

TOHONO O'ODHAM NATION
CORE VALUES AND
VISION FOR THE FUTURE



ADMINISTRATIVE PLAN UPDATE
2019



ADMINISTRATIVE PLAN UPDATE

We are pleased to provide the Nation and Tribal Council with an update on our Administrative Plan. The Tohono O'odham Constitution requires the development of an Administrative Plan to guide the Executive Branch. The plan represents our collective vision for the future of our Nation. It also provides specific actions we can take to do the hard work required to meet our collective vision.

The Tribal Council adopted our Administrative Plan on May 26, 2016. Since that time, the Administrative Plan has provided a clear compass for us to direct the day-to-day and future priorities for the Nation. We intentionally developed our Administrative Plan to function as a strategic plan that focuses on implementing projects through specific strategies linked to Focus Areas.

Our Focus Areas

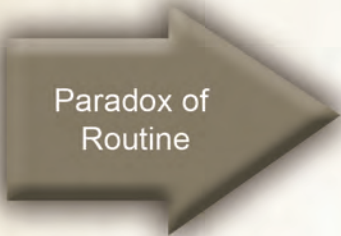


The Focus Areas and Strategies are used to develop innovative and forward-thinking projects to address issues that are important for the Nation and its future. Thanks to our inclusive process of reaching out to the Districts and our own executive staff in developing the Administrative Plan, we have a document that was built with collaboration as its foundation.

Going forward, this Administrative Plan is strategically designed to continue beyond a four-year term. It encompasses a vital component, the voice of the people, and is organized to incorporate new projects that will continue to drive progress and build upon the success of current projects.

ADMINISTRATIVE PLAN UPDATE

Without a strategic plan, organizations can get trapped into just taking care of day-to-day issues and assume they are making progress. Renowned management author, Peter Senge, calls this dilemma the *Paradox of the Routine*. Our Administrative Plan is focused not only on improving the day-to-day services we provide the Nation, but also planning and “Managing the Horizon” for the future.

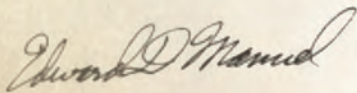


Paradox of
Routine

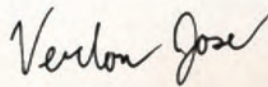


Managing the
Horizon

Together we have built an Administrative Plan for us and future generations that will guide and help us achieve projects that benefit the Nation and maintain our tradition and culture. Please take some time to look at our Administrative Plan on the Nation’s website <http://www.tonation-nsn.gov> We look forward to your review of what we have accomplished and still want to accomplish going forward with our Administrative Plan.



EDWARD D. MANUEL
CHAIRMAN, TOHONO O'ODHAM NATION



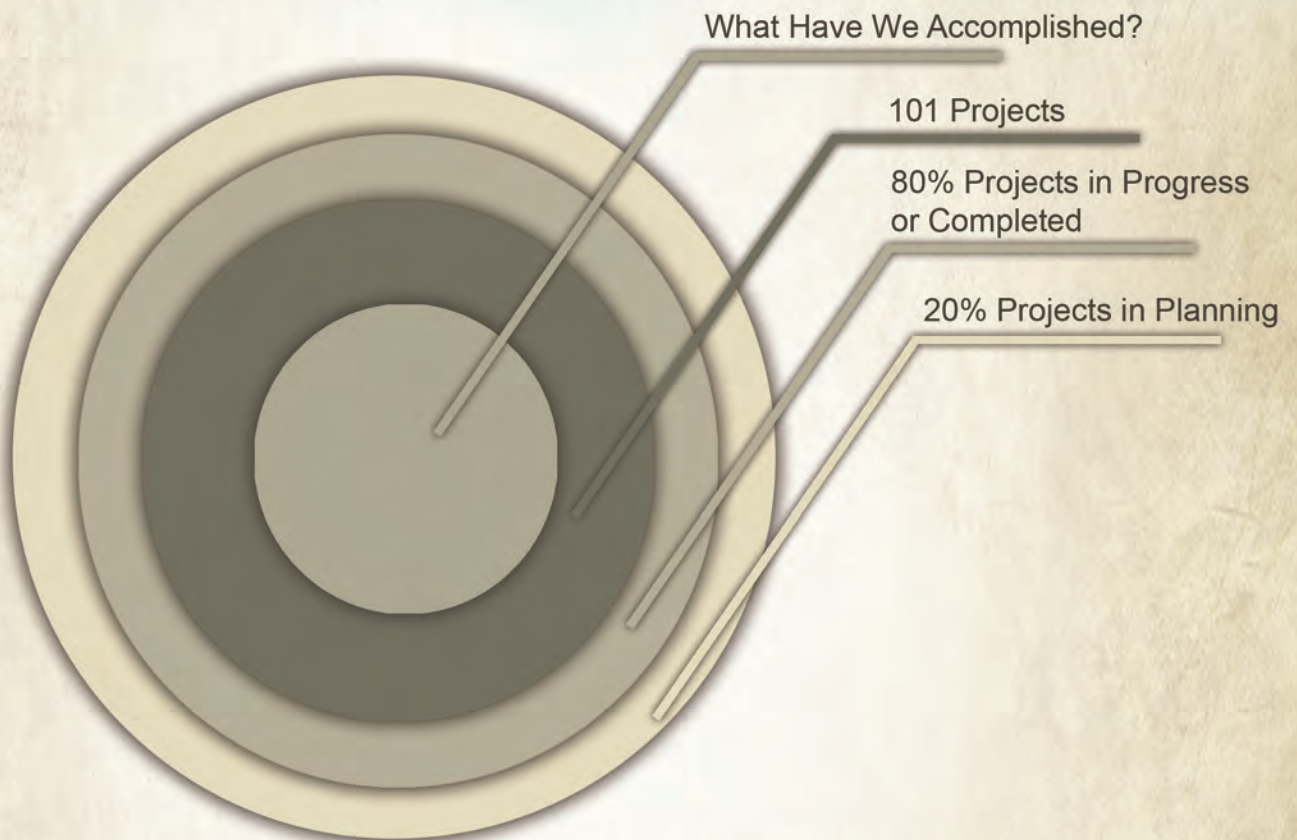
VERLON JOSE
VICE-CHAIRMAN, TOHONO O'ODHAM NATION



ADMINISTRATIVE PLAN UPDATE

Much has been accomplished under the Administrative Plan. The Plan is structured around **Focus Areas** that articulate the long term goals we should strive to achieve. **Strategies** under each Focus Area guide the development of projects, policies and programs to achieve goals in the Focus Areas. In the Administrative Plan, **Projects** are listed under each Focus Area with a reference to the specific Strategy.

Let's take a quick look at the progress of the Administrative Plan.



Projects completed are fully implemented and currently benefiting the Nation. Projects that are in process may take a year or more to complete. The following pages highlight some of the projects we have been able to accomplish under the Administrative Plan.





HIMDAG FOCUS AREA


12 New traditional nutritional sessions conducted to promote traditional food.

20 Hickiwan Youth participated in a Bahidaj Harvesting Activity.

1st policy for Nation implemented on using traditional street signs. Signs will be in English and in O'odham.

A green rectangular sign with rounded corners and a white border, mounted on a metal pole. The sign reads "TOHONO O'ODHAM NATION" in white capital letters. The background of the sign is a textured, light brown surface.

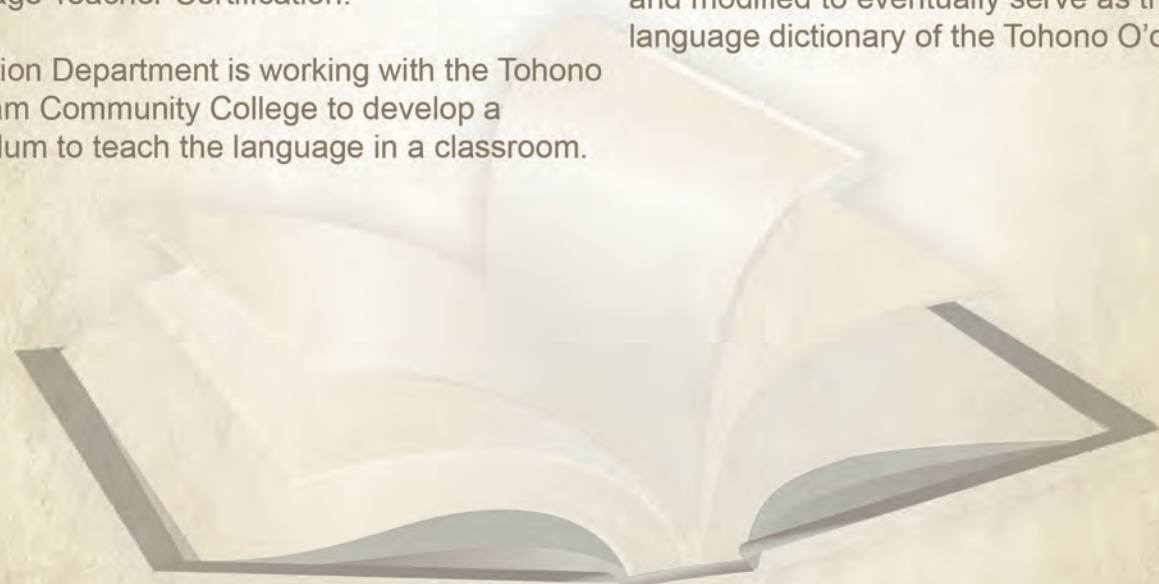
TOHONO O'ODHAM NATION

A close-up photograph of a woven basket filled with various seeds and beans, including brown lentils, white beans, and dark beans. In the foreground, there are two halves of a watermelon, one showing the red flesh and the other showing the green rind.

31 individuals earned the Tohono O'odham Language Teacher Certification.

Education Department is working with the Tohono O'odham Community College to develop a curriculum to teach the language in a classroom.

9,000 O'odham to English entries are being edited and modified to eventually serve as the official language dictionary of the Tohono O'odham Nation.

A large, open book with white pages, lying flat on a light brown, textured surface. The book is open to a page that appears to be blank or has very faint text.

Language revitalization is a significant goal that includes prioritizing development of online language resources such as the Tohono O'odham Language Dictionary. In 2017, a team of collaborators from the Nation, University of Arizona and Tohono O'odham Community College began meeting to discuss development of an online Tohono O'odham Language Dictionary.



HEALTH FOCUS AREA

Started Elder Care Consortium to address elder care issues.

Improving delivery of behavioral health and crisis services through collaboration with Arizona Complete Health.



Replaced old medical equipment and purchased new and improved medical devices, including a cone beam that provides a 3D X-ray of your teeth that helps to detect cancer and an X-ray that has increased Medicare reimbursements.

Met **21** of **24** Government Performance Results Act (GPRA) that confirms we are using our funds effectively toward meeting the health needs of the Nation.



4.9 on a 5-point scale Patients rated the Nation's overall healthcare as excellent to very good!

From 58% to 19.3% TONHC Patient Referral Care (PRC) Department vacancy rate has been reduced!



EDUCATION FOCUS AREA

Directed by our Administration and with the support of the Tribal Council the Education Department has completed the following components of the Sovereignty in Indian Education process:

- Completion of the Tribally Controlled Schools Operation Manual that provides a comprehensive guide in Finance, Human Resources, Governance, and Academics.
- Comprehensive Facilities Analysis of Tohono O'odham High School, San Simon K-8 School, Santa Rosa Day K-8 School, and Santa Rosa Ranch K-8 School.



1st ever Education department collaborating with Sunnyside Unified School District and Tucson Unified School District in the development of O'odham History, Himdag, and Language into their curriculum.

K-12 O'odham Language and Culture Curriculum developed.



\$6.6 million provided in annual scholarships to tribal members seeking post-secondary education



1st audit in the history of the Educational Assistance Program was completed in the summer of 2017 with significant findings that have been or are in the process of being corrected.



ECONOMIC DEVELOPMENT FOCUS AREA

3-year Grant award to The Tohono O'odham Community College to help the Nation and the Districts develop, build, and augment its technical capacities through the use of Geographic Information System (GIS) and Global Position System (GPS) programs.

1st GIS Working Group Meeting!

The Nation is collaborating with the Tohono O'odham Community College to assist students in learning how to use GIS/GPS to create maps that will help leadership identify challenges and develop potential solutions.

Amended the Tax Code and Business License to promote a more customer and business friendly focus for the Nation.

Technical assistance is being provided from the Planning and Economic Development Department to Schuk Toak District to help research and advance the district's projects.

A feasibility study will be conducted in the Gu Achi District and Sells District to determine the potential for additional business activity.

Sif Oidak District, Arizona State University, and the Planning and Economic Development Department are working in collaboration to draft a new Land Use Plan and the first draft is expected to be ready for review soon.



The Nation supported the National Congress of American Indians request for Congress to provide \$50 million for BIA Road Maintenance this year.

Note: \$10,000 per mile is the standard estimated cost for maintenance and repair



HOUSING FOCUS AREA

Authorized a University of Arizona project to develop a plan for a potential partnership agreement with Habitat for Humanity to provide services to the Nation.

Started mapping flood plain areas on the Nation to protect human life and health, minimize property damage, and encourage appropriate construction practices.

1st for the Nation in starting to develop a consolidated approach for all development related programs, policies, procedures, zoning and enforcement.

Started review and certification that all operations meet required guidelines by the Nation and Federal Government.



The Nation's departments are assisting the Pisinemo District in the development of adobe housing projects. Assistance includes mapping project boundaries, conducting environmental and cultural assessments, identifying utility lines, and ensuring all building projects are constructed according to building and construction codes.



NATURAL RESOURCES FOCUS AREA

Through a grant from the Institute of Museum & Library Services, the Himdag Ki: enhanced communication about the museum's services through printed material and by developing and launching the Himdag Ki: website: <http://www.himdagki.org/>.

Improved the management of services by utilizing a Master Payment Information System for Well Maintenance customers. 1,260 customers have been assigned customer numbers and have been entered into the database.

Under the Natural Resources Department, an oral history program an oral history program has been developed at the Cultural Center Museum to enhance the process of collecting/documenting the traditional teachings of our tribal elders.

First time in the Nation's history \$5.5 million was received for agricultural insurance claims, which will be used to repair damage to the Nation's ranch lands and prepare for severe drought.



Constructed and maintained several solar wells.

The rainfall insurance policy was acquired in 2017 and is intended to protect ranchers against drought conditions. The Nation's Natural Resources Department is preparing plans for using these and future funds for repairing the Nation's Districts and perimeter fences and preparing wells and other infrastructure for severe drought.



ORGANIZATION FOCUS AREA

1st for the Nation, implemented purchasing cards to improve and streamline purchase and process of goods and services purchased by the Nation.

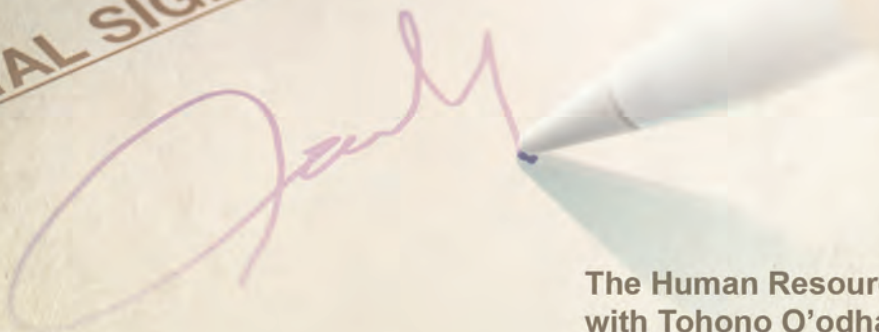
Updated Policy and Procedures Manual and is now in the process for approval and implementation.

9/80 work schedule pilot tested in Human Resources before considering extending to other departments.



Implemented electronic signature for documents. 1st for Nation, started developing centralized Motor Pool approach for all vehicles to improve maintenance and maximize trade-in/replacement value of vehicle.

DIGITAL SIGNATURE



Human resources initiated first Executive Annual Customer Service Training Event.

The Human Resources office is collaborating with Tohono O'odham Community College in their Project Success Internship Program. The program will provide an opportunity for TOCC students to gain meaningful work experience in a field closely related to their program of study.

O'ODHAM HA-WE:HEJED

"For the People"

