

I appreciate 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. I invite further input from the staff and from the National Council for future reports that reflects an even better job of providing information you need in preparing.

Mvto!

James R. Floyd
Principal Chief

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DEPARTMENT OF THE TREASURY – Clay Darnell, Controller

During the fourth fiscal quarter of 2019, the accounting department issued 22,581 accounts payable checks (16,359 Tribal and 6,222 Health) totaling $50,964,620.70. The Office of Management and Budgets issued 270 travel authorizations (215 Tribal and 55 Health) and 1,493 purchase orders (882 Tribal and 611 Health). The total number of employees for the quarter was 2,655 (1,660 Tribal and 995 Health). Total payroll costs for the quarter were $19,774,837.31. The decrease in payroll costs compared to the previous quarter is due to one less payroll cycle in this quarter.

The Muscogee (Creek) Nation (MCN, or the Nation) had **96** federal grants/contracts at the end of the fourth quarter.

Permanent fund investments totaled $404,407,493 at the end of the quarter. The permanent fund investments increased; $13,710,798 for the quarter, $16,822,206 for the fiscal year and $116,061,764 over the past four years.

Gaming distributions are received by the 15th of each month and reserved for future operating costs. The total gaming revenues decreased 12.51% from FY 18 to FY 19. Below is a breakdown by casino of the gaming revenue received from June 30, 2018 through August 31, 2018 (FY 2018) and June 30, 2019 through August 31, 2019 (FY 2019). The decrease is largely due to the flooding of the River Spirit Casino in May, 2019.

Gaming Distributions

FY 2018	4th Qtr. ($)	FY 2019	4th Qtr. ($)
Eufaula Casino	856,643.47	Eufaula Casino	779,650.78
Okmulgee Casino	1,667,221.88	Okmulgee Casino	1,651,749.10
Muskogee Casino	4,190,586.97	Muskogee Casino	6,622,225.29
Bristow Casino	620,900.65	Bristow Casino	699,455.08
Checotah Casino	1,697,763.02	Checotah Casino	1,759,752.80
Okemah Casino	369,929.42	Okemah Casino	425,525.68
Tulsa Casino	13,073,079.19	Tulsa Casino	1,682,049.26
Holdenville Casino	234,950.55	Holdenville Casino	259,823.54
Duck Creek Casino	2,894,655.96	Duck Creek Casino	3,702,103.48
TOTAL	**25,605,731.11**	**TOTAL**	**17,582,355.01**

DEPARTMENT OF JUSTICE – Kevin Dellinger, Attorney General

The Department of Justice provided numerous services for the fourth quarter of 2019 and continues to increase its caseload as it takes on new responsibilities and personnel.

Number of Cases Opened		**Number of Cases Closed**	
Consultation and Advice Files	227	Consultation and Advice Files	573
Civil/Litigation	0	Civil/Litigation	0
Legislation	37	Legislation	17
Adult Protective Services	0	Adult Protection Services	0
State Juvenile Deprived/Adoptions	19	State Juvenile Deprived/Adoptions	7
Tribal Juvenile	0	Tribal Juvenile	2
Deprived/Delinquent/Adoptions	0	Deprived/Delinquent/Adoptions	0
Criminal Felonies	21	Criminal Felonies	9
Criminal Misdemeanors	8	Criminal Misdemeanors	12
Criminal Investigations	0	Criminal Investigations	0
Traffic Tickets	60	Traffic Tickets	14

Legal Services Cases Opened		**Number of Cases Closed**	
Uncontested Probates	22	Uncontested Probates	14
Uncontested Guardianships	30	Uncontested Guardianships	27
Estate Planning	12	Estate Planning	1
Approval of Deeds	0	Approval of Deeds	0

Child Support			
Number of Child Support Cases Opened	39	Number of Child Support Cases Closed	12
Collections	$565,273.02		

DEPARTMENT OF THE ADMINISTRATION – Greg Anderson, Acting Tribal Administrator

The Department of Administration consists of several departments including, Human Resources, Information Technology, Fleet Management, General Services Administration, and Facilities. These departments provide services, support, and information to (MCN) employees and Tribal Citizens.

Human Resources Management Services
FY-19 4thQuarter

1. **The HR Dept. will provide support for Managers, Employees and potential applicants.**

A. Implement new HR databases and provide training:
B. Provide training and support for Managers/Employees as needed.
C. Update the HR policy and procedures.

Q1	Q2	Q3	Q4
90	90	95	95
10	25	30	40
100	100	100	100

2. **Manage all medical, life and procedures.**

A. Provide additional employee benefit support.
B. Keep all records up to date.
C. Keep benefits up to date providing the best carriers at maximum savings.

Q1	Q2	Q3	Q4
25	45	55	60
25	45	55	60
30	50	60	70

3. **Oversee employee and manager relations.**

A. Provide information to employees and managers on Terminations, Grievances and Unemployment.
B. Retain employees and maximize skill levels.
C. Keep unemployment cost down.

Q1	Q2	Q3	Q4
10	25	35	40
10	25	30	35
10	25	35	50

4. **Provide training to maximize employee productivity and support Electronic records and databases.**

A. Collaborate with IT and Payroll to coordinate new database and streamline workflow.
B. Training / Certifications for HR Staff.

Q1	Q2	Q3	Q4
90	90	90	60
10	25	25	30

Accomplishments:

- Facilitated 80 new hires, 45 transfers, and 509 summer youth.
- Facilitated 52 new hires, 43 transfers, and 36 student interns for Health.
- Met with BOK to establish a training program for continuing financial education.
- Met with Summit – Broker to introduce new staff and discuss future investments and collaboration.
- Attended DNV accreditation for Healthcare.
- Completed open enrollment.
- Implementation of Munis on the Tribal side.

Information Technology

Information Technology has a staff of twenty-two (22) employees and supports the MCN network and the DOH. MCN-IT provides desktop and network support to 1840 employees inclusive of multiple custom-built applications. Currently we support 14 remote network (MPLS) locations inclusive of all health clinics, hospitals and remote Tribal programs.

Accomplishments:

- ROI for VOIP implementation resulted in a $1.2 million return on investment. Eliminating multiple phone systems and PRI numbers at the DOH and by incorporating all communications into one Cisco Call Manager system has resulted in cost savings and effective communications.
- MCN IT refurbished 40 PC's and allocated to schools versus destroying end of life equipment.
- MCN IT added the Vierson building and new Sapulpa Clinic building to the network, new cabling and circuit orders were installed for high performance.
- MCN IT is currently in the early stages of upgrading all users to Windows 10 due to end of life Windows 7, target for completion is mid-January 2020
- MCN IT is working with Cox Communications for full network replacement. Cox has agreed to install fiber optics from Tulsa to Okmulgee at no cost to the Nation. Reducing monthly circuit bill charges $13,000/ mo.

MCN Help Desk Work Orders Processed	**1st**	**2nd**	**3rd**	**4th**	**Total 2019**
DOH Support (Technical)	2513	2748	3918	2998	12177
DOH Support (Clinical)	1065	958	900	1928	4581
Tribal Support	1947	2365	3034	2505	9851
2nd Qtr. Total Tickets	5525	6071	7852	7431	26879

Fleet Management Department

Fleet Management provides maintenance for approximately 650 vehicles. A total of 3,078 work orders and 4,821 vehicle reservations were made through Fleet Management software, during FY 2019. The Fleet Management Department also provides preventive maintenance for our Muscogee Creek Citizens and Employees.

	1st	**2nd**	**3rd**	**4th**	**TOTAL FY19**
Dept./Communities	$52,074.05	$72,716.46	$69,642.97	$96,960.03	$291,393.51
Fuelman	$14,008.32	$10,305.97	$15,397.67	$14,692.58	$39,711.96
Work Orders Completed	614	808	804	852	3,078
GSA Leased Vehicles ****	$27,768.53	$56,619.74	$49,332.10	$23,720.94	$157,441.31
Pikepass ****	$2,121.96	$2,468.35	$3,373.00	$2,497.95	$10,461.26
Vehicle Reservations System	1,116	1,172	1,285	1,248	4,821
Vehicles Purchased	1	3	22	14	40
Vehicle Savings	$4,323.00	$24,603.00	$190,080.57	$131,843.00	$350,849.57
Vehicles out for bid	7	19	7	9	42

****indicates the month of September was not available.

Accomplishments:

- Added a new tire vendor that offers free road hazard.
- Fourth Quarter, 9 vehicles were sent out for bid with a total saving of $131,843.00.

- 1,248 vehicle reservations were made through the Fleet Management Reservation system, fourth quarter.
- 267 Employee and Citizen oil changes were completed, and 361 tires were purchased during the fourth quarter.
- 158 Departmental Oil Changes were completed, and 132 tires were purchased during the fourth quarter.
- Launched a Windshield Replacement and Chip Repair Service that has been a success.
- Citizens can now purchase car batteries through the Fleet Management Program.

General Services Administration (GSA)

	1st	2nd	3rd	4th	TOTAL FY19
Postage Expense	$37,619.42	$46,363.54	$44,774.12	$47,939.53	$176,696.61
Mail Metered	53,169	67,663	66,771	66,409	254,012
Express Mail	5	3	5	7	20
FedEx	27	31	42	51	151
Certified Mail	1,287	1,227	1,128	1,281	4,923
Work Orders Completed	37	90	46	77	250
Surplus Items (In & Out)	671	653	444	612	2,380
New Purchase Orders Posted	1,594	1,367	1,333	1,286	5,580
Total Packages Received	1,359	1,519	1,575	1,860	6,313
Items Inventoried in WASP	1,012	3,592	1,406	618	6,628
Value of Items Inventoried	$1,726,346.49	$2,058,266.96	$1,723,353.97	$1,357,592.14	$6,865,559.56

*Surplus totals include the old Okemah Hospital location.

Accomplishments:

- Inventory of Tribal equipment by barcoding is 95% complete. The value of items inventoried for the first quarter is $1,726,346.49. Totals for the second quarter are $2,058,266.96. Third quarter totals are $1,723,353.97. The fourth quarter totals are $1,357,592.14. The total value of items since inception is $43,404,526.00.
- Audits for the WASP inventory process were performed; this included 17 sites for the first quarter. For the second quarter, inventory was completed at 18 Community Centers. Third quarter inventory was completed at 6 additional sites, and fourth quarter inventory at two sites was completed.
- Surplus items, located at the old Okemah Hospital, were made available to MCN Tribal Organizations and departments; participating organizations received more than 500 items.
- Online Auction advertisements were placed in multiple media outlets, during the third quarter, therefore entering into the final phase before active auction status.
- Five Golf Carts were listed and sold on the Auction Server GovDeals, yielding a profit of $1,684.00.

Facilities

Major Projects on Campus Fourth Quarter FY 2019:

- Relocation of various offices.
- Maintenance/landscaping of MCN Complex grounds.
- Substantial amount of A/C maintenance work completed at various buildings.
- Facilities staff performed specific job duties at the Employee Appreciation Day.

Completed Work Orders on Campus: 1st Qtr: 90 2nd Qtr: 141 3rd Qtr: 120 4th Qtr: 111

DEPARTMENT OF HEALTH – Shawn Terry, Secretary of Health

In the fourth quarter of FY 2019, the Department of Health outlined five strategic goals.

2019 Strategic Plan Fourth Quarter Goals

1. Reduce number of missed appointments in all outpatient services and clinics by 50% -
   Target 22.5% Q1 – 24% Q2 – 23.8% Q3 – 24.3% Q4 – 23.1%
2. Increase patient satisfaction scores in all hospitals and clinics by 15% -
   Target 3.5 Q1 -3.1 Q2 – 3.3 Q3 – 3.5 Q4- 3.8%
3. Increase employee satisfaction scores in all hospitals and clinics by 15%. –
   Target 2.875 Q1 – 4.3 Q2 – 3.54% Q3 -3.6 Q4- 4.0%
4. Increase the number of Primary Care Providers to achieve a full staff –
   Retention target 100% Q1 – 100% Q2 – 100% Q3 -100% Q4- 100%
   Productivity target 85% Q1 – 73% Q2 – 85% Q3 – 82% Q4- 80%
5. Build the Muscogee (Creek) Nation Medical Center and Physical Rehabilitation Center's improvement of cash collections to become financially viable – AVG FY19 - $5,218.576
   Target $5,000,000 Q1 - $5,752,078 Q2 - $4,866,824 Q3 - $5,344,584 Q4 - $4,992,314

The Department saw 32,373 patients in our clinics during the Q4 2019. The total number of visits increased 2,724 visits or 9.2% as compared to Q3 2019.

The Medical Center (MC) ended Q4 2019 with 1,614 patient days. The steady performance of both the Geriatric Psych and the Medical Surgical units increased census by 16% as compared to Q3 census. The inpatient activity was supported with 3,929 ER visits and 288 outpatient surgeries.

The Long-Term Acute Care (LTAC) facility at the Physical Rehabilitation Center ended the Q4 2019 with 301 patient days an increase of 12 days over the prior quarter. The LTAC is operating near capacity and the expansion of the facility is expected to be completed in FY 2020.

Creek Nation Community Hospital (CNCH) ended the Q4 2019 with 167 patient days. ER visits grew to 3,639 visits in Q4. Outpatient surgery volumes grew 5% to 171 in Q4 2019.

Total collections were $17,800,722 a $1,130,917 or 6.7% increase over Q4 2018.

The MCNDH was recently awarded the maximum amount of $2 million for the Small Ambulatory Program. This grant will be used to construct a 6,000 SF Behavioral Health clinic in Okmulgee. Currently, the Behavioral Health department is being housed in office space in the Baker and Pine buildings. This will centralize the Behavioral Health department for ease for the patients and increase continuity of care by allowing for the integration into Primary Care.

The CHR program has completed 18 new assessments, 1,691 transports, and 526 home visits.

The Public Health Nurses provided education outreach to 10 MCN elderly nutrition sites (261 elders) over adult immunizations. The Public Health Nursing Case Management performed 23 home visits with 6 focused on pre-natal care and 7 focused on post-natal care. The remaining 10 home visits were children less than 18 months of age.

The Department opened a Pain Clinic located in Okmulgee led by Dr. Harold Bolnick. The Pain Clinic is open once a week and will treat patients dealing with Chronic Pain. The clinic will confirm the root cause of the pain as well as provide medical assisted therapy treatment. Given the overwhelming response to this service we expect to expand the clinic hours in FY20.

The 13th Annual Diabetes Awareness Summit was held on September 4, 2019 at the Glenpool Conference Center. This year the Summit welcomed more than 249 participants for wellness activities and presentations from Native Chef, LLC, Dr. David Garrett, and Lancer Stephens, Ph.D. Participants engaged in breakout sessions and topics including motivation to control and help prevent diabetes to an engaging cooking demonstration.

2019 Highlights

The Department continues to improve 3rd Party collections in FY19. We collected $70,584,839 in FY19 compared to $56,570,503 in FY18 or a 24.8% increase. This level of collections is expected to continue in FY20. This performance has resulted in our 3rd Party Revenues exceeding our funding from Indian Health Services.

The Nation filed two claims against Indian Health Service for Contract Support Costs: 2006-2010 and 2011-2014. 2006-2010 claim has been settled for $8.5 million plus interest to date totaling over $10 M. The settlement is currently with the Department of Justice awaiting final signatures for disbursement. 2011-2014 claims are awaiting a settlement response from IHS with hopes of signing by November 2019. Upon agreement, it will be sent to DOJ for final signature for disbursement.

Opioid Lawsuit-The Nation filed a lawsuit among 2,000 other lawsuits filed by Tribes, states, and cities. All cases have been consolidated in district court in Ohio as a Multi District Litigation (MDL). Judge Polster has stated he would like to work on a global settlement. He has organized the case in a number of separate tracks; different types of plaintiffs are in these tracks such as counties, tribes, etc. In each track plaintiffs have been selected by the judge to represent each plaintiff types. The Muscogee (Creek) Nation is on the tribal track and has been selected as one of two tribal Bellwether cases, the other being Blackfeet. The majority of the tribal claims have survived the defendants' motion to dismiss and the cases are now set up for summary judgement briefing and then possible trial. The MCN is awaiting the Track 1 Bellwether cases of the two counties in Ohio which will set the precedence for the opioid cases. In the meantime, the MCN is represented on the community of governance that guides the discussion of bankruptcy plan and settlement amounts. They met on October 7, 2019 in New York. Currently, proofs of claims are being submitted on behalf of the Nation.

Contract Health's new software was deployed in July and will be phased in over the course of the next six months. The System for Purchased and Referred Care (SPARC) will provide us with a conduit to capture referrals digitally from our NextGen Clinic EMR to SPARC speeding up the process for contract health referrals based on a rules engine which will automate a portion of the medical review process. In addition, it will provide better tracking of process and services provided by diagnosis codes, specialty and vendor. The platform will also allow us to work with a third-party administrator to process all payments thereby reducing the check requests handled by finance, providing electronic Explanation of Benefits and speeding up payment cycles to vendors.

The Department of Health in conjunction with the Tribal Planning Department is preparing a pre application for an IHS Joint Venture Construction Program (JV) for two facilities: Okmulgee and Sapulpa at 84,000 SF and 120,000 SF, respectively An IHS JV is a program within IHS where the tribe will construct a facility using non-IHS funds and IHS will request that Congress fund the staffing and operations of the health care facility under a no-cost, 20 year lease. The preapplication is due October 11 with selected final candidates notified by November 15, 2019. Selected final candidates can then proceed to apply for the final application due in January with notification of awards in February 2020. The Nation has had two successful JV projects: Koweta and Eufaula.

Hospital Based clinics-The MCNDH has worked with CMS and IHS to prepare for an application for hospital-based clinics. This hospital based will promote a more integrated approach to care within the clinics and Okemah hospital while emphasizing cost efficiency. Currently, the Department of Health is preparing for a single accrediting body versus two which will also standardize practices and policies. This is a huge undertaking for the Nation and the Department of Health with hopes to submit the application by December 2019.

The Department will be implementing a new pharmacy software system across all of our clinic pharmacy locations over the month of October. Implementation of the new EnterpriseRx software is one of the first steps to opening the Central Refill Center. The Refill Center will increase the overall efficiency of the pharmacy department. The pharmacy department currently fills approximately 900,000 prescriptions per year which is about 3,700-3,800 prescriptions per working day. That volume is only expected to increase in the coming years. The centralization of chronic routine prescription refills will allow workload to be shifted to a central location that can utilize robotics to increase our overall daily fill capacity. The refill center will allow the pharmacists in our health system to work at the top of their licenses and fill a need in a more clinical role as medication experts. Also, at this time, the Department of Health will be implementing a new interactive voice response system that will have expanded features. Patients will be able to request refills and also check the status of their prescriptions via phone, website, and also by utilizing Apple/Android smartphones.

The Department has been awarded a total of 17 grants approved for FY20 totaling $9,779,088. Many of these grants were focused on reducing the opioid/substance abuse crisis through use of infrastructure and capacity building such as population health, epidemiology programs, medication assisted treatment, counseling, and/or aftercare.

The Department hosted the Pain Management and Opioid Addiction Conference in March at the River Spirit Casino and Resort with 158 attendees.

The Department hosted the Hope Conference in August at the River Spirit Casino and Resort with 524 attendees.

DEPARTMENT OF COMMUNITY & HUMAN SERVICES – Neenah Tiger, Secretary

The Department of Community & Human Services (C&HS) encompasses 10 client based social service programs committed to providing services, to promote self-sufficiency, through effective program delivery. 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. C&HS expended a total of $2,866,450.11 in direct client services to assist 61,846 citizens this quarter, for an annual total of $9,964,197.08 in direct client services to assist 228,580 citizens.

Children and Family Services (CFSA) In July, CFSA hosted their first Cultural Camp for children and families engaged in services within the Programs. The day consisted of basket weaving, beading projects, storytelling and an evening at a local water park for the 81 participants. In August, the initial steps in the CFSA partnership with the National Child Welfare Workforce Institute (NCWWI) and OU-Tulsa began. A signing day occurred for the first 5 recipients of the Workforce Excellence Initiative-University Partnership (WEI-UP) BSW and MSW scholarships at OU Tulsa with 4 of the recipients being Muscogee (Creek) citizens. This partnership grant will help CFSA develop a stronger workforce through a tribal comprehensive organizational health assessment, staff development and award CFSA the ability to recruit degreed Social Workers to join our program. CFSA also participated in a peer-to-peer learning exchange with Salt River Pima Maricopa Indian Community to learn about their Direct IV-E Program. On September 30th, CFSA was notified of being the newest awardee of the Tribal IV-E Plan Development Grant by the Administration for Children and Families-Children's Bureau. CFSA was one of only 3 awardees this year. This grant will assist CFSA in their efforts to become one of the few Direct IV-E tribes across the Nation. Being a Direct IV-E Tribe has many benefits, but the biggest impact for MCN CFSA will be the areas of foster care reimbursement to our resource homes, subsidized guardianships, adoption stipends and prevention efforts within our communities and families.

Community Research and Development (CR&D) assists the Nations chartered communities in an array of areas including, but not limited to, constitutions, by-laws, social/economic development, and organizational development. With the assistance of CR&D staff, the Tulsa Creek Indian Community's Constitution Committee has been meeting for an estimated six (6) months, reviewing the 2011 constitution. The committee has proposed changes to the constitution in a series of meetings with community members that represent the community's attempt to incorporate new Muscogee (Creek) Nation laws, court decisions, Attorney General's opinions and Executive Branch procedures into the community constitution. Tulsa Community hopes to begin the New Year with an updated governing document for the community membership.

The Elder Services Program encompasses Senior Services, Adult Protective Services, and the Social Security Assistance Program to aid in providing more comprehensive services to our elders. Adult Protective Services provided $5,223.32 in direct services to 19 clients to stabilize their health and environmental issues, to prevent further abuse, neglect and/or exploitation

issues. The Elder Advocate worked with 22 individuals this quarter and assisted 2 elders with health and environmental issues resulting in significant improvements to their health and overall quality of life. Senior Services observed National Grandparents Day to honor and appreciate the joy and wisdom they bring to our lives; there were approximately 100 grandparents and grandchildren in attendance who enjoyed a dinner, pictures, music, dance and good fellowship. This season, Senior Services mowed 508 lawns and assisted with other maintenance needs. The Social Security Assistance Program assisted 85 claimants with applying for Social Security Disability, Retirement, Medicare, Medicaid and other Social Security related issues.

On August 6th, 2019, **Family Violence Prevention Program (FVPP)** staff, along with Chief Floyd and members of other tribal advocacy programs attended a ceremonial signing of HB 2091 with Governor Stitt at the Oklahoma State Capitol. HB 2091 adds tribal representation to Oklahoma's Domestic Violence Fatality Review Board and was the result of an effort spear-headed by MCN' Prosecutor, Shelly Harrison, the FVPP Program and the Native Alliance Against Violence (NAAV). The FVPP hosted a 2-day Strangulation Institute on August 7th and 8th at River Spirit in partnership with the Training Institute on Strangulation Prevention. The training had 50+ participants that included personnel from both tribal and non-tribal agencies from around Oklahoma. In early September, the FVPP participated in the launch of the Firearms Technical Assistance Project (FTAP) with TA providers and staff of the Office of Attorney General, District Court and Lighthorse Police Department. The FVPP coordinated with the National Council of Juvenile and Family Court Judges to host a 1-day judicial skills training on domestic violence. Seventeen (17) tribal and state court judges from across Oklahoma were in attendance. The program continued to host a number of survivor support activities and workshops this quarter, which culminated with the 2nd Annual Survivor Retreat held on September 28th. Lastly, the FVPP received notice on September 30th that they had been awarded the FY 2019 OVC Tribal Set-Aside Grant in the amount of $1,250,000, which will be used to expand program services by adding new staff positions and a satellite office in the Northern portion of the jurisdiction.

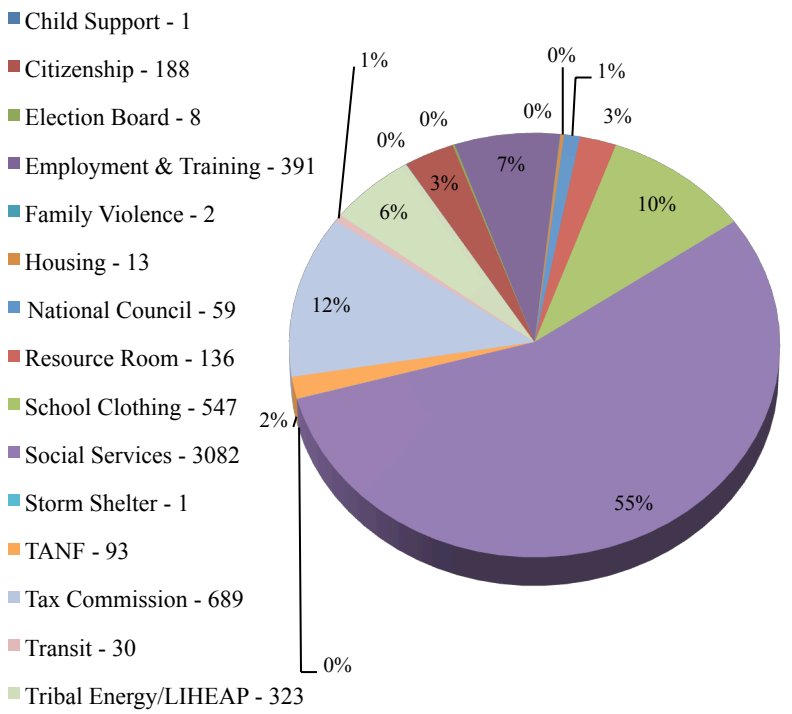
The **Food Services** Program has continued to renovate Elderly Nutrition (ENP) sites. Sapulpa, Bristow, Muskogee, and Koweta centers have had renovations to improve and maintain the kitchens and dining areas. ENP has seen a 147% increase in program income received from paid meals this funding period which is attributed to the improvements in both food quality and the staff cooking skills; approximately 1,200 meals were served to paying customers under the age of 55 with the Okmulgee center being our most utilized site for those under and over 55 with an estimated 125 meals issued per day. The Food Distribution program received $127,000 in additional funding from USDA to replace and expand the existing cooler and freezer space at the Okmulgee facility. This will help to keep up with the increasing client load and to accommodate the fresh fruit and vegetables, frozen fruits and bonus items that are available.

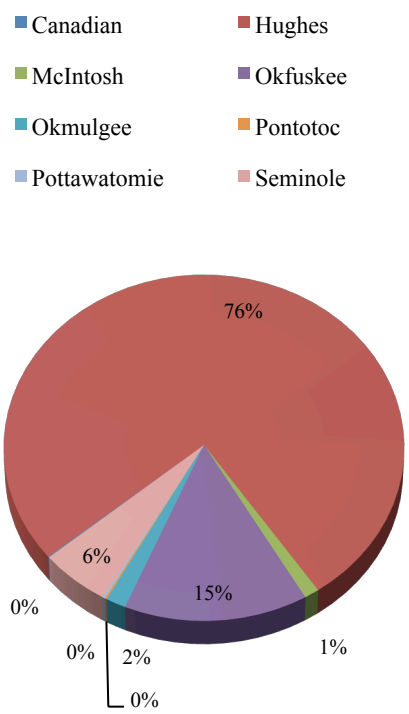
The **Human Services** Program includes Social Services, School Clothing, and TANF. This Program offers 14 types of assistance that is both Tribally and Federally funded. The Tribal

Energy Season concluded in September and assisted 984 Creek citizens with a total dollar amount of $393,600. A $36,000 surplus of LIHEAP funds allowed assistance to previously approved participants with a second disbursement of cooling assistance. School Clothing served a total of 5,507 students in the amount of $1,212,200 during the months of July, August and September. The Natural Disaster program continued to assist affected Creek families in the wake of recent storms and floods. The program assisted 142 families in the amount of $51,606.81. The TANF program received approval from the Administration of Children & Families to expand the service population and service area to include all members of federally recognized tribes, with some restrictions, in counties shared with the Cherokee Nation. Four clients transitioned off the TANF Program during this quarter that had been on our program an average of 34 months all of whom have been continuously employed since October 1, 2018. Human Services assisted an estimated annual total of 25,198 with an estimated annual expenditure of $7,120,111.46.

The **Office of Child Care (OCC)** had an average monthly enrollment of 269 children each throughout the 7 Child Development Centers and expended a total of $457,262.50 for child care services to assist parents with the cost of child care. Due to additional grant funding, the OCC Subsidy program was able to incur a larger portion of childcare costs and decrease copay amounts for parents. The Office of Child Care has started renovations to 6 Child Development Centers with new indoor and outdoor equipment, storm shelters, trike trails, kitchen equipment, covered walkways, upgrading exterior fencing for HVAC enclosures, and Health & Safety supplies to our Tribal Family homes. At the Okmulgee location, the Administration side will receive renovations with new paint, window shades, flooring, cabinets for storage, and furniture. These renovations are through an additional grant from ACF for Quality Improvements.

The **Southern Regional Office** is a satellite office located in Wetumka with a variety of services offered for citizens who live in the Southern Region of the Muscogee (Creek) Nation's jurisdiction. Human (Social) Services is the most accessed program with the majority of citizens from Hughes County requesting services. The main function of the Southern Regional Office is to provide services to citizens that are offered in Okmulgee, thus increasing accessibility and decreasing the need to travel. This quarter Social Security, Voter registration, and Housing were added and will be present on a monthly basis. In order to accommodate the demand for Citizenship, the program will be present the 1st and 3rd Tuesday of the month. The annual program fair was held for all citizens in September with 28 vendors and 65 citizens present. The citizens were appreciative of all the departments in attendance.





The MCN **WIC** Program relocated three field clinic sites during the fourth quarter to offer WIC participants better access to WIC services. In doing so, MCN WIC is able to establish partnerships with Emergency Infant Services of Tulsa and the Sac and Fox Nation Multipurpose Center who also administer services to similar populations that WIC serves. The Sac and Fox Nation's Principal Chief, Justin F. Wood, graciously provided free office space for the MCN WIC program, which will allow opportunity for program growth and better efficiency expending WIC dollars. In the 4th quarter of fiscal year 2019, WIC served 6,936 participants with an expenditure of $389,746 for direct client services. An estimated annual total for fiscal year 2019 WIC served 27,089 participants with an estimated annual expenditure of $875,534 for direct client services.

Mvskoke Nation Youth Services' partnered with the Summer Youth Employment program to host a series of life skills classes for the participants. The workshops featured wellness topics such as: suicide prevention, self-care, nutrition, substance abuse prevention, communication and working with others. Youth Services also provided youth-led cultural activities and games at the annual Fun Day for the participants. This year MNYS was able to provide $113,086 in direct assistance for the Mvskoke Youth Opportunity Grant (MYOG) to assist enrolled citizens of the Muscogee (Creek) Nation, ages 0-24, with participation in educational activities and non-educational extra-curricular activities.

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

The Department of Education and Training was awarded two IMLS (Institute of Museum and Library Sciences) grants during the 4th quarter of FY 19. The first of these grants, the Native American Native Hawaiian Museum Services Program Grant, will allow for the creation of curriculum for public schools, specifically focusing on the history and importance of the Council House. The second grant, the Native American Library Services Basic Grant, will enable the Department to establish a small lending library filled with culturally appropriate books by Native authors. The books included in this collection will be accessible to any citizen or partner school and will be able to check out and will be running by the start of 2020.

The 2019 EDGE Conference was held at the River Spirit Casino Resort which attracted more than 250 attendees who heard from guest speakers including State Superintendent Joy Hofmeister, Trauma Experts Kristin Atchley and Dr. Sara Coffey, and former Director of the National Congress of American Indians, Ahniwake Rose. Breakout sessions covered topics ranging from incorporating a healing-based curriculum into public schools, to developing STEM programming, and guidelines for consultation best practices. More than 95% of survey respondents indicated that they would attend another educational conference hosted by Muscogee (Creek) Nation.

In conjunction with Mvskoke Media, the Department of Education is developing a segment entitled 'Kerrtv Mvskoke,' (To Learn Mvskoke), which will be part of the weekly Mvskoke Vision broadcast. The segment, which will premiere in October, will feature Mvskoke parents and children teaching words and phrases in Mvskoke. Viewers will be able to learn basic grammar and vocabulary and practice with their families. Tapings of the segment will be held at the Council House Museum, this will also help boost visitors at the Council House.

The Department of Education is working with a Native-owned tech firm in Tulsa to develop an app to assist citizens in finding Educational Services. The app will allow citizens to connect with the appropriate staff members in the Department of Education, and will suggest possible services and opportunities that fit each citizen's individual needs. We will begin beta testing the app with employees and small focus groups in December, and hope to launch the app in the first quarter of 2020.

NCA 00-136 Special Academic/Extra-Curricular Program

During the 4th quarter of FY 19, the Department of Education and Training Office assisted 71 Muscogee (Creek) students with the academic/extra-curricular program. The total expenditures this quarter is $37,446.87.

STEP (State/Tribal Education Partnership) Grant

The STEP grant is completing the fourth year to close the grant October 1, 2019. Through collaboration and capacity building, Wetumka, Weleetka, Eufaula, and Dewar Public Schools entered into Memorandums of Agreement with the Muscogee (Creek) Nation to continue formal partnerships with the Department of Education and Training. The Federal Programs Consultant

for the Department of Education has visited 17 school districts within the tribal jurisdiction to provide technical assistance for federal programs including child counts, program applications, project implementation, and JOM guidance.

The Governor appointed Oklahoma Advisory Council on Indian Education (OACIE) accepted the MCN-STEP proposal to initiate an OACIE Ad Hoc Committee to begin gathering data and resources that will further support Oklahoma's tribal nations and public schools. STEP is now actively recruiting Ad Hoc members to create a work plan. STEP staff are participants in the Oklahoma State Department of Education's, Oklahoma Indian Education Frameworks Committee, where we have reviewed the updated social studies, tribal sovereignty standards. The committee is currently creating a document to assist teachers in teaching tribal sovereignty in their classrooms.

The STEP program held its School Community Council (SCC) awards ceremony at the Weleetka Public School gymnasium to honor the contribution and accomplishments of the School Community Council (SCC) work at Weleetka and Wetumka Public Schools. Teacher Fellowship education consultant, Lisa Payne held coaching cycles with teachers at Weleetka, Wetumka, Eufaula, and Dewar Public schools. The teacher coaching focused on culturally responsive practices happening in the classroom. Chris Carter, Superintendent of partnering STEP district Weleetka Schools, stated, *"It's amazing the difference in the teachers… The way they are connecting with students and being aware of what students are going through… I think we're better, our school is better, and our teachers are better."*

Native Youth Community Project (NYCP) Grant

Native students from Wetumka Jr. High and High School participated in a four-day summer camp held at Wetumka Public Schools, July 8 – 11, 2019. Students participated in S.T.E.A.M. activities, environmental presentations, community projects, and a field trip to The Science Museum of Oklahoma. Similar summer programs were held in Weleetka and Dewar in the month of June.

The Education Advisors at Weleetka, Wetumka, and Dewar enrolled 200 Native students in the NYCP- college and career readiness program for the 2019-2020 academic year; an increase of 18% from the previous year. Students will receive lessons from a Native curriculum; participate in cultural enrichment activities, and visit worksites and college campuses to increase their knowledge about college and career readiness. The after school programming and tutoring will also be available to students in the program.

TED Grant

The Native American Rights Fund (NARF) hosted a 2-day professional development session on the history and current trends of tribal education codes. It was determined that a new working group should be created to help support the priorities of the department and modernization of tribal codes. Departmental managers continue to participate in monthly leadership meetings with Oklahoma Center for Non-Profits, with sessions focused on change management, building teams, and effective presentation and communication skills.

Employment & Training Administration

Employment and Training assisted 5,117 clients with direct program services and 5,155 referrals to MCN programs and other agencies. The Employment and Training staff attended 15 outreach events at local public schools and career fairs.

Summer Youth-Financial Literacy
The Employment and Training Administration and Youth Works program collaborated with Tinker Federal Credit Union and the Federal Reserve of St. Louis to offer a comprehensive online financial literacy program to the 2019 Summer Youth Employment Program participants. The curriculum was developed specifically for Muscogee (Creek) youth and covered an array of topics including; interviewing skills, the psychology of money, credit lending criteria, student loans and human capital. Upon completion of the Financial Literacy modules, SYEP participants were entered into drawings for $500 and $1,000 prizes. Over $10,000 in cash prizes were awarded to participants at the SYEP Fun Day and Financial Literacy Empowerment Day.

Work Experience
Before participating on the Work Experience Program, Danielle believed she had no skills, employment history and experienced difficulty with sobriety. She was placed on the Work Crew with the Reintegration program. She was hired on with Marco Industries in Tulsa and able to utilize her forklift certification she obtained while on the program, Danielle has obtained her own housing, driver's license and hopes to continue to save money for her own home, while continuing to be a good mother.

GED Program
The ETA and College of the Muscogee Nation continue to partner and co-host GED classes on Mondays and Tuesdays from 4:30 pm to 7:30 pm on the Tribal College campus. Twenty-nine classes have been held during this quarter. Eleven students enrolled with two ready to test, 3 clients have been assisted with testing vouchers, 6 with GED Incentives (3 Tribal, 3 PL). The ETA staff and OSU I.T. staff collaborated to host the GED Graduation in Okmulgee. The second graduation held with a total of 22 graduates.

Tribal Grant
The MCN Employment & Training helped me at a time when I was not sure what to do to further my career goals. They helped me create a safety net in my personal life that allowed me to focus on maintaining a high standard of academic achievement. With their assistance, I was able to acquire the tools and materials necessary to complete my courses and graduate with an Associate's Degree in both CNC Machine Tool Technology and Information Technology along with multiple Deans Awards for maintaining a high GPA. I would like to extend my thanks to everyone involved in the MCN Employment & Training office and especially Ms. Graffman - Cameron De Anda.

Classroom Training/Tribal Grant
I went to college right out of high school for 1 year, but wasn't sure what career path I wanted to take. I met my husband while in school and we both decided to take a break from college to get married. Fast forward 3 years to April 2015, my mom and sister were in a terrible car accident that killed my sister and severely injured my mom. My sister was special needs and went to the School for the Blind, where she had a little bit of Occupational Therapy, but I didn't know what that was at the time. My mom was in the hospital for a month and received therapy services in that setting. It was then that I decided what I wanted to do, Occupational Therapy! I wanted to be in the field to help people and also in honor of my sister. I started taking online classes for my prerequisites in Summer 2016, as I was a stay at home mom to a 1.5-year-old and had just found out we would be having another baby that following year. I completed all of my prerequisites in May 2018 and was accepted into the Occupational Therapy Assistant program at ICTC in Muskogee that started in August 2018. Going to school full time, having a husband that is a

police officer with crazy work hours, and 2 little boys, ages 3 & 1, was very hard. I didn't know if I would be able to make it at times, but here I am, 1 year later and graduating in 2 weeks with a job lined up to start right after graduation, doing school therapy with Access 2Healthcare Solutions. It's been a struggle to say the least, but with a strong support system and God's help, I MADE IT! I am so grateful for Creek Nation Employment and Training for all of their help and taking some of the financial stress from tuition off of my shoulders - Brandi Hignite.

Classroom Training/ Tribal Grant

When you feel a calling on your heart to become a nurse after you have raised your family and financially don't know how that is going to happen, it's scary. I stepped out in faith an applied for the Practical Nursing Program at Tulsa Technology Center. After my 2nd attempt at the admission test, I passed and was accepted into the program. I contacted the Muscogee Creek Nation Department of Education & Training, they were very helpful in helping with the application process. With my Tribal Grant and Classroom Assistance Program, I was able to focus on going back to school after 40 years and completing the Practical Nursing Program with a GPA of 3.7856!

Thank you, Muscogee Creek Nation, I am excited to begin my new nursing career - Laurie Sagely, LPN.

College Work Experience

The College Work Experience Program ended on August 9, 2019 with a banquet with each of the interns presented their experiences to Dignataries, Tribal Members and family members. During the course of the internship, the interns participated in leadership workshops, consisting of Health & Wellness, Economic Development, Diversity and Tribal Strategic Planning. After the completion of the internship program, three participants accepted employment with local education agencies and Muscogee (Creek) Nation Youth Services. The other participants are finishing their degrees in Speech Therapy, Business Administration and Medical School.

Head Start Program

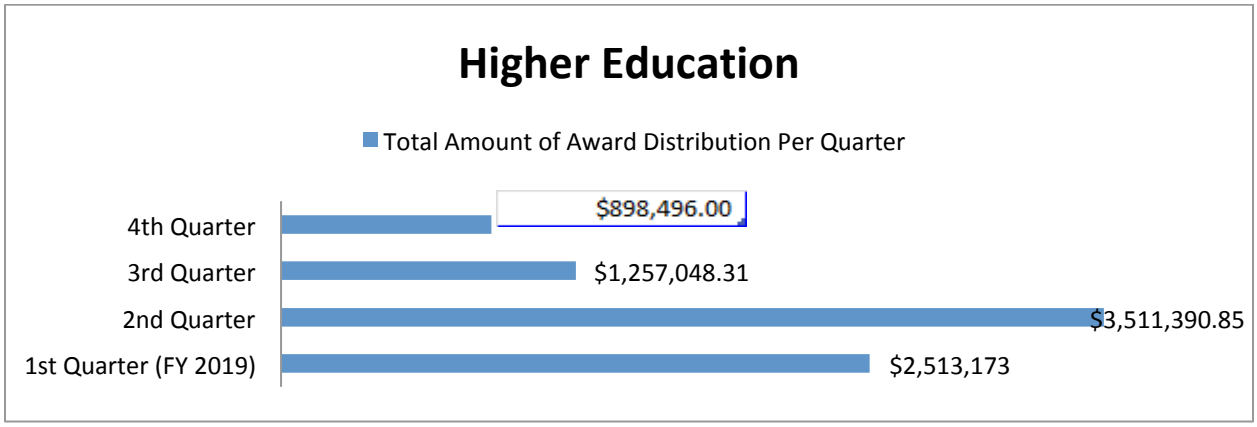
Professional Development for the staff was held at the River Spirit Casino Resort August 5-7, 2019. Areas of training included: Trauma, The Impact of Toxic Stress, Mental Health, Nutrition, CLASS, and more. The first day of school was Monday, August 12, 2019, Head Start is fully enrolled with 289 children and the Mvskoke Language Teachers reported September 3, 2019, to the classrooms to begin teaching the language. The program is assisting Head Start children in obtaining higher child outcomes. The following are a few examples of the learning tools used in each classroom: Botballs, I-pads, interactive displays, lending library, parent engagement packs, weekly learning activities, and family/literacy nights. By incorporating literacy nights/activities, librarians visiting our classrooms, weekly library visits, teachers sending home learning activities, and encouraging families to use the lending library at each center, we have increased families time spent reading to their child daily.

The comparison from Fall to Spring show both the 3 & 4 year olds met expectations in each of the 6 domains. The 3 year olds scored higher in cognitive, literacy, and math skills and the 4 year olds scored higher in cognitive, literacy, and language skills, there is a notable improvement from Fall to Spring. Also an increase in families and children receiving library cards. The program will provide opportunities to the families about the importance of reading to their children and to help families gain language knowledge to assist their child as a lifelong learner.

Higher Education

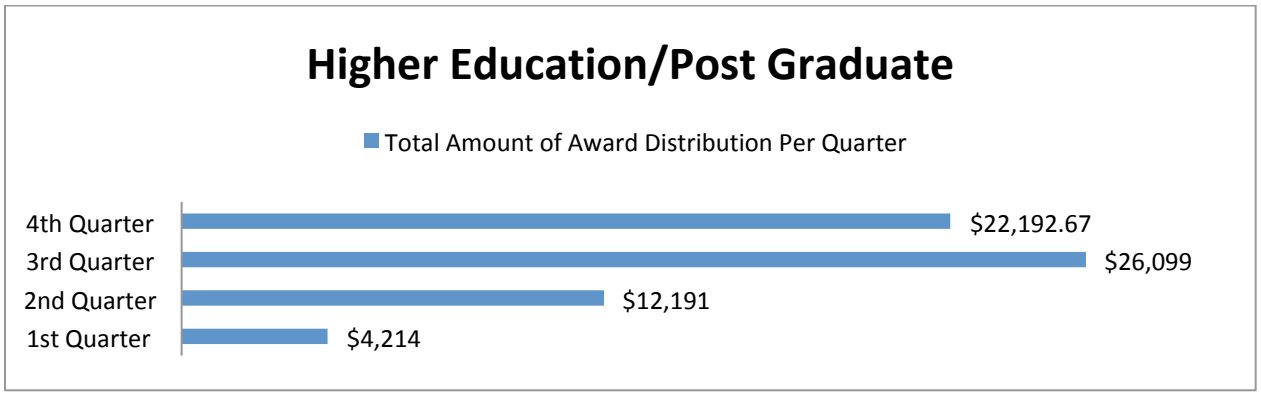
During the 4th quarter of FY 19, the Higher Education office assisted 515 students with grants and scholarship awards funded by seven programs administered by the Higher Education staff. The total expenditures this quarter is $898,496.00.

The breakdown of Muscogee (Creek) students assisted is as follows: Doctoral Scholarship (58), Post-Graduate Masters (34), Self-Governance (8), NCA 03-Tribal Scholarship (29), Tribal Grant (209), Incentive Grant (176), and the Emergency Scholarship (1).



During the 4th quarter of FY 19, the Higher Education office administered 15 Post Graduate Education Scholarship awards. The total expenditures this programs this quarter is $22,192.67.

The breakdown of 16 Muscogee (Creek) students assisted as follows: Professional Certification (6) and Post-Graduate Exams/Prep Courses/Entrance (MCAT, LSAT, GRE, etc.) (9).

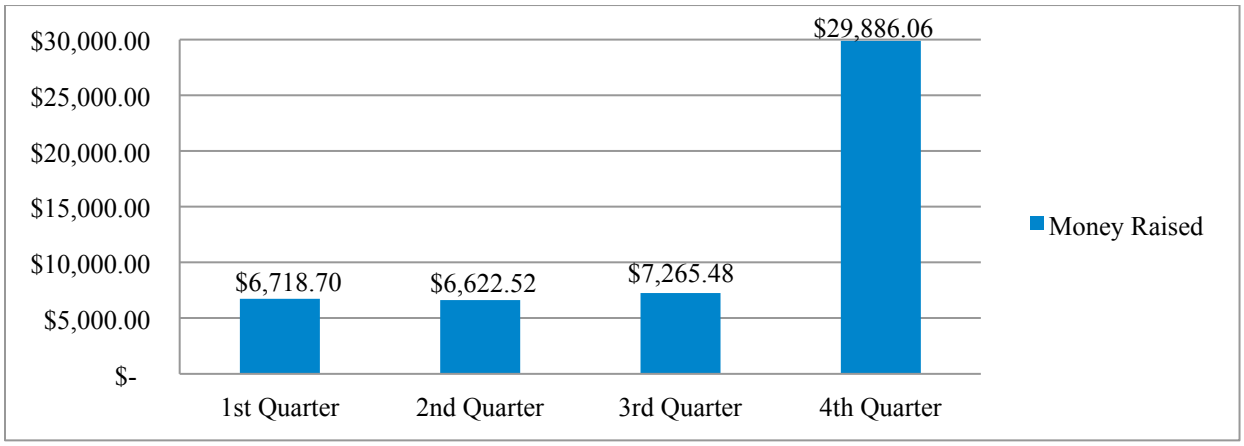


Vocational Rehabilitation Program

The Vocational Rehabilitation Program processed 30 applications for services, 57 referrals, 28 Individual Plans for Employment (IPE), and 8 successful employment outcomes (SEO) during the 4th quarter of FY19. The Vocational Rehabilitation Program provides outreach services to Native Americans with disabilities within the tribal service area; this quarter outreach was provided to two schools and ten communities.

Scholarship Foundation Program

The Scholarship Foundation Program is a tribal non-profit program qualified under Section 7871(a) of the IRS. This status is only afforded to federally recognized tribes. All contributions to the Scholarship Foundation Program are tax deductible to the extent allowed by law. The Foundation raised $29,886.06 for the 4th quarter to support the 38 restricted and non-restricted scholarship opportunities available to Muscogee (Creek) full-time students attending an accredited post-secondary institution.



The Scholarship Foundation Program held the 6th Annual "Swing for Education" Benefit Golf Tournament on September 13, 2019, at Fountainhead Creek Golf Course in Eufaula, Oklahoma, and the event raised $23,050.00 for the Scholarship fund. This event is to support the Foundation's Scholarships that are awarded to Muscogee (Creek) students attending Technical, Vocational, Community Colleges and Universities.

Many participated in the tournament Tribal Leaders, citizens and individuals from around the state of Oklahoma. The participants received hats and polo shirts and prizes for 1st, 2nd, and 3rd place, longest drive contest for men, women, and seniors. The Eufaula Dormitory provided the lunch.

The following is the list of monetary donations received for the program:

Business's:	**Amounts**
VGT	$3,500.00
College of the Muscogee Nation	$500.00
Cox Business	$500.00
Arrowhead Precast, LLC	$1,000.00
Citizen Potawatomi Nation	$500.00
Chickasaw Nation	$5,000.00
Hix Air Conditioning Service, Inc.	$500.00
Harlan Ford, Inc.	$250.00
Seminole Nation	$250.00
Checotah Indian Community	$200.00
Andersen	$400.00
Duke's Office Supply, Inc.	$100.00
Oklahoma State University Foundation	$500.00
Muscogee International	$400.00
One Fire Holding, Co.	$500.00
Four's	$400.00

Office of Principal Chief	$200.00
Gitchi Gaming	$250.00
MCN Casino's	$6,700.00
DBA Aire-Master	$400.00
MNBE	$1,000.00
	Total: $23,050.00

Johnson O'Malley Program
The Johnson O'Malley Program provided handbooks and technical assistance to school personnel and parent committees. At the end of FY 19 4th quarter, 100% of the 45 JOM school programs are in compliance with Muscogee (Creek) Nation policies and the federal regulations.

Muscogee (Creek) Nation Challenge Bowl
A volunteer appreciation luncheon was held September 12, 2019, with 80 in attendance. The 2020 study guides and language audio was completed and made available on the MCN website.

Academic Incentive
Sixteen (16) recipients submitted their required documents and received a $500.00 Academic Incentive Scholarship award check.

Euchee Language Department
The Euchee Language Department enrollment for the fourth quarter is 33 students. The staff attended a cultural consultation with American Indian Cultural Center and Museum. The staff instructed on school supplies, as well as other school related items.

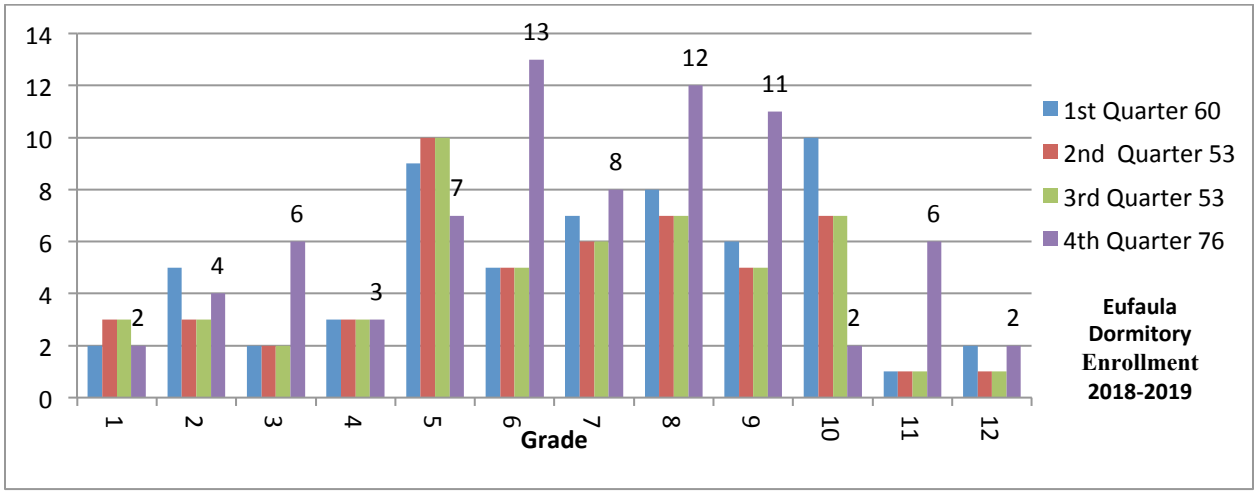
The Euchee Language Learning Center students are evaluated quarterly using varies methods. The fourth quarter of 2019, the students were evaluated on comprehension for school items, identifying school supplies with pictures, and/or real school supplies. Sight words for the 5th through 11th grade language learners were also used during evaluations.

Mvskoke Language Program
The Mvskoke Language classes resumed in the month of September for the MCN Head Start and daycare. Acquired the Dewar Head Start location as a teaching site. The Adult Beginner and Intermediate Mvskoke Language classes continue through this quarter every day of the week.

The Mvskoke Language received $480.65.00 in program income from CD sales and distributed 8 sets of the audio Mvskoke Testament Bible. The instructors created a new list of 275 Mvskoke words for the Elementary Challenge Bowl 2020 and also provided alphabet banners to all 55 MCN Daycare facilities.

The Mvskoke Language staff attended and/or participated in various activities, which included co-sponsored the Language Council meeting with Eufaula Canadian Tribal Town and the Annual Spelling Bee at the Eufaula Canadian Tribal Town. Attended the Nez Perce where tribal historians and cultural experts presented on the history in Montana and the events of the summer of 1877.

Eufaula Dormitory
The fourth quarter included a successful enrollment for the new school year. It also included a cafeteria renovation and a new and improved student menu. During the 4th quarter, the dorm was awarded the 21st Century Community Learning Center grant for after school programs.



Reintegration Program (RIP)

The Work Crew preformed work duties assisting client's move out of the RIP campus housing into their own house or apartment. Assisted moving furniture, cleaning storage building, mowed yards and help make the Community Action of Central Oklahoma program successful. Performed work duties needed by Muscogee (Creek) Nation, elderly citizens, churches and other businesses. The work crew gain valuable skills doing these jobs such as; time management, prioritizing, communication and social skills, and responsibility.

The Reintegration Program Welding School is in partnership with Career Tech of Oklahoma for our clients and MCN citizens. The Welding Class has graduated two different classes with a total number of 21 students in the fourth quarter. The Welding class is an eight-week long program that consists of hands on welding in preparation for the final welding exam. The program works with the Vocational Rehabilitation and Employment and Training departments to fill classes and pay for student tuition cost.

The Reintegration Drivers' License Program has assisted four clients to successfully complete the reinstatement of their drivers' license, assisted 35 clients with reinstatement fees, and assisted clients to pay for interlocking devices, drug and alcohol assessments, drug court treatment cost and drug rehabilitation treatment.

The staff has conducted classes for our clients on our campus for resumes', mock interviewing, filling out applications, budgeting, job searches, parenting and relationships classes. We have also scheduled outside trainers to assist clients with GED, Mvskoke Language, conduct White Bison-Wellbriety Training. We are also working with Behavioral Health and the Diabetes Awareness programs to establish new training for our clients and staff.

DEPARTMENT OF INTERIOR AFFAIRS - Jesse Allen, Secretary

Historic and Cultural Preservation Department

Accomplishments for FY 2019 4th Quarter:

- Staff reviewed 848 Section 106 projects this quarter and 9,050 for FY 2019; a record high for our team. Reviews are in accordance with the National Historic Preservation Act (NHPA). Staff also attended 6 government-to-government Tribal consultations with Federal agencies to discuss protection of historic properties and Mvskoke cultural resources under federal preservation laws and the Native American Graves Protection and Repatriation Act (NAGPRA).
- Purchased a Bartington Dual Sensor Gradiometer to add to our Geophysical, non-invasive tools that will assist with unmarked grave identification and GPR (Ground Penetrating Radar) surveys. We are the first Tribe of the five tribes to have this equipment.
- Gano Perez Jr. and RaeLynn Butler were appointed to the 1921 Tulsa Race Massacre Public Oversight Committee to assist with the mass graves investigation and help educate the committee on Muscogee (Creek) history in Tulsa.
- Elizabeth Edwards attended the commemorative Trail of Tears walk in Woodbury and Birchwood, Tennessee on September 14-15, 2019. This is led by Creek Citizen Melba Checote-Eads.

Federal Roads Department

Accomplishments for FY 2019 4th Quarter:

- Kellyville Road
- Loop 56 Highway & Mission Street
- Hauled Rock to Koweta Clinic, Morgan Road, & Tallgrass Road

Current projects under construction:

- MCN College walking trail
- Oklahoma City Community Center Parking lot
- Okmulgee Hospital Parking Lot
- Wainwright Road Phase II

Transit Department

	Transported	Miles Traveled	Trips	Groups
Okmulgee Office	16,883	104,347		
Wetumka Office	2,683	15,767		
Ride to Work Route	1,787	13,745		
VA Route/Connect	141	1,139		
Long Range	491	8,590	19	13

Transit ended FY 2019 with transporting 63,472 passengers and logging 392,154 revenue miles

Tribal Driveways Department

Accomplishments for FY 2019 4th Quarter:

Completed Applications	45	Total Loads of Gravel	145
Applications on File	197	Gravel Expenditures	$62,315.47
Applications Inspected	44	Tin Horn Expenditures	-0-
Ceremonial Grounds Completed	2	Cement Completed	4

Cemetery's Completed	3	Cement Expenditures	$16,905.00
Burial Openings	19	Due to Rain:	5

Tribal Construction Department

Accomplishments for FY 2019 4th Quarter:

- OFMA (Oklahoma Flood Management Association) Training for our Civil Engineer, Prag Mahajan
- Prepared Power Point Presentation for potential funding for visitor's center project
- Zach Russell, CADD Tech, gave a presentation on career opportunities with Creek Nation to Green Country Technology students
- Zach Russell is pursuing his Journeymen's HVAC license

Noted ongoing intra-departmental projects:

- Currently developing tribal construction specifications and details to ensure consistency on materials, products, processes, and services that TCS provides.
- Have advanced software training planned for fall 2019, hoping to utilize funds from state to help offset costs. Training to improve overall department efficiency and knowledge of engineering concepts.
- Currently studying and reviewing 2018 ICC Code books so staff can take exam to become ICC certified commercial building inspectors.
- Code Enforcer is currently studying and reviewing necessary material to take exam to become an ICC certified Fire Marshal.
- Working on methods to utilize Apple IPads for more efficient project management. TCS currently possesses (2) IPads – one assigned to the foreman and one assigned to the CADD Designer. The use of technology allows improved remote workflow when onsite and away from the office. Many tasks that would normally require the use of dedicated equipment and computers can be accomplished with IPads.
- Continually exploring new, more efficient methods of project management and oversight while being grounded in previously established procurement policies.
- As of right now, we have 80+ ongoing Request of Services.

Division of Ag and Natural Resources

Accomplishments for FY 2019 4th Quarter:

- *Agribusiness Program:* Approximately 190 new breeding cattle have settled in to the operation in FY19. 45 new fall-calving cows have joined our fall herd, 75 spring-calving heifers and 75 spring-calving pairs; approximately 55 fall calves born so far in August/September. Once rains subsided we had a very successful hay season, 1515 bales of hay baled for winter-feeding. Herd expansion will continue as market dictates. Current herd breeding stock numbers are 315 cows of commercial angus influence and 7 registered bulls: 3 Brangus, 3 Charolaise, and 1 Angus. 130 calves will be weaned in October, and steers will be taken to market after preconditioning period. With genetic improvement, calves sent to market this year are approximately 200lbs heavier than those sent last year, increasing revenues per unit without increasing inputs.
- *Storm Shelter Program:* Contract has been executed with the company providing installations, and 28 citizens have been selected to receive an aboveground storm shelter this year. Installation will begin after pre-inspections are performed and should be completed by storm season 2020.
- *Ag Youth Program:* The Ag Youth Program continues to grow, serving approximately 280

Creek students in various programs. The MCN 4H Speech Contest was a success, with great turnout and a fantastic meal provided to all. Stock show season is upon us and several MCN students have had success in the show ring with their livestock. The program is in the planning stages of a new Poultry Show and is planning the annual All-Indian Livestock Show for January.

- *Fencing Program:* Put in 8 new gates, finished corral renovation at Dustin Barns, used dozer to level out dirt and debris piles left from demolition, and hauled off tons of scrap metal thanks to Environmental Services. New construction of fences will soon begin at the MCN Ranch and Hanna Farms, fencing riparian areas as a conservation project through NRCS. Clearing of fence lines and debris has begun thanks to an equipment share with Tribal Construction at the 400 Property in McIntosh County.
- Conservation project planning continues for NRCS funded projects, bank accretion mitigation, and sprigging for topsoil erosion prevention. Consultations with Cultural Preservation have been successful in providing state and federal agencies with an understanding of areas with cultural significance. Spraying under the plan has commenced. Fencing and livestock watering facilities will be constructed during the winter months, as well as water line infrastructure.

Agribusiness Revenues FY 2019	**YTD**
• Cattle Sales	$121,982.01
• Hay Sales	$19,769.50
• Other	$2,570.45
Total	**$144,321.96**

Oil and Gas: Revenues from April 2019 to June 2019 leases **total $20,000.**

Cultural Center & Archives

Accomplishments for FY 2019 4th Quarter:

- The MCN and our department recently received an Honorable Mention award from the Oklahoma Museums Association for the restoration of the Council House, exhibit design, and outreach programming in September.
- There was an estimated 700 guests to the Council House this quarter. This included school groups, college group tours, the Tulsa Foundation for Architecture, and a group from the American Indian and Alaska Native Tourism Association's annual conference.
- The Council House hosted successful events on the lawn this quarter. In August we hosted Make and Takes on the Lawn with painting, jewelry making, and moccasin making. September was Comedy Night on the Lawn and we had 18 food and art vendors set up on the lawn. We had several Native comedians put on a great show for us that evening!
- John Brown, Special Projects Coordinator, participated in three outreach events including the Eufaula Dorm, Ocmulgee National Park in Macon, Georgia, and cultural demonstrations at Jenks Public School. Mr. Brown reached an estimated 3,000 people.
- Redstick Gallery had a total of 246 orders in the fourth quarter, just slightly below third quarter. Additionally items to the store were added from 13 returning vendors and 9 new vendors, including books and CD'S from Poet Laureate, Joy Harjo.

Risk Management Office

Accomplishments for FY 2019 4th Quarter:

Risk Management:

- Insurance claims open 33
- Insurance claims closed 17
- Risk and insurance checks 192
- Safety reviews processed 16
- Phone calls/Misc. 648

Emergency Management:

- MCN Emergency Management department prepared and completed the annual safety training for the Housing Force Account and the Facilities employees.
- The MCN mass notification system has been staying updated on a daily basis.
- The Emergency Management department has held CPR classes for several programs this quarter. By participating in the CPR classes this allows all participants to receive CPR cards.

Arbor Care Services:

- Emergency clean up 26
- Work orders for citizens 72
- Special request 14
- Miscellaneous work 95
- Work orders completed 208

Office of Environmental Services

Accomplishments for FY 2019 4th Quarter:

- July 10th – Hosted a meeting with the ODEQ Staff and ITEC Staff of the Cherokees over the potential Superfund site in Henrietta-Ellis Junk site on West Main Street.
- July 11th - Hosted the Natural Resources Room for the Inter-Tribal Meeting in Tulsa OK.
- July 15th-17th – MCN Environmental Director attended the EPA RTOC Meeting in Santa Fe, NM with the 66 Tribal Representatives for EPA Region 6 to discuss pressing environmental issues in Indian Country.
- July 22nd – MCN Environmental Staff attended the ITEC Conference held at the Hard Rock Casino in Catoosa, OK. Environmental staff had two presentations at the conference.
- August 19th-22nd – MCN Environmental staff attended the Tribal Lands Environmental Forum (TLEF) in Palm Springs CA. Tribal representatives attended from each region of the United States. Meetings were about Tribal issues that each region encounters.
- August 22nd – Sustainable Meeting at the Gilcrease Museum in Tulsa, OK. MCN Environmental staff was awarded the GOLD Certification in the ScoreCard Program for its work and efforts in energy efficiency with the tribe and the educational outreach programs. There were 64 companies in and around Tulsa that participated in the ScoreCard Program.
- September 10th – MCN staff attended the Emerging Technology Conference in Oklahoma City, presented by the Electric Rural Co-ops Companies of Oklahoma.
- September 25th – MCN staff attended the Oklahoma Recycling Association Conference (OKRA) at the Tulsa Zoo. MCN staff also presented on the Solid Waste and Recycling they do for the Tribal offices and citizens.
- September 27th – MCN staff volunteered for the MCN Employee Appreciation Day held at the Claude Cox Omniplex, with recycling and distributing the North Face jackets.
- During this 4th quarter, our Solid Waste department provided dumpsters for 4 Community Clean Ups, 5 Churches and 19 Ceremonial Ground events.

MCN Recycling Center (lbs.)

Cardboard	11,795	Plastics #1&2	2,298
Newspaper	30	E-waste	11,934
Mix paper	2,640	OCC Bale	2,630
Shred paper	764	OCC Loose	4,990
Aluminum	10		

Geospatial Department

Accomplishments for FY 2019 4th Quarter:

The MCN Geospatial Department continues to support the MCN Enterprise GIS and the database integration with departmental systems. Staff attended the annual ESRI GIS conference on July 8-12. Staff continues to focus on supporting tribal departments and other MCN staff by working on requests. The GIS portal use continues to expand. Staff was invited to speak at the Tribal Lands and Environment Forum in August. The department assisted the Museum with the IMLS grant and drone imagery. Work on new database applications for departments has continued this quarter.

Brownfields 128A Tribal Response

MCN Brownfields 128a Tribal Response continues to focus on the development of the four elements of a 128a tribal response program. Staff is developing content for the program and documenting operational procedures, as well as engaging with other tribal program coordinators. As part of the program, sites are updated in the database on a regular basis. Brownfields Sites Inventoried: 52, previous quarter: 62.

Realty Trust Service

4th Quarter Fiscal Year 2019 Needs that Were Met:

- 1 Tribal Trust Acquisition was approved- 18.88 acres- Grantor: Peggy Hyslop
- 1 Individual Mandatory Trust Acquisitions approved-3 parcels-181.43 acres Barbara Gillispie Surface &MINERALS
- Attended '47 Act Amendment Discussion at Riverspirit with BIA, other FCT Realty & Tulsa Field Solicitor's
- 8/16/2019 TAAMS computer received from BIA

Accomplishments:

- Attended the Indian Land Working Group's Annual Conference
- Completed Oil & Gas Training
- Outreach for Children & Family Services
- Finalized purchasing fencing supplies for projects FY 19
- Arranged Will Clinic @ TCIC for our citizens on 9/24/2019
- 14 Construction Services Requests for Support reviewed
- Successfully completed 5-year recertification process for maintaining Certified Hazardous

District/Trust Court Probate	17	Inventories for Restricted Property	19
On-Site Inspections	66	TSR's for Lease/ROW/Mineral	68
Quiet Title Suits	22	PVP Searches and Print Out	269
Approved Rights-Of-Ways	7	Surveys out for bid	2
Rights-Of-Ways Income	$45,862.60	Surveys in-house	3
Notarized Documents	58	Proof of Death and Heirship	84
BIA Approved Leases	4 $23,450.00	Appraisals Completed	5 Probate
Total Income	$373,436.82	Trust Acquisitions	3

August 30, 2019, Realty Trust Service recorded in our Muscogee (Creek) Nation Realty Title Plant for the very first time a Trust Deed of surface and mineral interest, both for a citizen. The property was taken out of restrictions due to blood quantum requirements from the Stigler Act. We were able to put the property into Trust status because of 25 U.S. Code 2216 C, mandatory trust acquisition.

Inventory on Tribal Trust Acres:
Acres this 4th quarter: 29 acres*, Acres this Fiscal Year: 207.80*, Acres From 2016 – 2019 present: 388.83*, 23 parcels.

Note: this does not include individual trust acquisitions

DEPARTMENT OF COMMERCE – Terra Branson, Acting Secretary

Commerce
In August, the Department hosted a final project meeting with contractors and internal MCN leads to discuss opportunities and challenges in developing an MCN Tribal Utility Authority (TUA) and future solar energy projects. Information from the final reports and follow up meetings will continue to guide development of the TUA and future energy projects, including a Phase II grant from the Department of the Interior to support future TUA development.

The Department has also developed an Opportunity Zone Prospectus to increase interest for business to invest within the Nation's identified Opportunity Zones.

Mvskoke Loan Fund (MLF)
Since 2018, the MLF made 54 loans, totaling $659,632. The Fund's portfolio has grown to $1.2 million and has a delinquency rate of 1.2% with zero defaults. In this quarter, the MLF made 3 loans totaling $38,276 and provided business plan technical assistance to 27 clients. Fourteen clients were referred to other services and banking institutions for funding support.

MLF continues to focus on employee skill development, resulting in three employees certified by the American Bankers Association in Business and Commercial Lending. The CEO also completed a three month intensive fundraising and grant writing training program in conjunction with the University of New Mexico. Collectively, these activities support the growth of the MLF and the development of its clientele.

Public Relations
The official Facebook page continues to see growth with followers growing 6.3% since last quarter. The top posts were citizen features. Alissa Taylor was featured for joining the Bacone College staff as the new Lady Warriors Softball coach and Brandee Presley recently returned from the Pan American Under 20 Outdoor Championships in Costa Rica.

The Nation's website continues to see heavy traffic with 100,000 page views per month. The top webpages this quarter were Employment, School Clothing and the Election Board pages. The press releases with the most impact this quarter were: MCN Supreme Court calls for new election and MCN responds to indictment of former tribal leader.

Miss Muscogee (Creek) Nation Mikayla Buckley participated in sharing Mvskoke culture at the Ocmulgee Indian Festival in Macon, Georgia. Miss and Jr. Miss also attended the Chickasaw Nation Pageant.

Planning, Grants & Self-Governance
Cumulatively, the Grants Office processed 42 awards for a total of $25,997,707 in FY19. During this quarter, the office submitted 12 new grant applications totaling $15.2 million for 10 different MCN departments, programs and agencies. Grants also drafted and processed 4 renewal applications, bringing the total applications for funding to $17.8 million. The office processed 31 new and continuing awards for $18,453,102, which is a 160% increase compared to the same quarter last fiscal year.

Self-Governance attended the quarterly Tribal Self-Governance Advisory Committee meeting, the Tribal Interior Budget Committee meeting, and renegotiated the DOI Annual Funding Agreement.

Tourism and Recreation
During the final quarter of FY19, Tourism and Recreation invested in upgrades including a new entrance sign at the main gate and fresh dirt and conditioning at the softball fields. The softball field improvements are part of a new initiative to bring high school games to the Ominplex. In September, the Ominplex hosted the first OSSAA-sanctioned games. Numerous high school games and a tournament have already been scheduled for next spring further supporting this investment.

Tourism hosted a 20-person bus tour in September. The tour visited notable sites in Okmulgee and Tulsa. The department plans to pursue more tours with other groups in the coming months to attract new interest to the MCN jurisdiction.

Tourism and Recreation's social media presence continues to grow. The Creek Tourism Facebook page following increased to 3,681. Adding video content has increased visitors to the page and video post views have increased by 284%. The Creek Recreation page increased its following by 9% over the quarter and reached over 5,000 people organically at its peak.

Contracting and Employment Support Office
CESO currently has 218 certified vendors, which includes the 32 vendors whom recertified. CESO has seen an increase in MCN departments using CESO to send out RFP's through the quick quote form.

CESO is being notified of major projects and attends Pre- Bid meetings with contractors when available. CESO staff gives contractors an overview of Native Preference requirements, which has allowed an additional 47 job bank applicants and for placement of 5 job bank applicants in positions.

CESO has also hosted meetings with two other Tribes in Oklahoma to promote the CESO model.

Mvskoke Media

Though Mvskoke Media has experienced a number of staff changes, there are very few staff vacancies remaining. The Editorial Board is full and has initiated meetings. In September, Mvskoke Media newspaper and editorial staff received 9 awards of excellence from the Native American Journalism Association Conference.

Mvskoke Market sales generated $21,187 in revenue and had 3,980 transactions throughout the period. Advertising, graphics, and printing generated a total of $16,750 in revenue. Mvskoke Media is in the process of opening a second location of The Mvskoke Market at the Creek Nation Community Hospital in Okemah in the first quarter of the FY 2020.

Mvskoke Vision television program increased YouTube view time by 61% and increased subscriptions to the channel by 195 subscribers. Our largest livestream event was the September 2019 MCN Primary Election, which had over 4,800 views.

DEPARTMENT OF HOUSING – Jamie Nichols, Acting Secretary

ROSS Program will assist residents of Indian housing towards economic self-sufficiency by providing financial literacy training to assist with maintaining a bank account; and, build and repair credit scores. Total number of intake assessments received this quarter was 35.

Indian Community Development Block Grant (ICDBG) has identified rental property to be rehabbed. Scope of work has been completed. Environmental will be completed by the end of October, 2019.

The Elderly Village Project will have 72 cottage style, single-family units, and an Elders Center for activities. Phase 1 and 2 bid documents have been released to start construction. Bids went out in September and are due the end of October.

Contract Services issued 8 contracts for major activities such as rehabilitation of homes, rental, new construction, and repairs, expending $534,285. There were 39 work agreements processed for minor repairs, expending $382,535. Minor repairs include electrical, plumbing, heating and air conditioning, handicap accessibility, and roofing. There were four (4) acquisition homes repaired, nine (9) agreements for professional services, and construction of a maintenance building for Elderly Program, expending $54,112.

Admissions Department processed documents for the following activities: Homeownership waiting list – 313; Down Payment and Closings – 8 closed, grant amount expended $200,000; Elderly Subsidy – 49 housed, expending $72,627.50; Homebuyer Education – 33; Tribal HUD-VASH – 21 veterans housed, expending $37,463.

Housing Management completed 323 re-certifications; 7 move-ins; 314 annual inspections; 2 units were conveyed; 324 work orders issued and have 25 vacant units. The Community Shield Program through Amerind Risk Management offers homeowners' insurance to MCN Tribal Citizens. There were 8 new units added during the fourth quarter.

Construction Services processed 367 work orders; 172 scopes of work were completed; Issued 83 evaluate and assessments; and 199 final inspections.

Force Account completed 305 work orders for electrical-31, HVAC-118, Minor Repair-40, and plumbing-116 with total material cost of $42,572.06.

The Development Department identifies buildable construction sites for new constructed homes and purchases existing homes for the Acquisition Program. Eight (8) homes were acquisitioned during this quarter. Twelve (12) acres purchased in Henryetta for future development. Twelve (12) homes are under construction and will be completed in October and November.

Rental Properties provide low cost rental housing to Native American families. There are 317 rental units located in Checotah, Eufaula, Okemah, Okmulgee/Crutchmer and Taylor. Of those, 237 units are occupied and 80 units are vacant. During this quarter, 78 annual re-certifications were processed, 39 annual inspections were conducted, and 197 work orders were completed.

The Elderly Rental Program gives preference to those 62 years and over. There are 54 units located in Okmulgee. There are two (2) units vacant. There were 8 annual re-certifications processed and 81 work orders completed.

INDEPENDENT STATUTORY EXECUTIVE AGENCIES

LIGHTHORSE ADMINISTRATION – Robert Hawkins, Lighthorse Police Chief

Lighthorse placed the following goals in the Strategic Plan:

1. COPS Tribal Resource Grant Program-Equipment and Training Award #2018HEWX0038. Update: Award amount $829,952.00. Purchase order approved for process to purchase twenty (20) new police units. Eleven (11) units are delivered and are being programmed with radios at this time.
2. Body-Worn Camera Policy and Implementation Program Grant.
   Update: Items pending
3. Working on the following Grants: 2019 Tribal Access Program (Tap). (Continued Grants) Law Enforcement Mental Health and Wellness, Anti-Meth, Building Bridges between Law Enforcement and Youth, and National Criminal History Improvement Program.

The Lighthorse Department has continued education with law enforcement sponsored programs. The department has 550+ training hours including in-house and agency wide trainings.

The department would also like to welcome Jacob Sanders and Jason Jenkins as new Patrolmen.

We have two-patrol officer currently attending the Indian Country Police Officer Training Program at the Federal Law Enforcement Training Center (FLETC) in Artesia, New Mexico and two reserve officers, Tyler Hill and Patrick Cantrell attending the Reserve Academy in Drumright, OK.

The **Records Department** has reported 2,041 Calls for Service during the quarter. There were 128 arrests, 97 citations, 370 incident and 17 Domestic Violence reports in the last 3 months.

Communications Department:
Dispatchers have reported 2,041 complaint calls for the last 3 months and have 54 hours of in-service training including; Hazardous Material, Social Media and Officer involved shootings.

The Department would like to welcome two new Communication Officers, Mayaha Yargee and Cierra Cobb-Walls. Congratulations to Teneka Hobia for receiving her OLETS Certification.

Criminal Investigations:
Criminal Investigations has had approximately 45 cases to investigate this quarter. Including Burglary, Forged Instrument, Forgery, Theft, Larceny, Grand Larceny, Petit Larceny, Domestic Violence and Leaving Scene of Accident, Vandalism and Unauthorized use of a motor vehicle.

The division assisted other Law Enforcement Agencies: U.S. Marshals Violent Crimes Task Force, Federal Bureau of Investigations North Division, and Okmulgee County DA's office.

The division has the following trainings: International Homicide Conference, FLETC Photography class, FBI LEEDA, Police online training and Instructed Defensive Tactics to Casino Security.

K-9 Division:
The Division has performed a total of 374 hours continuing education and assisted other law enforcement agencies with a total of 42 call outs, canine assists and after hour call outs for multiple agencies within the Muscogee (Creek) Nation boundaries.

The Division assisted local school administrators in sniff clearing lockers and parking lots; some repeated during this quarter. The Division has held 3-public school sniffs.

Explorers:
Lighthorse Explorers Department has 13 active members.

The post attended, assisted and or set up informational booth at the following: MCN Youth and Wellness summer camp program, Hope Conference, Community Outreach Booth for Okemah and Paden End of Summer Bash events, ROCIC meeting, Ocmulgee Indian Celebration Macon, GA, Narcan training, Post colors for Cherokee Headstart Tulsa, MCN Headstart Back to school party, Okfuskee 4H back to school, Charity basketball game LH vs. Council

Game Ranger:
The Game Ranger has reported 64 calls for service.

The Game Ranger has assisted and/or attended the following: Mental Health Advisory board meeting, Cattle Drive Dustin dairy assist, 4 ROCIC meetings, Okfuskee 4H back to school event, Instruct Active Shooter training in Eufaula Dorm, 2 day Domestic Training RSC, 2 day HOPE training RSC.

OFFICE OF TAX COMMISSION – Jennifer Langley, Deputy Commissioner

Pursuant to Title 36, Chapter 1 of the Muscogee (Creek) Nation Code Annotated, the Tax Commission was created for the orderly development, administration, regulation of taxation and collection of all of the following taxes:

Tobacco Tax Code

Tobacco Taxes Collected	
July	$238,732.16
August	$224,369.81
September	$ 0.00
TOTAL	$463,102.00

Tobacco taxes are not due until the 15th of the month following collection; therefore, the September tobacco tax reflects what has been collected as of the date of this report. With the decline in tobacco use; Tobacco Tax has seen a slight decrease in taxation. However, with the current Wholesaler reports for the month of September, annual tobacco tax collections look to be on track with FY18 collections.

Motor Vehicle Registration

New Tags/Renewals Taxes Collected	
July	$258,240.95
August	$246,298.06
September	$206,721.99
TOTAL	$711,261.00

To date the Motor Vehicle Department is on track to have the highest revenue producing year since the inception of the Motor Vehicle Department. Thus far, the Motor Vehicle Department is $109,044.40 ahead of previous year with annual Motor Vehicle tax collections of $2,536,675.72 for FY19. Motor Vehicle Agents have processed over 200 more requests for registration as compared to same time period as last year with an annual total of more than 38,518 transactions.

During the 4th Quarter our Motor Vehicle Department has issued 1,938 new vehicle tags and renewed more than 5,350 vehicles with a total of 8,631 requests for Motor Vehicle services.

Motor Fuel Tax: $2,147,977.43

Motor fuel taxes are due quarterly; therefore, taxes reflect what has been collected as of the date of this report. (Estimated annual total for FY19 **$2,863,969.91**)

Sales Tax Code

License Fees Collected	
July	$ 000.00
August	$ 3130.00
September	$ 150.00
TOTAL	$ 3,280.00

The Muscogee (Creek) Nation Office of the Tax Commission has issued 205 temporary/special event sales tax licenses for arts, crafts, and food, entertainment and rodeo vendors. There have been a total of 12 (twelve) vendors licensed for the retail sell of Fireworks.

Sales Tax Collected	
July	$179,598.16
August	$234,774.18
September	$ 18,662.22
TOTAL	$433,034.56

The sales tax remittance is not due until the 20th day of the month following collection; therefore, the September sales tax reflects what has been collected as of the date of this report. With the closure of River Spirit Casino Resort, Ruth's Chris, Emerge Spa and Margaritaville FY19 is set to see a slight increase of Tribal Sales Tax collection.

Liquor and Beverage Code

License Fees Collected	
July	$ 0.00
August	$ 0.00
September	$ 0.00
TOTAL	$ 0.00

Licensing for Liquor and Beverage is due annually; therefore, the data listed above reflects fees collected during the 4th quarter of FY19.

Taxes and Fees Collected	
July	$ 54,205.23
August	$ 61,007.29
September	$ 0.00
TOTAL	$115,212.52

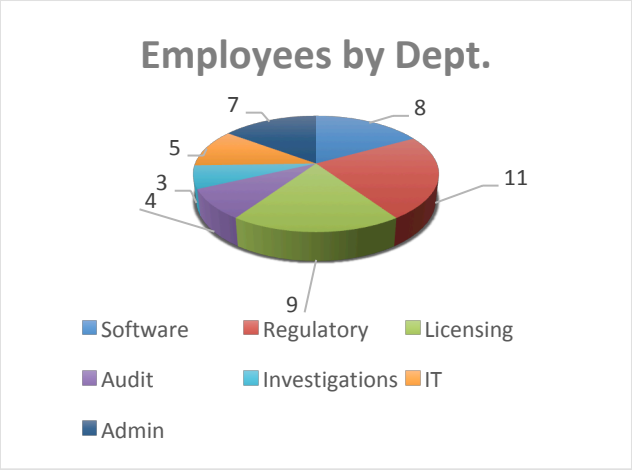
Taxes due on liquor and beverage sales are due by the 20th day of the Month following collection; therefore, the September liquor and beverage Sales tax reflects what has been collected as of the date of this report.

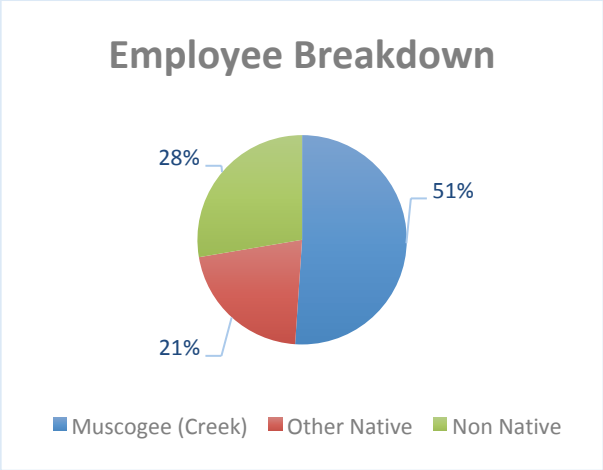
OFFICE OF PUBLIC GAMING – Tracy Burris, Executive Director

The Office of Public Gaming (OPG) is an independent agency responsible for regulating all gaming activity within the jurisdiction of the MCN. A three (3) person Gaming Commission, via the Executive Director will oversees the daily operation of this office. This office promotes and ensures integrity, accountability, and security of the operation and administration of all gaming facilities. OPG will strengthen our collaboration with casino operations and other tribal gaming regulatory agencies as well as National Indian Gaming Commission (NIGC) to enable effective regulation of MCN gaming.

This office is made up of six (6) different sub-divisions and maintains a number of separate office sites. Responsible for the licensure of all casino employees and vendors, ensuring the compliance of all gaming systems and operations, monitoring of all gaming activities, surveillance, and the quasi-judicial administrative functions associated with regulating the Muscogee (Creek) Nation's gaming activities.

Employees





Training

Multiple departments (Investigations, Licensing, & Internal Audit) - Completed Virtual NIGC Trainings, Investigations completed ACFE Webinar.

Exclusions (Self & Involuntary)

Completed review of 1,698 files and scanned over 3,000 pieces of documentation to initiate complete electronic storage.

- Self-exclusion applications received and currently in process – 6
- Involuntary exclusion processed - 131
- Patron requests to lift self-exclusion to Gaming Commission – 13
- Patron requests to lift involuntary exclusion to Gaming Commission – 3
- State wide self-exclusions lifted by Gaming Commission - 5

Investigations
Reviewed four patron complaints. Completed and reviewed "Time Management" departmental training material.

Licensing
During the quarter, the licensing department processed 544 new/renewal/transfer employee gaming applications. A total of 353 total employee gaming licenses issued. In addition to 15 vendor employee licenses. A total of 270 applicants were submitted to National Indian Gaming Commission for review. A total of 371 separated employees were processed. Additionally, this department completed 549 license verifications for other regulatory agencies.

Software
Software Agents assisted in the installation and conversion of 707 Class II/III gaming machines across the MCN jurisdiction. Agents also assisted with breaking seals for an additional 1099 machines for the quarter. The total number of machines that we assisted with is 1806. Over the course of three months, that is an average of 20.06 machines per day.

Internal Audit
Internal Auditors completed 245 audits throughout the quarter. Auditors also reviewed 251 casino operations promotions. Some notable areas audited this quarter include:

- Employee Licensing
- Player Tracking
- Patron Card
- Progressive Liability
- Title 31 – Currency Transaction Report
- Promotions Audit
- Machine Count
- System of Internal Control Standards Review

Information Technology
In addition to ongoing projects, our team has maintained continuous support of our 50+ computers, 30+ servers, 60+ user accounts, 30+ cellular devices, and 50+ phone and data lines. Some of the notable achievements this quarter include:

- Network Support Tickets Closed - 6
- User Support Tickets Closed - 13
- Non-IT Tickets Closed - 2
- Pryme Tickets Closed - 24
- Security Administration Tickets Closed - 4
- Project Hours Worked – 969

*During the flood the support ticket servicer crashed and unrepairable until the last week of July. This resulted in low and inaccurate ticket counts for the quarter.

MUSCOGEE NATION BUSINESS ENTERPRISE – Vivian L. McCutchen, CEO

The Muscogee Nation Business Enterprise (MNBE) was formed in 1999, started doing business in 2003, and has two (2) operating divisions; Professional Services and Fire and Security. MNBE is HubZone certified by the U.S. Small Business Administration and holds two (2) GSA schedules, the IT 70 and 00 Corp Professional Schedule, as contract vehicles.

The Professional Services Division provides staff to Government customers primarily in support of information technology, enterprise wide technology and help desk initiatives. The Fire and Security Division provides equipment, design and installation of low-voltage systems to include CCTV, Access Control, Fire Alarm, Intrusion Detection, Monitoring Services, Nurse Call System, Voice, Data and Structured Cabling.

Quarter 4 of 2019, officially begins the wind down and restructure of MNBE. During QTR 4, filings commenced under the umbrella of Muscogee Nation Businesses, LLC for two (2) new subsidiary companies. Muscogee Asset Protection, LLC and Muscogee Business Services, LLC. These new subsidiary companies have registrations complete in SAM and will begin filings for 8(a) certifications in QTR 1 2020. Both companies are uniquely different and will bring diversification in current operating companies and offerings.

Muscogee Asset Protection, LLC – Primary NAICS 561621 Security Systems Services (except Locksmiths). Will focus on sales equipment, design, installation of security systems. However, the subsidiary also has several other NAICS as secondary codes to broaden services such as Roofing Contractors, Poured Concrete Foundation & Structure Contractors, Electrical Contractors and Other Wiring Installation Contractors.

Muscogee Business Services, LLC- Primary NAICS 561210 Facilities Support Services, will focus on all other support services including inside/outside plant and facility maintenance, including temporary help services, janitorial, landscaping, professional, scientific and technical services.

The addition of these subsidiary companies to Muscogee Nation Businesses, LLC will create diverse revenue sources, create employment opportunities for specialty trades and will allow the Nation to have three (3) SBA 8(a) certified companies to expand in the Federal Market, in other labor categories rather than just highly technical and administrative.

Muscogee Nation Businesses, LLC

Muscogee Staffing Solutions, LLC- Muscogee Staffing Solutions, LLC (MSS), has tapered down from the increase reported last Qtr. The disaster clean-up and seasonal work is winding down and is the main reason for decline. However, MSS is still aggressive in its commercial client calls and also in the Federal Market. MSS is still in line to receive a Sole Source award on an Administrative Contract with an anticipated dollar value is between $5,000,000.00-$10,000,000.00. This award has been pushed back in order for MSS to meet Security requirements by January 2020. MSS has been contacted from Contracting Officers from the Department of Justice and Indian Health Service, with potential awards totaling approximately $1,800,000.00.

Individuals seeking employment can apply in-person or on-line at www.mssjobs.net

Operational Initiatives & Implementation Updates
Complete

- IT Infrastructure Upgrades- Complete – Training & Maintenance Phase in progress
- Project Management & Time & Material Billing Modules Implemented.
- Customer Service Survey – Complete Continuous
- Professional Development Requirement – Implemented organization wide.
- Marketing Capability Statements – All Companies Complete
- Rex's – Bixby Door Dash Implementation – Complete

In Progress

- Customer Relationship Management (CRM) – In progress
- Website & Social Media – Continuous Incomplete
- 8(a) Applications- MAP, LLC, MBS, LLC – In progress
- Marketing Capabilities Statements – MAP, LLC & MBS, LLC – In progress
- GrubHub – In progress Rex's Bixby
- Alcohol Breath Analyzer Testing (additional service offering MBS, LLC) – In progress

Rex's Chicken – Broken Arrow
The first Franchisee under the Area Agent Development Agreement opened in Broken Arrow, OK on August 26, 2019. The Rex's is located at 2538 E. Kenosha St, Broken Arrow, OK.

Business Diversification
Business Review – Business located in Okmulgee, OK for review of acquisition or Joint Venture Formation
Business Review – Business located in Tulsa, OK – Joint Venture, Partnering, Teaming

Board Meetings
Muscogee Nation Business Enterprise Board held four (4) Board Meetings during QTR 4
Special Board Meeting – July 12, 2019
Regular Monthly Board Meeting – July 25, 2019
Regular Monthly Board Meeting – August 29, 2019
Regular Monthly Board Meeting – September 26, 2019

Muscogee Nation Business, LLC Board held three (3) Board Meetings during QTR 4
Regular Monthly Board Meeting – July 25, 2019
Regular Monthly Board Meeting – August 29, 2019
Regular Monthly Board Meeting – September 26, 2019

All meetings are posted and open.

For questions on services provided by Muscogee Nation Businesses, LLC or the information provided, please contact Muscogee Nation Businesses, LLC at 918.752.3150.

OFFICE OF VETERANS AFFAIRS – Ken Davis, Veterans Affairs Director

The Muscogee (Creek) Nation's Veterans Affairs Services Office (VASO) plans, organizes, coordinates, reviews, submits, and reconciles Muscogee veterans and surviving spouses' claims for receipt of earned benefits and services administered through the United States Department of Veterans Affairs (USDVA). Muscogee (Creek) Nation, not being a recognized and chartered Service Organization by the United States Department of Veterans Affairs, has activated a MOU with the Oklahoma Department of Veterans Affairs (ODVA), and is now accredited to process claims for Muscogee veterans and surviving spouses.

Veterans' claims: 12 active claims: initiated, reopened, reviewed, burial services, inquiries, waiver, upgrade status, and requests. There are 861 active/settled claims under consideration with the USDVA. Total amount secured, 4th Quarter-FY 2019 for Muscogee veterans and surviving spouses was approximately $134,285.00. Back pay was $10,843.00 this Quarter.

All funds received from the VA are tax-exempt. (Local, State & Federal). Exactly 488 veterans and 41 surviving spouses in receipt of VA funds ending CY-2019. 176 out of the living 529 receiving veterans and surviving spouses currently in receipt is rated at 100% by the USDVA; 33% total in CY-2019. Total approximate amount secured for 529 living Muscogee veterans and surviving spouses for CY-2019 is $9,567,447.00.

Other Activities: VASO outreach and speeches to Muscogee Communities continues with 1 accomplished. VASO has identified and verified Purple Hearts from WWI to Iraq. Total Purple Hearts = 110. VASO started with 56 identified and verified. An "On-Site Push" mission, 4th Quarter-FY 2019, to locate Muscogee veterans, and surviving spouses, for VA benefits intake, and re-evaluations was 10. VASO continues to assist and coordinate with other tribes on a one-to-one basis with their respective veterans offices.

	3rd Quarter FY-19	4th Quarter FY-19
Active Claims Opened	1,114	1,116
Claims Under Consideration	849	861
Awarded Claims	817	825
Compensation Received	$155,839.00	$134,285.00
Back Pay Received	$84,830.00	$10,843.00
Claims Denied	1	2
Living veterans	523	529
Total veterans (including dead)	639	643
Total living 100% S/C	171	176
Total 100% since Jan. 2005 (including dead)	221	225
Current residual amount - CY 2019	$9,476,426.00	$9,567,447.00
Back pay 1 Jan 2005- 31 Dec 2019	$3,850,262.00	3,861,105.00
Board of Veterans Appeals Hearings	0	0

Board of Veterans Appeals Hearings/wins	73/70	73/70
Purple Hearts (WWI to Iraq)	110	110
KIAs (WWI to Vietnam)	59	59
DOWIAs (WWI to Vietnam)	7	7
MCN communities visits	1	1
On-Site Push missions (home visits)	579	596

NOTE:
CYs approximate total amounts secured for Muscogee veterans and surviving spouses since Jan 2005.
The CY total *does NOT* have the back-pay added into total.

CY-2005 - $705,766.00
CY-2006 - $1,365,355.00
CY-2007 - $2,287,841.00
CY-2008 - $3,067,402.00
CY-2009 - $3,619,535.00
CY-2010 - $4,586,630.00
CY-2011 - $5,291,720.00
CY-2012 - $6,100,230.00
CY-2013 –$6,705,298.00
CY-2014 - $7,379,227.00
CY-2015 - $7,615,670.00
CY-2016 - $8,057,777.00
CY-2017 - $8,512,820.00
CY-2018 - $9,102,354.00
CY-2019 (thus far) - $9,567,447.00
Back Pay 1 Jan05 - 31 Dec19 (thus far) = $3,861,105.00

Note: Muscogee veterans that were rated at 100% S/C by the USDVA at time of death is thus far – 49

Comparative:
1 Jan 2015 – 31 Dec 2015 Residual amount = $7,615,670.00

1 Jan 2019 – 31 Dec 2019 Residual amount = $9,567,447.00

Net dollars increase = $1,951,777.00

NATURAL RESOURCE CONSERVATION DISTRICT – Patricia Kilian, Administrative Officer

The Conservation District office is governed by the Natural Resource Conservation Commission consisting of five commissioners: Commissioner A representing tribal trust lands; Commissioner B and C, representing individual Indian restricted or trust surface landowners; and Commissioner D and E, representing fee landowners.

The Conservation District has partnered, for the 2nd year, with Oklahoma Association of Conservation Districts (OACD) and the Oklahoma Black Historical Research Project in the CARE project. The CARE: Conservation and Agriculture Reach Everyone is a joint effort to provide information and training about USDA programs to socially disadvantaged (SDA) producers. In the fourth quarter, the District focused on providing workshops, information, and hosting a Plant Identification field day on the property of one of our citizens. Surveys were collected which will provide the district with information about resource concerns. The information gathered from the surveys from any event will be used for the Inventory Database and the Long Range Plan.

To meet the goal of working with other agencies/organizations and increase educational activities for citizens, the Conservation District partnered with Okfuskee County Conservation District, Ok Conservation Commission, USDA-NRCS, and Okfuskee County Extension for the Plant Identification Field Day. One of the objectives for this event was to help identify what plants are growing in your pasture and soil health. The District hosted a workshop on Make Your Land Work for You. The workshop explored how to manage your land for better soil health and healthy food. Speakers discussed the soil and its biological components as they relate to grazing and cropping systems, rainwater infiltration, erosion resistance, drought resilience, and plant growth efficiency. Other information provided was on the MCN youth opportunities in agricultural and the Oklahoma Black Historical Research Project presented on solar water pumps. The District signed up to collect pledges and hand out wildflower seed packets through Okies for Monarchs. Okies for Monarchs is a collaborative initiative with the intent on providing food and habitat for the declining numbers of Monarchs that journey North and South through Oklahoma each year. Other activities the District participated in include Green Team Meeting, Hughes and Okmulgee County Fair, SRO Program Fair, Hughes Co Fishing Clinic and Blue Thumb Training.

The implementation of the Brush Reduction Program has begun on one of five restricted properties selected. This program is intended to encourage landowners who are considering farming or ranching or leasing on their property and is meant to provide them with a starting point for moving forward with their operation.

The Conservation District continues to work and monitor the On-Farm Demonstration projects. In addition to planting a pollinator habitat at one farms, the District hosted a Plant Identification field day on another property. On-farm demonstrations are the best way to learn about or teach how a new management practice may work in the field. The USDA Natural Resource Conservation Service announced that the MCN Conservation District was approved for the Urban Conservation Project. The District will develop a community garden for Elderly Housing in Okmulgee.

The Conservation Commission meetings are held every third Wednesday of the month. The Conservation Commissioners are: Robert Davis, Robin Jenkins, James Allred, Marc'ette Lucas and Rita Williams.

INDEPENDENT CONSTITUTIONAL EXECUTIVE AGENCIES

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.

To date 513 citizens have received Enhanced Tribal Cards.

The Muscogee (Creek) Nation Citizenship Department hosted for the very first time the 8th Annual Enhanced Tribal Card (ETC) Training and Informational Sessions on Aug 6th-8th at the River Spirit Casino in Tulsa, Ok. This three-days of information and mandatory training accommodated 25 total federally recognized tribes, U.S Customs and Border Protection Agents, and over 100 individuals from all around the United States.

The Citizenship Office is currently testing a newly designed enrollment database. This new database will help streamline our data entry process and also help to ensure faster database response when we are at remote sites. We have migrated our core database to a datacenter which allow continuity of operations in the event of a natural disaster, power outage, or network outage. We have also implemented the capture of biometric fingerprint data for the purpose of identification. We currently have, on average, five individuals per day that cannot provide identification due it being lost, stolen, or damaged. Biometric data helps us to identify an individual in the absence of their primary identification documents.

The Citizenship Office attended remotes to provide enrollment services in Oklahoma City, Wetumka, Preston, and Holdenville; At-Large State Remotes are California.

During the 4th Quarter of FY 2019 the Citizenship office has provided services to 21,212 Citizens. We have replaced 5,720 Citizenship cards, replaced 181 CDIB cards, issued 1,061 new Citizenship cards, and 1014 new CDIB cards. Our Total Tribal Enrollment is 88,779 as of September 30, 2019.

The Citizenship Board meetings are held twice a month. The Citizenship Board Members are: Joan Henson, Elizabeth Yahola, Clarence Johnson, Leonard Gouge and Lea Ann Nix.

ELECTION BOARD – Nelson Harjo, Jr., Office Manager

The Election Board has scheduled the new Primary Election for Saturday, November 2nd, 2019. Early voting will take place on October 30th and 31st. During the Primary Election held on September 21st, there were over 5,000 voters who participated in the election by casting their ballots which as of to date is the largest participation Muscogee (Creek) Nation has had in its tribal elections.

The Election Board is currently working with the Office of Principal Chief, National Council, and Lighthorse Officials to improve and update election day processes to ensure reliability and security of tribal elections.

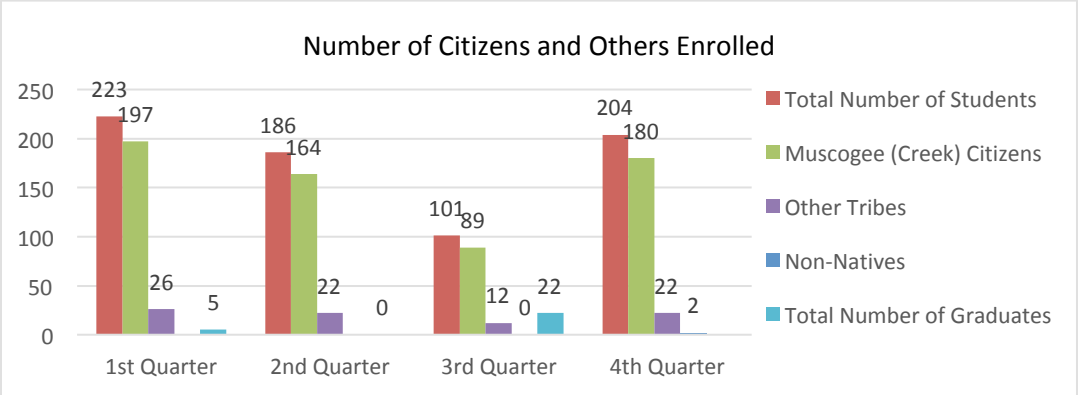
The Election Board greatly appreciates everyone's patience as this election year continues and always encourages all citizens to contact the Election Board for any and all questions and concerns related to voter registration, absentee ballot requesting, and the election process itself.

The Election Board Members are: Eugenia Tiger (Chair), Walter Pigeon (Vice Chair), Wendy Dunson (Secretary), Vernon Courtwright, and Nolen Robinson. 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. The Election Board website can be found at www.mcn-nsn.gov/services/election-board/.

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

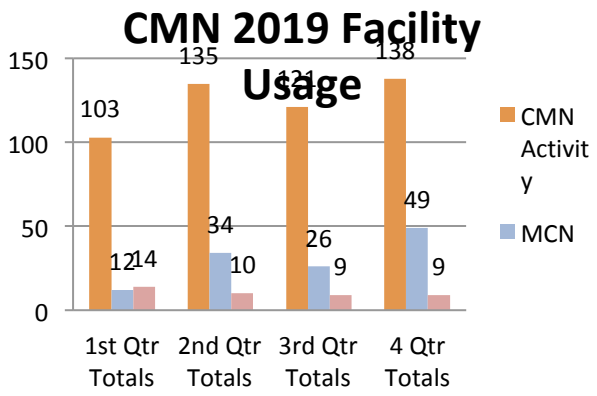
Number of Citizens and Others Enrolled
Source: CMN Registrar's Office 10/2019

The college has enrolled 180 Creek students for the fourth quarter, other Native students enrolled totaled 22, and non-native students 2, for a cumulative enrollment of 204 students for the Fall trimester.

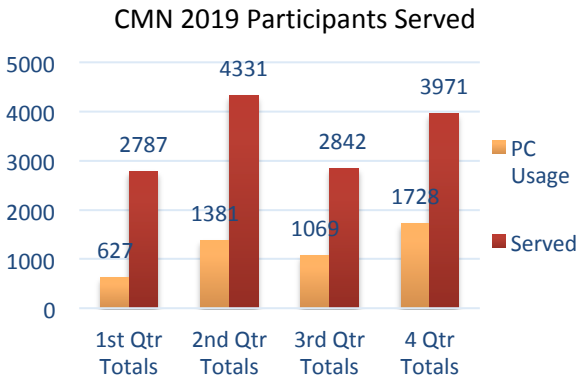


During the fourth quarter, CMN had a total of 22 graduates. Tribal services had 18 graduates, Native American Studies 2, and Certificate in the Mvskoke Language had 2 graduates.

Number of Events Hosted
FY 2019



Participants Served at Events
FY 2019



Source: CMN Executive Assistant's Office 10/2019

For the fourth quarter of FY 2019, or fall semester, the number of events held on the CMN campus was as follows: CMN Events 138, MCN Events 49, and Outside Agencies 9.

The number of Participants Served during the events hosted in the fourth quarter CMN indicates 3,971 individuals utilized our campus during the events previously reported.