



**Circle of Courage
Native American Community
(Box Butte, Dawes, Scottsbluff, Sheridan Counties)**

County: Box Butte, Dawes, Scottsbluff, Sheridan

Target Population: Native American youth between 12 and 17 who reside in Box Butte, Dawes, Scotts Bluff and Sheridan Counties , their families and community.

Collaboration Mission Statement

Native American children and youth residing in the Panhandle who are resilient and maintaining healthy lifestyles are participating in community activities within their culture that promote and create belonging, independence, mastery and generosity.

Contextual Conditions

- a) 2.2% (Census 2000) (2208) of the Panhandle population is Native American residing primarily in Box Butte, Dawes and Scotts Bluff and Sheridan Counties.
- b) Over 650(30%) adults and youth participated in wellness events in 2003
- c) Native Americans in the Panhandle are primarily Lakota people from Pine Ridge SD.
- d) Native Americans in the Panhandle are not federally recognized and therefore do not have access to essential services, funds or resources.
- e) Lakota people in the four counties are isolated within the counties, between the counties and with the reservation by geography and poverty.
- f) There is a history of generational alcohol and substance use.
- g) Parents provide alcohol at home to keep youth safe.
- h) Youth believe that marijuana use is more acceptable.
- i) There is a difference between cultural competence of non Native people and traditional healing from within the culture.
- j) There are natural components within the culture which promote resilience and prevention of substance use which are not included in Best Practices as the method of evaluation would not follow linear scientific research.
- k) A continuum of prevention and treatment services which recognizes the traditional healing components does not exist in the Panhandle. No Lakota people are employed in the prevention system.
- l) In keeping with the Lakota culture, the entire community needs to be included in healing and wellness in order to have a significant impact on youth prevention.
- m) **Culture is prevention** of chemical dependency and other dysfunctional behaviors.
- n) In Native American communities Recovery, Treatment, Intervention and Prevention are not separate and unrelated parts of healing from chemical dependency
- o) Transportation between communities and within communities is limited. Those people with cars often do not have money for gas.
- p) Only one community (Chadron, Dawes County) has a safe place where Native American youth and children can have recreation and prevention activities.
- q) Prejudice and discrimination affect all levels of the community. Native American people are more likely to be arrested, receive longer sentences, and be victims of racially motivated violence.
- r) Lakota people in the Panhandle have little history for sustained success and changing systems.

2002 Data- Western Service Area Profile (NHSS)

Population: 2,008 (Census 2000)

Youth 12- 17: **UK**

- Proportion of single parent families was higher among Native Americans (37.3%) than it was among Hispanic Americans (19.6%) or whites (6.9%) in the Western Service Area.
- The proportions of Native Americans (30.4%) who have less than a high school education is twice as high as whites (14.9%)
- Native Americans have a much higher prevalence of cigarette smoking (54%)
- Native Americans are less likely to be physically inactive (20%)
- Native Americans are more likely to have no health insurance (22%)

**YOUTH REHABILITATION & TREATMENT
CENTER – GENEVA
2003 ADMISSIONS**

COUNTY	Caucasian	Native American	Hispanic	TOTAL
Cheyenne	1	0	0	1
Dawes	0	1	0	1
Kimball	1	0	0	1
Scotts Bluff	1	1	2	4
Sheridan	0	1	0	1
TOTAL	3	3	2	8

Of the eight youth who were admitted from the identified counties, none were committed for drug/alcohol offenses. However, upon admission to our facility, 3 were classified into our drug/alcohol treatment group, and 1 received individual drug/alcohol counseling. During calendar year 2003, YRTC-Geneva admitted a total of 110 youth

**YRTC CALENDAR YEAR 2003
TOTAL COMMITMENTS (455) BY COUNTY & RACE**

COUNTY	CAUCASIAN	ASIAN	AFRICAN AMERICAN	HISPANIC	NATIVE AMERICAN	OTHER	TOTAL
Banner							0
Box Butte	3			2	8		13
Cheyenne	1						1
Dawes	1						1
Deuel	1						1
Garden							0
Kimball	2						2
Morrill							0
Scotts Bluff	11			17	5		33
Sheridan	3			1	5		9
Sioux							0
TOTAL	22	0	0	20	18	0	60

- 91.66% of OJS youth in the Panhandle have drug and/or alcohol issues
- The Rushville/Chadron area was 95%, Alliance (Box Butte County) was 100%, and Gering was 80%.
- 30% (18) of panhandle young people sent to YRTC in 2003 were Native American as compared with 2.2% of the total population.
- 63.3% (38) of all Panhandle youth (60) who were sent to YRTC were from Minority families as compared with 13.2% of the population.

What the people have told us in parent teams and community meetings

(Information from Parent Teams, Youth Teams and Community Groups)

General Repeated Themes:

- Cultural competence means Indian people working with Indian children and youth in our own way. The community must heal from within. Few Lakota people are employed in the panhandle to work with children, youth and families. Alliance Public Schools now has two people working part time, Chadron Public Schools has one person working full time, community organizers (all Lakota) work on a per diem basis. Chadron Native American Center has a full time Lakota Director Lakota staff. The Lakota Lutheran Center in Scottsbluff has one full time person and volunteers.
- The Native American community must have a voice in determining who is hired to ensure that the people are seen as role models within the community.
- The whole community must be involved. It is not within the culture to separate children, youth and community members by age.
- Schools are continuing to “push out” or transfer Native American youth (without parental knowledge). Good student (with B’s) was just transferred out of one school in one day- without parent’s knowledge. Told she had missed too many days of school driving grandfather for medical care. Was transferred to reservation school without asking.
- 75 people attended the meeting on March 25 to discuss issues in the legal system. Racial profiling by police is still the major issue and this was not the mandate of the Task Force. There is a report that will be forwarded to Joie Simmons that shows the arrest rates.
- Communities have little history for sustained success and changing systems. All too often programs are grant funded and end when funding is over. The Native American community has no financial resources to sustain programs or buildings. Non native communities are not likely to share resources unless we can prove we are saving them money and that things are better.
- We need safe places for children to go within the communities. There are no places that Native American youth feel comfortable- and can just hang out. Drum groups need space. Money for rent- and insurance is an issue. (Chadron Native American Center Board has voted to apply to become Boys and Girls Club.
- There is an increased use of alcohol and substances among all ages in the community.
- Indian people are more likely to be arrested.
- Parents are buying alcohol for youths - see this as a way of protecting them from being out in the community and being arrested.
- High poverty levels- that are not shown in statistics.
- Young people think marijuana use is safer and better than alcohol.
- Transportation is a big problem. People do not have cars, and those who do not have gas money. This is a challenge for youth who want to participate in after school programs.
- There needs to be a consistent, culturally strong approach to community wellness and prevention.
- It is difficult for parents and community members to advocate due to the history of prejudice- and fear of retaliation.
- The Native American community is itself divided- by fear, family feuds, and isolation but this is improving with community events and wellness activities.

Youth Leadership Conference March 26, 2004

Number of youth: 90

Presenters: Listed in conference brochure

Outcome: 20 youth selected as leaders will be highlighted in Well Nations Magazine

Overall Observations by Organizers:

- There is a higher level of risk taking and participation by Indian youth when they are in a safe supported environment.
- It took young people a while to realize that it was safe- very shy and uncertain when they arrived.
- Indian humor creates safety.
- There are cultural ways of healing

Sample responses- Chadron Native American Center has complete list.

Youth also completed conference evaluations.

Belonging- Youth Responses

- We do not belong in the larger community.
- See ourselves as outsiders looking in.
- See self as a hated person.
- We are seen as troublemakers, druggies, partiers.
- We only hang out with Indians
- White kids are treated differently.
- Adults in the community judge us.
- Community sees all of us as one-instead of knowing the truth.
- Stereotyped.
- Indian adults see us as the future.
- No white adults like us.
- In sports- white kids don't like us in.
- Not all youth in our community are seen the same.
- Our concept of family is different- the whole community is family.

Belonging- Parent Responses

- Police profile certain families
- Kids are labeled.
- Indian youth are only included in the after school program (Chadron) for homework (required) - but are not encouraged (welcomed) to be involved in the extra curricular activities.

Independence- Interdependence -Youth Responses

- Some people have priorities- look inside themselves- not out.
- WE are not involved in decisions.
- See us as followers.
- Never asked by adults to be involved.
- If adults would include us- we could come up with what we want.

- People do not listen to what we say.
- Youth can be involved if we speak together.

Mastery- Youth Responses

- We have lots of skills to offer but are never approached.
- We have skills our community needs.
- We can, and would like to, help out when they need help.
- There are no opportunities in our town for Indian youth to develop work related skills.
- We have to offer their ability to do what they want. We may not even know what this is.
- Only the kids who are good in sports are recognized.
- Would help by standing up for other youth- letting them know they are part of the community?
- Would like to receive credit for what I do.
- Would like to help lead other youth to the red road.

Mastery – Parent/Adult Teams

- Youth have abilities and motivation.
- There is low self esteem as a result of limited support from the community.

Generosity- Youth Responses

- In our culture we have roles within our families and communities.
- We help the elders
- We help younger children.

TRADITIONAL HEALING IN INDIAN COUNTRY

By Roberto Dansie

Given the wide diversity among the tribes in Indian Country, to try to find the elements that they share in common seems to be an impossible task. This is particularly so when it comes to health practices and traditional medicine. This attempt is aggravated when we see the superficial observations of anthropologists and other external investigators who have been unable to grasp even the most basic concepts of healing in Indian Country. Their limitations have been not so much in the facts that they have collected, but in their inability to see the interconnection of such facts with the community, cultural perspectives and world-view of the indigenous people. The other limitation –and perhaps the most serious one- has been their inability to see traditional healers for what they are – extraordinary healers with a millenary knowledge- and allow them to speak their own word. After all, it has been these traditional healers who have kept their communities healthy for thousands of years and have managed to keep this knowledge alive under very difficult circumstances.

A few years ago, I decided to honor our traditional healers by identifying the common healing elements that I had found among different tribes. I focused on the common characteristics that I found in the Huichol Indians of Mexico and some tribes of California. I figured that if there were some common elements among these tribes; then it was likely that these elements could be found among other tribes. I came up with ten characteristics. Today the Indian Health Services has found these characteristics in over 300 tribes.

These common elements don't take away the diversity and uniqueness that we find in each one of our tribes. What they do, is give us an insight into the wisdom of Indianhood, the power which has given the indigenous people extraordinary resiliency.

And here they are, the ten common healing elements in Indian Country:

- * Life comes from the Great Spirit, and all healing begins with Him.
- * Healing is due to the harmony between body, heart, mind, and soul.
- * Our relationships are an essential component of our health.
- * Death is not our enemy, but a natural phenomenon of life.
- * Disease is not only felt by the individual, but also by the family.

- * Spirituality and emotions are just as important as the body and the mind.
- * Mother Earth contains numerous remedies for our illnesses.
- * Healing practices have been preserved throughout the generations.
- * Traditional healers can be either men or women, young or old.
- * Illness is an opportunity to purify one's soul.

It is worth noticing that modern physicians are starting to pay attention to some of these characteristics. For instance, specialists in cardiology have concluded that our relations – one of the key areas of ancestral healing-, our sense of love and intimacy, is more relevant than any other factor that medical researchers have studied or emphasized in their practice. In the words of Dr. Dean Ornish, leading expert in the field of heart disease:

“I am not aware of any other factor in medicine that has a greater impact on our survival than the healing power of love and intimacy. Not diet, not smoking, not exercise, not stress, not genetics, not drugs, not surgery.”

It seems that the best of our mainstream physicians are wising up. They are beginning to follow in the footsteps of our Indian healers. Let us hope that they continue in this direction and rather than being technicians of diseases become healers of people.

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Native American Community Prevention Collaboration
Prevention System Plan Logic Model #1

Key Areas for Development

Leadership

- 1) There is not a collaborative, area wide, Lakota led, prevention system which addresses substance abuse through community healing and culturally based philosophies and actions through multigenerational leadership in keeping with the culture.
- 2) There is not a combined, supported, efficient, effective method for highlighting the disproportionate number of Native American youth who are sent out of region to YRTC. There is reasonable fear within communities that speaking out will be met by retaliation. If community members do not believe that there is an equitable justice system youth lose hope and incentive to maintain healthy lifestyles.

Capacity

- 1) Sustainability of cultural prevention programs and outcomes is impacted by the limited financial resources which the Native American Health and human Services Committee oversees, and the disparate needs of the community require ongoing collaborative planning and braiding of funding.
- 2) There are not places within communities where Native American youth and families feel comfortable and safe, and participate in activities, including cultural activities which strengthen resilience. Native American community members do not have the financial resources to cover rent and insurance.

Process

- 1) There are not culturally based best practices which reflect the common elements of healing and rituals due differences in evaluative thought processes. An effective, accountable, sustainable prevention system for Native American people in the panhandle requires a unified approach to culturally based best practices as defined by the community and research of cultural leaders.

Collaboration and Communication

- 1) Accurate data regarding numbers of Native American people in the Panhandle, and impacts of systems does not exist.
- 2) The Native American community has little access to technology and data systems to develop a realistic, statistical view of their community.
- 3) Lack of accurate data promotes assumptions and stereotypes.
- 4) Information is power.

Goal #1

To increase and sustain Lakota community leadership in the provision of culturally based prevention activities.

Objectives	Measurable Outcomes	Strategies and Activities	Implementation Plan and Outputs
<p>1.1 To increase the number of active members of the Native American Health and Human Services Committee to two representatives from each county.</p>	<p>By 2010, increase the number of culturally appropriate community health promotion programs that address multiple Healthy People 2010 focus areas established by the Panhandle Public Health District Board of Health. Native American Prevention Baseline: 0 (2004) 4 (2007)</p> <p>1.1 By December 2004 increase the number of county representatives on the NAHHS Committee to eight (2 per county)</p> <p>Sustain (2005,2006, 2007)</p>	<p><i>Strategy 1.1</i></p> <p>Parent Teams in each county select a representative to serve on the NAHHS Committee</p> <p><i>Activities:</i></p> <p>Organizers inform parent groups of role and responsibilities.</p> <p>Parent groups select.</p> <p>Quarterly meetings (December, March, June, September.)</p> <p>Hold meetings in each county which include community dialogue with parents group.</p>	<p>1.1 Outputs and implementation</p> <p>Parent teams select representatives by 10/30/04</p> <p>Coordinator completes compilation of 2005 Board manual by 10/03/04</p> <p>Coordinator provides orientation day for new representatives by 11/04</p> <p>First meeting of full NAHHS and Staff 12/15/04</p> <p>Coordinator to develop an annual group dialogue (focus group) process for community based evaluation of collaborative impact by 03/05</p>

Objectives	Measurable Outcomes	Strategies and Activities	Implementation Plan and Outputs
<p>1.2 To increase parent group leadership in each county in order to sustain prevention activities.</p>	<p>1.2 By December 2007 community based parent leader teams in each county will increase by 50% the number of active volunteer participants and will be self sustained.</p> <p>Baseline: Box Butte County (6) (2007 - 9) Dawes County (12) (2007- 18) Scotts Bluff (8) (2007- 12)</p>	<p><i>Strategy 1.2</i></p> <p>Circle of Courage staff in each county provides community organizing leadership for sustainable parent groups.</p> <p><i>Activities:</i></p> <p>Maintain linkages with Johnson O’Malley groups for possible further collaboration and integration.</p> <p>Organize monthly parent team meetings through 12/05</p> <p>Support individuals within parent teams in developing leadership capacity through role sharing and modeling.</p> <p>Parent teams develop leadership guidelines</p> <p>Develop tracking system for volunteer hours in each community.</p>	<p>1.2 Implementation and Outputs</p> <p>Community organizers model and initiate monthly parent team meetings through 12/05</p> <p>Parent team members identify skills of members and share leadership tasks by 12/05.</p> <p>Parent teams have a plan for inviting and encouraging new members by 12/04.</p> <p>Parent teams have a written process for tracking volunteer time and recognizing volunteers by 12/04.</p> <p>All parent leadership teams have developed and implemented written guidelines for shared leadership by 12/06.</p>

Objectives	Measurable Outcomes	Strategies and Activities	Implementation Plan and Outputs
<p>1.3 To increase youth leadership and recognition within each county and in the four county area to sustain resilience and prevention activities through the creation of a support community and leadership for future generations.</p>	<p>1.3A By December 2007 there are community based youth leader teams in each county which plan community prevention activities and are recognized in their community for healthy lifestyles.</p> <p>1.3B By December 2007 an Area Youth Council, comprised of youth from four counties has actively planned and led four youth conferences.</p>	<p><i>Strategy 1.3</i></p> <p>Circle of Courage staff support youth in developing leadership teams and in learning leadership skills within the values and practices of the culture.</p> <p><i>Activities:</i></p> <p>Youth leadership teams meet twice per month and create a quarterly plan for activities. (ongoing)</p> <p>County youth leadership teams select at least 4 young people to participate on area Youth Council by October of each year.</p> <p>Area Youth Council plans and implements and youth conference once by May each year.</p>	<p>1.3 Implementation and Outputs</p> <p>Quarterly plan for each county for youth leadership activities.</p> <p>Youth plan and lead four community events in each county each year.</p> <p>Attendance lists and photo journals from youth leadership meetings and community activities.</p> <p>County youth leadership teams select at least 4 young people to participate on area Youth Council.</p> <p>Area Council minutes and attendance lists.</p> <p>Annual youth conference by May of each year attended by 100 youth.</p>

Goal #2

Decrease the number of Native American Youth being sent to YRTC.

Objectives	Measurable Outcomes	Strategies and Activities	Implementation Plan and Outputs
<p>2.1 Decrease the number of Native American Youth being sent to YRTC. through the creation of culturally based community options for youth</p>	<p>2.1 By June 2007 the number of Native American Youth being sent to YRTC will be less than 2.2% of the total number of Panhandle Youth being incarcerated through OJS.</p>	<p>Develop a coordinated plan and protocols with county elected officials, NHHS, Region I Behavioral Health and Substance Abuse, and the NAHHS committee for alternatives to adjudication and placement</p> <p><i>Activities:</i></p> <p>Create a working group to identify problem and options which minimally includes: NAHHS, NHHS, Region I by 04/05</p> <p>Establish working frame work for protocol development with each county by 06/05</p> <p>Continue community meetings on profiling.</p>	<p>Obtain written commitments for involvement from NHHS Director in Lincoln , Region I Executive Director by 01/05</p> <p>Identify culturally based options to incarceration including but not limited to Restorative Justice Circles by 04/05</p> <p>Determine need for outside mediation resources by 05/05</p> <p>Identify working group for each county including law enforcement, elected officials, and county Attorney.</p> <p>Written protocols for each county by 12/05</p> <p>Implement protocols by 01/06</p>

Goal #3

To sustain culturally based prevention activities in each of the four counties where Native American people live.

Objectives	Measurable Outcomes	Strategies and Activities	Implementation Plan and Outputs
<p>3.1 To sustain cultural programs through developing annual community outcome based plans which support cultural initiatives through braided funding and utilization of resources.</p>	<p>3.1 An annual community outcome based plan which supports cultural initiatives is developed by April 15 of each year for (July 1- June 30) and is supported by a braided budget to achieve outcomes with equitable distribution of funds for Native American youth and families in each county.</p> <p><u>2004 Annual Plan</u> and braided funding For the Prevention Logic Model. Sources: Positive Youth Development, Nebraska Children and Families Foundation, Nebhands (UNL Public Policy Center) and SICA.</p>	<p><i>Strategy 3.1</i></p> <p>Native American Health and Human Services Committee ratifies an annual community plan and implements through braided funding.</p> <p><i>Activities</i></p> <p>Identify annual funding sources to be braided.</p> <p>Community based planning process includes all counties in planning team.</p> <p>Coordinator develops written plan based.</p> <p>NAHHS committee meets with planning team, reviews, revises, and ratifies plan/budget.</p>	<p>3.1 Coordinator develops list of annual funds to be braided with grant requirements by January of each year.</p> <p>Circle of Courage staff/ community groups evaluate and provide recommendations by February of each year.</p> <p>Circle of Courage staff and parent team representatives hold full day planning session by March 15 each year.</p> <p>Written plan of outcomes and braided budget is developed by March 30.</p> <p>Plan is ratified by May 1 of each year.</p>

Goal #4

To develop sustainable youth centers which respect culture and provide safety for young people in each of the four counties

Objectives	Measurable Outcomes	Strategies and Activities	Implementation Plan and Outputs
<p>4.1 To develop and sustain community youth centers in four counties which are open to young people after school hours and support prevention concepts.</p>	<p>4.1 By 2007 each of the four counties with Native American population will have a cost effective, affordable location for youth , which promoted prevention activities which respect the culture from 4 PM to 9:00 PM each day</p>	<p>Develop Boys and Girls clubs which are respectful of culture but open to all youth in each county.</p> <p>Activities:</p> <p>Chadron Native American Center application for Boys and Girls Club in April 2004.</p> <p>Develop satellite Boys and Girls Club in Alliance by April 2005.</p> <p>Develop satellite Boys and Girls Clubs in Scottsbluff by April 2006.</p> <p>Develop satellite Boys and Girls Club in Sheridan county by April 2007.</p> <p>Utilize NCFE Circle of Courage funding for youth activities until all clubs are operational.</p>	<p>4.1 Chadron Native American Center application and approval by June 2004.</p> <p>Coordinator and circle of Courage staff to meet with Box Butte Economic Development and City to identify work plan for building location by October 2004.</p> <p>Plan for Box Butte County (Alliance) complete by January 2005.</p> <p>Initial meeting with all Native American Leaders in Scotts Bluff County by April 2005.</p> <p>Annual application for NCFE funding for \$2500 /county for youth activities.</p>

Goal #5

To implement a unified culturally based approach to prevention for Native American youth and families within the Panhandle.

Objectives	Measurable Outcomes	Strategies and Activities	Implementation Plan and Outputs
<p>5.1 To develop a sustainable prevention system for Lakota people in the Panhandle which is based on the elements of healing and rituals of the community as defined by Native American leaders.</p>	<p>5.1 By June 2007 each of the four counties with Lakota populations will have a strengthened, culturally unified, based prevention system which is evaluated within the context of community and for outcome measures.</p>	<p>5.1 Implement White Bison Wellbriety initiatives for all components of the community which strengthen the Lakota culture for prevention as defined in the Prevention Logic model.</p> <p><i>Activities:</i></p> <p>Braid funding to assure a unified approach for all community members including adults and youth.</p> <p>Develop community will to become a Fire Starter community.</p> <p>Engage Native American leaders to assist in the design of the evaluation</p> <p>Forward outcomes for inclusion in Best Practices</p>	<p>5.1 Implement a unified culturally based approach through White Bison curriculum and involvement of elders and community healers in prevention.</p> <p>Develop an annual county and area wide plan for Wellbriety events by April each year.</p> <p>Annual plan and braided funding ratified by May each year.</p> <p>Ensure that all training and technical assistance is open to any interested community member.</p> <p>Develop a Native American led evaluation plan which respects culture and outcomes.</p>

Goal #6

To develop an accurate data base for Native American youth in the Prevention system.

Objectives	Measurable Outcomes	Strategies and Activities	Implementation Plan and Outputs
<p>6.1 To develop a computer data based for all Native American children in the Panhandle</p>	<p>6.1 A common, secure, data base for prevention programs which includes all Native American youth is fully operational by January 2005 and I utilized to provide program data and accurate area wide information.</p>	<p><i>Strategy 6.1</i></p> <p>Implementation:</p> <p>Utilize the Panhandle shared secure, HIPAA compliant Service Point MIS system for Circle of courage projects.</p> <p>Activities:</p> <p>CNAC Sign Business Agreements with PPHHS.</p> <p>Enter all Basic Information</p> <p>Train licensed users.</p> <p>Develop program monitoring “screens with System Manager based on evaluation criteria.</p> <p>CN CNAC Director trained as Agency Administrator in utilization of Report Writer.</p>	<p>6.1 Signed Business Agreements by July 2004.</p> <p>Train CNAC User by August 2004.</p> <p>Entry of Basic information for Native youth in four counties completed by data entry licensed user by 09/04.</p> <p>All Circle of Courage staff trained as licenses users by 10/04.</p> <p>Signed permission by parents/guardians for shared information by 10/04.</p> <p>System Manager meets with Circle of Courage staff and completes program data “screens” by 11/04.</p> <p>CNAC ED trained as Administrator by 12/04.</p>

**Native American Community Collaboration
Prevention Plan Logic Model #2**

Problem Statement:

Target Population: Native American youth between 12 and 17 who reside in Box Butte, Dawes, Scotts Bluff and Sheridan Counties, their families and community.

**Please note that as a culture that is not based in the nuclear family concept the inclusion of family is broad based and encompasses the community.*

Goal #1: Increase the amount of unified culturally based community support for Native American Youth maintaining healthy lifestyles.

Objectives	Outcomes	Strategies	Activities	Outcome Indicators	Outputs
1. Develop an inclusive culturally based community approach to prevention which supports and highlights healthy lifestyles for youth and <i>increases</i> adult participation and role modeling.	By 2010 increase the proportion of Native American high school students who have not used alcohol or any illicit drugs in the past month to at least 60 percent. HP 2010 NE 60% Nationwide: 89%	1. Engage the community in the Wellbriety Movement through White Bison to identify people who Work with White Bison to put together a community healing strategy. Help gather statistics to track if the recovery plan is working.	1.1 Hold a kick off conference by 10/04 for elders, adults, youth which promotes Wellbriety and healing through the Sacred Hoop utilizing \$11,000 of Nebhands funds.	1.1 The number of community members in Wellbriety will increase by : 10% by June 2005 20% by June 2006 30% by June 2007	Number of people attending conference who provide baseline information for Wellbriety. Number of adults annual involved in Wellbriety and Red Road.

GOAL #2: Decrease the number of Native American youth between 12-17 who have used alcohol or illicit drugs in the last 30 days

Objectives	Outcomes	Strategies	Activities	Outcome Indicators	Outputs
<p>2.1 Increase the number of Native American young women and young men who are resilient to substance use through culturally based programs which promote belonging, interdependence, mastery, and generosity</p>	<p>By 2010 increase the high school completion rate for Native American residents of the Panhandle to 90% of those currently in 7th grade. By 2010 increase the proportion of Native American high school students who have not used alcohol or any illicit drugs in the past month to at least 60 percent. HP 2010 NE 60% Nationwide: 89%</p> <p>By 2010 increase the high school completion rate for Native American residents of the Panhandle to 90% of those currently in 7th grade.</p>	<p>2.1 Implement White Bison Sons of Tradition and Daughters of Tradition for Native American boys and girls meeting weekly in talking circles, which include community leaders and elders guest presenters. by age groups</p> <p>Learning how their own cultural traditions and ceremonies can provide a framework for healthy lifestyles.</p> <ul style="list-style-type: none"> • Understanding how the various aspects of respect can provide them with a set of values 	<p>2.1.1 Purchase White Bison Daughters of Tradition for 12-17 Year old women and Sons of Tradition for 12- 17 year old young men.</p> <p>2.1.2 Develop job descriptions and Hire Circle of Courage leaders (one .5 male and one.5 female) for each county.</p> <p>2.1.2 Train Circle of Courage Leaders and community adults/parents.</p> <p>2.1.3 Implement programs with fidelity in four counties for 12-13, 14-15, 16-17 young men and women.</p>	<p>2.1 Develop baseline of current use through pre-survey of youth By 09/04.</p> <p>Establish targets with youth and community members by 10/04 to reach 2010 goal.</p> <p>Monthly informal surveys of youth show decrease in % using in previous month.</p> <p>Use school and police data.</p>	<p>Number of volunteer hours of elders and adults supporting youth events.</p> <p>Number enrolled in each program in each county by age group.</p> <p>Attendance records of youth enrolled.</p> <p>Youth evaluations of programs.</p>

Objectives	Outcomes	Strategies	Activities	Outcome Indicators	Outputs
<p>2.1 CONT Increase the number of Native American young women and young men who are resilient to substance use through culturally based programs which promote belonging, interdependence, mastery, and generosity</p>	<p>By 2010 increase the high school completion rate for Native American residents of the Panhandle to 90% of those currently in 7th grade.</p> <p>By 2010 increase the proportion of Native American high school students who have not used alcohol or any illicit drugs in the past month to at least 60 percent. HP 2010 NE 60% Nationwide: 89%</p>	<p>for living</p> <ul style="list-style-type: none"> • Learning how to express their feelings, hopes, dreams and fears both in writing and in safe talking environments • Learning from elders, peers and community members about ways to recognize, avoid, and get help for problems that they see or experience <p>Knowing what it is like to belong to a healthy group and participate in healthy thinking and healthy activities — and to make healthy decisions Apply the Eight Thought Patterns and Eight</p>	<p>Two hours per week per group. county.</p> <p>2.1.4 Engage elders and community leaders involved in Wellbriety as co-leaders.</p> <p>2.1.5 Hold monthly Team meetings of all Circle of Courage Leaders teaching Sons of Tradition and Daughters of Tradition for interactive training.</p>	<p>2.1 Develop baseline of current use through pre-survey of youth By 09/04.</p> <p>Establish targets with youth and community members by 10/04 to reach 2010 goal.</p> <p>Monthly informal surveys of youth show decrease in % using in previous month.</p> <p>Use school and police data.</p>	<p>Number of volunteer hours of elders and adults supporting youth events.</p> <p>Number enrolled in each program in each county by age group.</p> <p>Attendance records of youth enrolled.</p> <p>Youth evaluations of programs.</p>

Objectives	Outcomes	Strategies	Activities	Outcome Indicators	Outputs
<p>2.2 . Increase leadership skills for youth which reflect the roles and responsibilities within the culture and highlight accomplishment within the values of the community</p>	<p>By 2010 increase the high school completion rate for Native American residents of the Panhandle to 90% of those currently in 7th grade.</p>	<p>2.2 Employ Positive Youth Development Strategies which increase youth belonging, interdependence, mastery and generosity through youth leadership teams for support and success in each county, and an area wide Youth Council as per Community Collaboration Plan.</p>	<p>2.2 Hold an annual all day Youth Leadership conference for Native American Youth Youth in 9th -12th grades from the Panhandle and Pine Ridge Reservation which is led by youth and Native American role models utilizing \$5,000 of Panhandle PYD fund. 2.2.2 Have 9-12th grade Youth Leadership council and Community Youth leadership teams plan and implement a Youth Leadership Conference for 6th - 8th grade Native American students from the Panhandle utilizing \$5,000 of</p>	<p>2.2 The number of youth who are involved in youth leadership conferences will be: 9th – 12th grade- 80 6th – 8th grade -80 The recidivism rate into leadership positions of youth will be: <u>9-12th grade</u> 2005-baseline 2006-2007 75% of original group 6th – 8th grade: 2005 baseline 2006-2007 25% of 8th graders will be involved in 9th grade leadership groups.</p>	<p>2.2 Conference registration sheets by age, grade, and county. Number of volunteer’s hours of youth to plan and implement Amount of in kind and donated goods for conferences. Number of youth who return to leadership teams and councils each year. Number of youth on leadership teams who remain in school. Number of youth in leadership in 6-8th grade who continue in high school.</p>

Objectives	Outcomes	Strategies	Activities	Outcome Indicators	Outputs
			PYD funds.		

Goal #3: Increase the number of Native American Youth who complete high school each year.

Objectives	Outcomes	Strategies	Activities	Outcome Indicators	Outputs
3.1 Increase youth motivation and resilience through cultural programs and belonging.	By 2010 increase the high school completion rate for Native American residents of the Panhandle to 90% of those currently in 7 th grade.	3.1 Community support of youth attending school in education of parents, and celebrations of recognition.	3.1 Parent teams hold community meetings by 08/30 of each year to discuss ways in which community can support young people.	3.1 Increase graduation rates : By 30% in 2006 By 60% in 2007 By 90% in 2010	Weekly attendance lists for Native American Youth by school.
3.2 Increase adult advocacy and intervention on behalf of youth with school systems.	By 2010 increase the high school completion rate for Native American residents of the Panhandle to 90% of those currently in 7 th grade.	3.2.1 Circle of Courage staff, Native American school liaisons work with students in groups and one to one to identify barriers and solutions. 3.2.2 Meet with schools and establish process for supporting Native American youth in each community.	3.2.1 Circle of Courage staff and parents receive training in advocacy and legal educational requirements. 3.2.2 Circle of Courage staff and Parent groups meet with schools in the fall to develop process for	Develop accurate enrollment lists for each county on Service Point in 09/04 for baseline. Number of meetings with schools resulting in policy and process for Native American youth	Accurate recording of Native American youth leaving school including reason and location of transfer if listed. Annual count of all youth starting school in September and completing school in June.

Objectives	Outcomes	Strategies	Activities	Outcome Indicators	Outputs
<p>3.2 Increase adult advocacy and intervention on behalf of youth with school systems.</p>	<p>By 2010 increase the high school completion rate for Native American residents of the Panhandle to 90% of those currently in 7th grade.</p>	<p>3.2.3 Circle of Courage staff identify young people who are having school challenges each week and work to address academic issues (tutors), family and community concerns.</p>	<p>community support of children.</p> <p>3.2.3 Circle of Courage ensures each at risk young person has support</p> <p>3.5 Communities hold spring celebration for all young people, highlight those who have completed the school year, and who have graduated.</p>	<p>Number of youth remaining in schools</p> <p># of youth completing school year compared to number who began.</p> <p># of youth graduating Baseline:</p>	<p>Community volunteers list and hours.</p> <p>Number of people participating in fall and spring events.</p>

IMPLEMENTATION PLAN

Goal: Increase the amount of unified culturally based community support for Native American Youth maintaining healthy lifestyles

Objectives: Develop an inclusive culturally based community approach to prevention which supports and highlights healthy lifestyles for youth and *increases* adult participation and role modeling.

Activities	Who is Responsible	Time-Line:		Outputs
		Start-Date	End-Date	
Determine location(s), dates, and times and advertise	Coordinator. Circle of Courage staff and NAHHS Committee	04/30/04	05/30/04	Flyers and posters in each community by July 2004
Register Conference through the Training and Education Academy	Coordinator	05/30/04	06/15/04	Course registration forms and process confirmed by Academy.
Personal contact and invitations in each community	Circle of Courage	05/30/04	Conference data	Registration lists by county
Wellbriety Conference Occurs	Coordinator. Circle of Courage staff and NAHHS Committee	Conference date	Ongoing	Number of persons enrolled by community, number attending, evaluations by participants. WNCC certificates
Identification of additional adults for County Parenting Teams through sign up process at conference	Coordinator and Circle Courage staff	Conference date	Ongoing	Sign up sheets at conference
Sign up youth for Sons of Tradition and Daughters of Tradition by county	Coordinator and Circle Courage staff	Conference date		Sign up sheets at conference
Compile evaluations report for NAHHS Committee	Coordinator		One month after conference	Written evaluation report to committee and Nebhands

PLEASE NOTE: The White Bison Sacred Hoop conference is part of the community braided funding plan and will be covered through Nebhands funds.

IMPLEMENTATION PLAN

Goal: 2.0 Decrease the number of Native American youth, between 12-17, who have used alcohol or illicit drugs in the last 30 days

Objectives:

2.1 Increase the number of Native American young women and young men who are resilient to substance use through culturally based programs which promote belonging, interdependence, mastery, and generosity

Activities	Who is Responsible	Time-Line:		Outputs
		Start-Date	End-Date	
Develop job descriptions for Circle of Courage staff to be ratified by NAHHS Committee	Coordinator	06/01/04	06/15/04	Job Description and qualifications
Complete the hiring process for staff	Coordinator, parent teams and NAHHS committee	06/30/04	07/30/04	Advertise, Interviews by parent teams and Coordinator .5 male and female hired/ county.
In-service Training for Staff on Policies, Skill Sets, and requirements	Coordinator	08/01/04	08/15/04	In-service and policy curriculum
Complete Sons of Tradition and Daughters of Tradition Training for Staff	Coordinator, Circle of Courage staff (8 @.5) interested parent teams and community	08/15/04	09/15/04	Purchase Leader materials, Schedule training, 8 trained staff and community members
Purchase Sons of Tradition and Daughters of Tradition Kits for Youth	Coordinator		08/30/04	Materials available in each county
Enroll youth by conference, personal contact, work with schools	Coordinator, Circle of Courage staff parent teams and community	08/15/04	09/15/04	Enrollment lists Number enrolled by age group
Weekly (2 hour) Sons of Tradition and Daughters of Tradition meetings for by age group.	Coordinator, Circle of Courage staff	09/15/04	06/30/07	Circle of Courage staff planning time, community guests, annual youth evaluations, quarterly sobriety check-ins documented.
Monthly Circle of Courage Team Meetings	Coordinator, Circle of Courage staff	09/15/04	Ongoing	Agendas and Minutes- staff written reports
Report to NAHHS Committee	Coordinator, Circle of Courage staff		Quarterly ongoing	Quarterly written reports and financial statement

IMPLEMENTATION PLAN

Goal: 2.0 Decrease the number of Native American youth, between 12-17, who have used alcohol or illicit drugs in the last 30 days

Objectives: 2.2 . Increase leadership skills for youth which reflect the roles and responsibilities within the culture and highlight accomplishment within the values of the community

Activities	Who is Responsible	Time-Line:		Outputs
		Start-Date	End-Date	
Open and inclusive Youth Leadership teams meet weekly in each county	Circle of Courage staff and coordinators	09/10/04	08/30/08	Agendas, Minutes and team attendance
Plan and Provide a Native American Youth Leadership event for 9th -12 th Graders	Youth Teams, Circle of Courage staff, and coordinator	09/01 of each year	05/30 of each year	Presenters contracted Facilities contracts, Agendas and advertisement, Register through academy WNCC certificates, participant and leader evaluations
Youth select area wide youth council at the end of each conference	Youth		05/30/ of each year	Youth council selected
Ongoing area Youth Council Quarterly meetings	Youth and Circle of Courage staff		May, Aug, Nov. , Feb	Agendas and Minutes of each meeting
9 -12 th grade Youth plan and provide a Native American Youth Leadership event for 6 th – 8 th Graders	Youth Council Youth Teams, Circle of Courage staff, and coordinator	09/01 of each year	05/30 of each year	Presenters contracted Facilities contracts, Agendas and advertisement Register through academy WNCC certificates participant evaluations and youth leader evaluations
Complete six month and annual evaluations for parent teams and NAHHS Committee	Youth Council Youth Teams, Circle of Courage staff, and coordinator		Feb and August of each year	Written evaluations and financial reports to teams, NAHHS and NCFE

Please Note: Youth Leadership Conferences are part of the braided funding plan and will be paid for through a request for \$10,000 (\$5,000/conference) from Positive Youth Development funds.

IMPLEMENTATION PLAN

Goal: Increase the number of Native American Youth who complete High School each year

Objectives:

3.1 Increase youth motivation and resilience through cultural programs and belonging.

3.2 Increase adult advocacy and intervention on behalf of youth with school systems.

Activities	Who is Responsible	Time-Line:		Outputs
		Start-Date Date	End-	
Increase resilience through Sons of Tradition and Daughters of Tradition participation	Youth, Circle of Courage staff, Coordinator and parents	09/15/04	06/30/07	Weekly meetings by age groups Identification of individual youth challenges and resolution (tutors, transportation support, buddy systems etc)
Advocacy skill development and training in laws and polices	Coordinator to contract with Center for Conflict Resolution for training		By 09/30 of each year	Contract for training,(center for Conflict Resolution) Handouts, Training registered through WNCC, Certificates for attendees.
Meetings with each school to identify process for supports, resources which enhance school completion	Coordinator, parents, teams, Native American School liaisons (where applicable) Circle of Courage staff		By 09/30 of each year	Written protocol for each school identifying contacts and process.
Parent education and community support for school completion	Parents, community, Coordinator, Circle of Courage staff	09/01 of each year	06/30 of each year	Attendance for fall and spring meetings Number of volunteers and volunteer hours.
Compile county data on school completion	Circle of Courage staff and coordinator	09/01/04	07/30/ of each year	Reports by county by grade to parents, NAHHS committee

Please Note: Activities in this component are part the population based Best Practice of Sons of Tradition and Daughters of Tradition.

PROJECT BUDGET: REVENUE AND EXPENSES

Applicants must prepare a detailed project budget using the format below.

Personnel Costs

Please note: All personnel required are included as contract positions and are included under OTHER Expenses

Personnel Positions (Direct Cost Only) 6/1/04-5/31/05	Annual Salary Rate	No. Mos. Budget	% of Time	Source of Funds	
				Applicant and Other (Identify)	Requested from SICA
% of Fringe					
Category Subtotal	\$			\$	\$

Operating Expenses

Operating Expenses by Category (Direct Cost Only) 6/1/04-5/31/05 Cost of evaluation and materials for 3 programs.	Source of Funds	
	Applicant and Other (Identify)	Requested from SICA
Office Supplies	\$1200	\$1200
Sons of Tradition Materials and t-shirts		\$4900
Purchase Daughters of Material and t- shirts		\$4900
Purchase Training CD		360
DVD's for Groups		900
Liability Insurance		\$6,000
Category Subtotal	\$1200	\$18,260

See Budget Justification for other sources of funding

Travel

Estimate total travel costs associated with the project (e.g. lodging, meals, mileage, etc). Budget should include travel expenses to attend quarterly meetings in Lincoln, as well as an annual conference in Lincoln.

Itemized Travel Expenses (Direct Cost Only) 6/1/04-5/31/05 Travel for training	Number of Days/Miles	Rate of Reim- burse- ment	Source of Funds	
			Applicant and Other (Identify)	Requested from SICA
Coordinator	1500/mth	.375		6750
Organizers (Team Meetings)	1500/mth	.375		6750
Lincoln meetings (5) people 5meetings @ two days				8500
Category Total		\$	\$	\$22,000

Other Expenses

Please include other costs that may not be included in the above categories, and explain their relationship to the project (e.g. rental of facilities, supplies, materials, training, etc).

Other Expenses 6/1/04-5/31/05	Source of Funds	
	Applicant and Other (Identify)	Requested from SICA
Coordinator Contract	5,000	25,000
Circle of Courage Organizers		120,000
Data Entry Contract		2,000
Administrative Support		6,000
Training Costs (SOT and DOT)		16,600

Elder honoraria		7,200
SOT and DOT Group Meetings		18,720
Rent for space (4 counties)		9,600
Wellbriety Conference	\$13,500	
Youth Leadership Conferences (2)	10,000	
Native American Health and Human Services Committee	\$1600	\$1600
Community Gatherings	\$8,000	
Parent Leadership Teams(4)	\$2,000	
Category Total	\$40,100	197,320

BUDGET JUSTIFICATION

I. Provide supportive description and justification for each budgeted line item.

A. Personal Services

All services will be contracted

B. Operations

Office Supplies (photocopying, paper, toner, etc) \$200/month (\$100 from SICA and \$100 from Native American Public Health Grant)

Photocopy Sons of Tradition Kits (workbooks, journals, etc) with permission of White Bison for Youth (20 youth per group x 3 groups /county x 4 counties \$2500 plus 240 t-shirts @\$10=\$2400

Daughters of Tradition Kits (20 youth per group x 3 groups /county x 4 counties(workbooks, journals, etc) with permission of White Bison for Youth (20 youth per group x 3 groups /county x 4 counties \$2500 plus 240 t-shirts @\$10=\$2400

CD's program curriculum 3@ \$120 (\$360)

DVD's for group use (4 @\$150= \$600) one per county

Adult Leader Materials 4 @\$250

Liability insurance (to enhance Chadron Native American Center coverage to three counties@\$2000/county)= \$6,000

C. Travel

Coordinator Travel; Travel within the Panhandle to each community and meetings/month

(1500/month x.375 x 12) \$6750

Organizers Travel (Team Meetings and Panhandle Meetings) (1500/month x.375 x 12) \$6750

Lincoln Meetings

Quarterly and conference: (Coordinator and one organizer from each county)

5 trips to Lincoln @1000 miles/vehicle x 2 vehicles x .375= \$3750

Lodging 5 people x 2 nights per meeting x 5 meetings x \$65/room = \$ 3250

Meals 5 people x 2days x 5 meetings x\$30/day= \$1500

D. Other Expenses

Coordinator Contract (with Chadron Native American Center) for Directors time (.5) \$30,000 \$5,000 from Native American Health Act and \$25,000 from SICA

Organizers Contracts: One male (Sons of Tradition) and one female (Daughters of Tradition) pre county = eight Organizers. (SOT or DOT per person= 3 classes per week x 4 hours per class(2 teaching, 1 prep, 1 set up and take down)Plus 8 hours per week per person : community organizing, Advocacy, team meetings, trips to Lincoln, coalition meetings) (8 Organizers/Leaders @ \$15,000/year) = \$120,000

Administrative Support Contract (Chadron Native American Center) \$500/month x12 months = \$6,000

Data Entry (Year I only) to get all Native American youth and family records n Service Point (\$10/hour 200 hours (\$2000), Year II, III (\$1000))

Training Costs

Trainer: Sons of Tradition Daughters of Tradition and (2 days @ \$1500/day) and Daughters of Tradition (\$3,000/triner for 2 days for two trainers) = \$12,000

Travel for Trainers (\$1800 per trainer) = \$3,600

Training Space and costs \$500/day x 2 days = \$1000 Training will be open to parent team and community members

Sons of Tradition and Daughters of Tradition Meeting Costs \$35,520

Elder Honoraria \$150/month/county = \$7200

(6 groups per week @ \$15/groupx x 52 weeks X 4 counties) = \$18,720

Rent for Meeting space \$200/month x 4 counties x12 months = \$96000

Native American Health and Human Services Committee Meetings (4 per year x 8 members x \$100 per member travel cost (\$800/meeting X 4 meetings = \$3200) Braided SICA \$1600 and \$1600 from Health Act)

Evaluation Contract; 10% of budget

5% (\$10,000) will be for the statewide organization

5% (\$10,000) will be contracted either to White Bison or to another recognized Native American organization to evaluate the impact of Native American community organizing and Cultural Programs on norms and outcomes.

Braided Funding

Area Wide Wellbriety Conference (White Bison) September 2004- \$13,500 Nebhands Grant

Area Wide Youth Leadership conferences (2) 2\$5,000 each = \$10,000 Positive Youth Development Grant

Supplies for youth activities and generosity = \$1,500/county (\$6000 Native American Health Act Grant)

Community Gatherings (\$2,000/County) (\$8,000 Circle of Courage)

Parent Leadership Teams Meeting costs \$500/county/year = \$2,000 NCFE Circle of Courage (Parents time in kind)

II. Documentation of Science-Based and Promising Strategies

Daughters of Tradition are listed as a Promising Practice. Sons of Tradition are not listed.

The Native American Health and Human Services Committee are requesting that both of these programs be recognized as **Best Practices for Native American** people. We submit that the process of linear scientific based evaluation and publication in order to be a Best Practice places a disparity on cultural programs. It is clear to us that there is a significance difference between *culturally competent* programs offered through non Native people to our children within the mainstream society and the development of life long wellness within our culture through our elders, our parents, and our role modeling.

The opportunity for this to occur within our communities in the Panhandle does not exist. We must work together as a community to become educated on wellbriety through our culture and model this for our children. The years of isolation from the Pine Ridge community, and within our communities in the Panhandle have resulted in children and communities not fully living by the cultural virtues. As a result our children and youth are not resilient to the experience isolation, segregation, prejudice and discrimination and we as a culture are not resilient to substance use.

As noted by Roberto Dansie, Clinical Psychologist in our contextual conditions our culture is a best practice. It is the erosion of this culture through poverty, reservations, and oppression that has resulted in the issues of substance use.

The White Bison Wellbriety work is returning these practices to our communities in integrated with mainstream practices in a way that promotes wellness. This work addresses not only the substance use but the ability to address the causes of pain that result in increased addictions for Native People. Without being able to address these issues within the four virtues of our culture (Belonging, interdependence, Mastery and Generosity) and our responsibilities to each other, we are unable support our young people in developing resilience. We are prepared to work closely with White Bison to continue to build our body of knowledge as a recognized best practice for Native people.

The Circle of Courage Organizers/Adult Leaders will also work on the Panhandle wide Best Practice of Communities Mobilizing for Change on Alcohol (CMCA). As all of this work, including Sons of Tradition and Daughters of Tradition is about changing area norms through the inclusion and honoring of the Native American culture. Our role will be to create change in norms within our community and address large wide changes needed for equal treatment of youth. We will work with NHHS to address the disparate number of youth being sent to YRTC in Kearney.

Our budget therefore reflects the following:

TOTAL Budget \$237,580 (\$57,230 per county for four counties)

Best Practice Communities Mobilizing for Change on Alcohol: \$189,000

Coordinator contracts, Community Organizer contracts, Administrator Support contract, Data entry, mileage for coordinator and organizers, travel to Lincoln, office supplies, liability insurance, and community gatherings.

Best Practice (Request) Sons of Tradition and Daughters of Tradition \$69,380

Training costs, materials costs, meeting costs, rent in four counties.

III. Ability to Leverage Resources

There are no resources in our community including numbers of employed Native American people. We have however developed a comprehensive plan which braids funding toward the common vision. \$37,300 in braided funds from other sources is listed.

IV. Financial Management

Native American health and Human Services Committee is a standing committee of PPHHS. Panhandle Partnership for Health and Human Services provides all financial management.

V. Sustainability

Two approaches to sustainability have been recognized and are included in the logic model.

Change in community norms through a consistent approach to Wellbriety over a three year time will result in Firestarters and adult leaders who can continue Talking Circles. Increased dialogue with the non Native community will be able to be sustained when we have recognized success together. This would include the reduced costs to county and state systems from alternatives to adjudication and incarceration.

We are planning to continue all youth programs through the creation of Boys and Girls Clubs. This step will provide funding for safe drop in sites, on going staff training, and additional programs. We see these clubs as being for all youth, but in undertaking this role as a community we will ensure the inclusion of Native American youth. The training received in SOT and DOT will be continued as programs of the Boys and Girls Clubs.

Chadron Native American has already applied to be a Boys and Girls Club. As an Executive Director is required in order to have a club, and as the area has few resources for such positions we will develop the sites in Box Butte, Scotts Bluff and Sheridan counties, in conjunction with agencies and resources there, as satellites of the Chadron Club. Boys and Girls Clubs will also cover the insurance costs.