

Narratives

Executive Summary

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The proposed Ta-Wa(Community) AmeriCorps Project: Healthy Futures is a proposal from the Osage Nation, with the capital being in Pawhuska, Osage County, Oklahoma. The collaborative effort between the various departments within Osage Nation and the community began as a way to combat the disproportionate burden of disease and disability suffered by those living in our communities. The main focus of the proposed project will be the residents of Pawhuska, Hominy, and Grayhorse village at Fairfax, Osage County, Oklahoma. There are five additional less populated towns and one small community located within the boundaries of Osage Nation where the community health assessments will be conducted.

Three AmeriCorps members will be assigned to work with youth at the Osage Nation Boys & Girls Club at half-time positions. Three AmeriCorps members will be assigned to the Osage Nation Boys & Girls Club at full-time positions. Two AmeriCorps members will be assigned to the Osage Nation Title VI program at full-time positions to work with Elders. Three AmeriCorps members will be assigned to work with the Osage Nation WIC Department at full-time positions. Two AmeriCorps members will be assigned out of central office to work with TANF(Temporary Assistance To Needy Families) clients. Two AmeriCorps members will be assigned to work with families of the Osage Nation Head Start at half-time positions.

At the end of the three-year period a systematic community-driven strategic planning process for improving community health and decreasing obesity among Osage Nation/County residents will have been established. This will lead to better living conditions created through health literacy education, financial literacy education, and nutritional literacy education. The project will focus on the CNCS focus areas of Healthy Futures. The CNCS investment of \$203,902.00 will be matched with \$ 96,850.00.

Rationale and Approach

Program Design

Need

The proposed Ta-Wa AmeriCorps Project: Healthy Futures is a proposal from the Osage Nation, with the capital being in Pawhuska, Osage County, Oklahoma. The collaborative effort between the various departments within Osage Nation and the community began as a way to combat the disproportionate burden of disease and disability suffered by those living in our communities. The

Narratives

main focus of the proposed project will be the residents of Pawhuska, Hominy, and Grayhorse village at Fairfax, Osage County, Oklahoma. There are five additional less populated towns and one small community located within the boundaries of Osage Nation where the community health assessments will be conducted.

The combined population of our targeted community is approximately 47,000 with 20 percent combined Native American residents. The history of each community showing the creation of partnerships in order to solve mutual problems goes back over a hundred years. There are three main Osage villages on the Osage Reservation, Pawhuska village, Hominy village and Grayhorse village which is located close to Fairfax, Oklahoma. The targeted area for the proposed Ta-Wa AmeriCorps Project: Healthy Futures is a combined 2,300 square miles with the majority being rural. There are 12 school districts with three communities which share their town with Tulsa County to the south (Skiatook) and Ponca City, located in Kay County to the west (McCord). This diversity presents a unique opportunity to collaborate with health educators in other counties.

One of the obstacles faced by residents in the targeted area is very limited public transportation. There is a "call and make" an appointment three days in advance rural transport system, but it is mainly used by elderly making doctor's appointments. While Osage County is a rural community, very little of the land is used for agriculture to grow crops. The land is devoted to cattle, horses, and/or oil cultivation. Located 55 miles northeast of Tulsa, Pawhuska is the county seat of Osage County and the capital of the Osage Nation. The decline of both sectors has led to a social and economic depression in the rural community. The poverty rate is 18.27%, compared to the State average of 15% (OK Workforce 2008). The average household income is \$36,283, which is well below the State's average of \$44,370. With the exception of education, tribal offices and government, few job opportunities exist for both low-skill workers and highly educated workers unless they commute to neighboring counties to work in larger communities such as Bartlesville, Ponca City, and Tulsa. Student's eligible for Free/Reduced Lunch (2006) is 64.3% compared to the State average of 55.5%.

Limited availability of foods low in calories, sugar, fat, and sodium can be a barrier to healthy eating. Low-income and minority communities suffer reduced access to healthy foods and poorer diets, leading to higher levels of obesity. Policy and environmental strategies to ensure access to healthy foods are increasingly recommended to address and prevent obesity. In 2009 the Centers for Disease Control and Prevention (CDC) recommended 24 evidence-based strategies and measures-- the Common Community Measures for Obesity Prevention (COCOMO)--to guide communities in identifying and implementing obesity prevention policy strategies. Of the 24 strategies, three

Narratives

specifically target increasing the availability of affordable healthy food and beverages and are relevant to rural settings. Such efforts are critical in Native American communities, where obesity rates double those of non-Hispanic Whites (43.2% versus 21.1%). However, researchers have never assessed the appropriateness of the COCOMO strategies in rural tribal communities. Neither have they adequately studied the readiness of tribal communities to implement such strategies.

Limited evidence suggests that rural and reservation Native communities lack access to food stores and to healthy foods within stores. One study in Washington state found that reservations had less available, and more costly, fresh vegetables and fruits compared to non-reservation communities nearby. Other studies report that large supermarkets are rare in reservation and rural communities and that many Native consumers purchase foods from convenience stores rather than supermarkets. Our own study of the food environment in a Osage County found numerous structural and environmental barriers to vegetable and fruit consumption, including geographic isolation and extremely limited access to fresh produce; the high cost of vegetables and fruits, coupled with decreased availability, limited tribal members' ability to purchase these healthy, more nutrient-dense foods. While federally funded initiatives to identify and enact obesity prevention policies have increased, the capacity and readiness of Native tribal communities to implement such policies, is poorly understood. Analysis of community readiness is particularly indicated in light of the diversity in tribal cultures and governing structures, constituting a crucial factor in program success.

The Oklahoma snapshot data for 2010 shows the percentage of adults reporting a BMI ≥ 30 with 64 percent of diabetic Medicare enrollees that receive blood sugar screening in Osage County. American Indians are about 2.8 times more likely to have Type II Diabetes than non-American Indian individuals of comparable age. Further statistics show 16.3% of American Indian & Alaska Native adults who have diagnosed diabetes compared with 8.7% of non-Hispanic whites. With over 20 percent of our population being American Indian this is a major concern for the population we serve. The following information taken from the 2010 State of County Health Report offers an up to date look at the condition in the county.

Physical inactivity robs the body of precious energy needed to function properly, in turn health declines, and rates of various chronic diseases escalate. Efforts need to be made to increase physical activity for our youth to build long-term healthy habits. According to the 2003-2008 Centers for Disease Control (BRFSS8), it is estimated that 36.0% (12,363) of people in Osage County had no leisure activity in the past month (at the time they were surveyed) and over half of the adults (59.6%) did not reach the recommended physical activity level.

Narratives

As stated previously, poor nutrition and lack of physical activity are linked to many chronic issues including diabetes. It is often hard to distinguish between Type I and Type II diabetes in large datasets but looking at the overall impact of diabetes is necessary to examine a community's health. According to 2004-2008 BFRSS it is estimated that 12% of all adult residents of Osage County have been diagnosed by a health care professional with diabetes.

The most recent data places Osage County toward the bottom half of the state health report card with Oklahoma ranking 48th in the United States with consumption of healthy fruits and vegetables. According to the Behavioral Risk Factor Surveillance System (BRFSS, 2003 & 2005), 88.2% of Osage County adults did not eat the recommended 5 servings of fruits and vegetables a day. Increasing fruit and vegetable consumption is an economical way to control many health-related issues such as obesity and diabetes.

The leading cause attributed to the above data can be directly related to access or rather lack of access to fresh fruits and vegetables. The lack of any type public transportation, as well as there being only four supermarkets to serve 47, 000 residents contribute to very poor nutritional decisions being made by residents. There are no fresh vegetable markets available within Osage County.

The need of evidence-based or best practices strategies to shape the nutrition and physical activity landscape and support individuals and families in leading healthy, active lives has become apparent during our planning year and will lead the frame work of the proposed Ta-Wa AmeriCorps Project: Healthy Futures.

AmeriCorps Members as Highly Effective Means to Solve Community Problems-10

To meet the identified needs of the community, to lower the obesity rate which in turn will decrease the diabetes rate, to demonstrate healthy eating habits and the ability of growing your own vegetables Osage Nation proposes Ta-Wa AmeriCorps Project: Healthy Futures utilizing AmeriCorps members. The Osage Nation believes by having a project that is spread out over a minimum of three years we can have documented evidence to show by using a method that incorporates evidence-based approach to solve community health needs. We believe through the utilization of AmeriCorps members and them becoming part of the community they are assigned to; change will happen within the targeted communities. Ta-Wa AmeriCorps Project will recruit 15 AmeriCorps members, 10 full-time and 5 half-time, serving throughout Osage Nation Reservation/Osage County.

Three AmeriCorps members will be assigned to work with youth at the Osage Nation Boys & Girls Club at half-time positions. Three AmeriCorps members will be assigned to the Osage Nation Boys & Girls Club at full-time positions. Two AmeriCorps members will be assigned to the Osage Nation Title

Narratives

VI program at full-time positions to work with Elders. Three AmeriCorps members will be assigned to work with the Osage Nation WIC Department at full-time positions. Two AmeriCorps members will be assigned out of central office to work with TANF (Temporary Assistance To Needy Families) clients. Two AmeriCorps members will be assigned to work with families of the Osage Nation Head Start at half-time positions.

The Ta-Wa AmeriCorps Project will incorporate a multi-disciplinary approach to address the issues leading to obesity caused by poor nutrition and lack of physical activity which in turn causes rates of various chronic diseases such as diabetes, heart disease and to escalate. The Ta-Wa AmeriCorps members will be assigned to various roles within the community with the main targeted groups being teen-agers, 12 to 18, Elders ages 60 plus, others will be families of small children. The three core areas members will address are obesity, inactivity, and poor nutrition.

While all AmeriCorps members will benefit from the expertise of trained healthcare professionals employed by Osage Nation and the community at-large at no time will they replace or duplicate any services provided by professionals. The AmeriCorps members will be assigned after training to respective roles in the communities in the following manner. AmeriCorps members serving in part-time and full-time positions at Boys & Girls Club will work together in developing a plan utilizing the Lifestyle Balance DPP (diabetes prevention program), fun exercises, and raised bed gardening.

The Lifestyle Balance class will have 16 weekly face to face classes with members being trained as Lifestyle Balance coaches. Individual or group sessions can be advised. Its main goals will be to lose weight through healthy eating, and being more physically active. This will allow the part-time AmeriCorps members to track participants throughout their term of service with a service week of 20 hours a week serving the after-school group of young people. Within each Lifestyle Balance class each core area, obesity, inactivity, and poor nutrition will be addressed. The full-time members assigned to the Boys & Girls Clubs will be utilized to develop and create gardening classes for all Boys & Girls Club participants, teaching healthy nutritional habits targeted toward both participants and their families.

The two full-time AmeriCorps members assigned to Osage Nation Title VI program will be trained as Certified Tai-Chi for Balance instructors, trained Lifestyle Balance coaches, and instructors for the Living Longer Living Stronger program. Two full-time members AmeriCorps members will be assigned to teach the Lifestyle Balance to TANF clients incorporating healthy lifestyle choices in community settings. Three full-time AmeriCorps members will be assigned to the Osage Nation WIC Department which has 7 off-site locations. These members will be responsible for the recruitment of participants into the Lifestyle Balance DPP program, trained to offer the Tai-Chi for Balance classes,

Narratives

teach healthy nutritional habits for WIC clients, and create a healthy gardening program for demonstration purposes for WIC Department clients. The remaining two part-time AmeriCorps members will be responsible for recruiting participants from Head Start families into the Lifestyle Balance DPP program. These members will also be responsible for working with Head Start families incorporating Gardening for Families teaching healthy eating habits.

Evidence-Based/Evidence-Informed and Measurable Community Impact

All interventions proposed for use by the Osage Nation Ta-Wa AmeriCorps Project Healthy Futures are based on scientific evidenced-based methods. Each will be explained in detail. The gardening methods utilized will be measured for community impact by tracking the number of participants and their activity in gardening. Each of the workshop based programs has built-in pre/post-test tracking and all are evidence based programs being subjected to rigorous testing which were all found to be effective.

The Lifestyle Balance DPP is something that the diabetes prevention program with the University of Pittsburgh Diabetes Institute has put together to show that making lifestyle changes and keeping them up over time will help prevent diabetes. Its main goals will be to lose weight through healthy eating, and being more physically active. The lifestyle balance has been carefully designed. It is based on many research studies of the best ways to help people change. In this program we will be helping people learn the facts about healthy eating and being active. The lifestyle balance AmeriCorps members serving as lifestyle coaches will be trained by experts in nutrition, exercise, and helping people develop healthy habits. The program will have 16 weekly face to face classes. Individual or group sessions can be utilized. The Ta-Wa AmeriCorps Project will need to keep a track journal for all the participants, portable weight scale, visual aids, and learning materials. Remember the main goals are to achieve and maintain a weight loss of 7% of initial body weight.

In 2001, the study ended early due to the effectiveness of the lifestyle and metformin. The lifestyle intervention reduced the risk of diabetes by 58% and the metformin intervention reduced the risk of diabetes by 31%. During DPP, the core curriculum of the lifestyle intervention was offered one on one to study participants. Since the lifestyle worked best to prevent diabetes, all study participants were offered the lifestyle intervention in a group format in 2002.

The basic class contents for each session are: Session 1 introduce them or share an overview to the lifestyle balance DPP (diabetes prevention program), meet your lifestyle coach and team, get your materials needed for the class, learn the 2 main goals and why they are important, discuss key aspects of the coach-participant relationship and sign a related agreement, learn the reason for self-

Narratives

monitoring foods, and receiving weight and measuring tools. Session 2 will begin to graph weight and be assigned self-monitoring of weight, learn the reasons for basic principles of self-monitoring fat grams, get participants fat gram totals, practice finding foods in the fat counter and figuring out the number of fat grams in foods, and learn to calculate a running fat gram total for the day. Session 3: Review self-monitoring skills, and learn in more detail how to weigh and measure foods, measuring the amounts, and then calculating the fat grams, learn three ways to eat less fat, and make a plan to eat less fat.

Session 4: Discuss how eating less fat fits into the overall context of healthy eating, review my pyramid and its recommendations, including to lower fat, compare the participants eating pattern to the my pyramid, receive more examples of ways to eat lower-fat foods instead of high fat-foods, and be introduced to the importance of eating more whole grains, vegetables, and fruits. Session 5: Receive Lifestyle Balance activity goal, discuss why activity goal is important, and develop an activity plan for the coming week. Session 6: Begin to graph activity, discuss time and barrier to activity, learn two different ways to find the time to be active, and develop an activity plan for the coming week. Session 7: Discuss how healthy eating and being active are related in terms of calorie balance, discuss how calorie balance relates to weight loss, and develop an activity plan for the coming week.

Session 8: Learn about food and activity cues and ways to change them, and develop an activity plan for the coming week. Session 9: Learn the 5 steps to problem solving, and practice the steps using a problem the participant is experiencing now with eating less fat/calories or being more active. Session 10: Learn four basic principles for healthy eating out: planning ahead, assertion, stimulus, control, and healthy food choices. Identify specific examples of how to apply these principles, practice making a meal selection from a menu, and practice out loud how to ask for menu substitution. Session 11: Recognize that everyone has negative thoughts and identify examples of them, learn how to stop negative thoughts and talk back to them with positive ones. Session 12: Review the participant's progress since Session 7 "Tip the Calorie Balance". Identify some things that cause the participant to slip from healthy eating or being active.

Session 13: Discuss ways to add interest and variety to the participant's activity plans, learn the definition of "aerobic fitness." And Learn the F.I.T.T Principles. Session 14: Review examples of problem cues and helpful social cues, discuss ways to change problem social cues and add helpful ones. Session 15: Discuss how to prevent stress and cope with unavoidable stress, and discuss how DPP can be a source of stress and how to manage that stress. Session 16: Participants will receive a certificate of participation, review the participant's progress since session 1, and if not at goal, develop

Narratives

a plan to improve progress, discuss the importance of motivation and ways to stay motivated, and have a plan in place for weight maintenance (after core) sessions and introduce plan the participants.

The Living Longer, Living Stronger Program is a program developed by Stanford University. The Chronic Disease Self-Management Program is a 6-week, small-group intervention attended by people with different chronic conditions. It is taught largely by peer instructors from a highly structured manual. The program is based on self-efficacy theory and emphasizes problem solving, decision-making, and confidence building. In one year, participants in the program experienced statistically significant improvements in health behaviors (exercise, cognitive symptom management, and communication with physicians), self-efficacy, and health status (fatigue, shortness of breath, pain, role function, depression, and health distress) and had fewer visits to the emergency department. There were slightly fewer outpatient visits to physicians and fewer days in hospital, but the differences were not statistically significant.

The Tai Chi for Balance program is designed specifically for the older population. Tai Chi: Moving for Better Balance is an 8-form version of Tai Chi that Oregon Research Institute studies have found can substantially decrease the risk of falls in older adults. Through simple, graceful movements that are easy to learn, Tai Chi builds physical stamina, improves memory, self-confidence, and patience. This class will help participants to improve balance and physical well-being to reduce the frequency of falls.

Research supporting this program began in 2004 and is still evolving. Increasing evidence documents the health and therapeutic value of this program involving older adults. These include --- but are not limited to- reducing high-blood pressure, improving muscular strength and coordination, improved balance and postural control, better sleep quality and reducing the risks of falls (by as much as 55%), enhancing mental well-being and improving the overall quality of daily life. The entire series has been developed into a 24-sessions program. With each session being 30-minutes long and the class will meet twice a week. Documented physical fitness readiness questionnaires will be administrated before series begins and recommendations to seek a doctors consultation before any exercise program begins will be followed.

The Ta-Wa AmeriCorps: Healthy Futures project has chosen scientific evidenced-based programs designed to track and show progress over a three-year period. We have partnered with the OU Health Science Center in Tulsa, Oklahoma to assist us with establishing baseline data to show progress over the five year period. The Osage Nation Communities of Excellence Department (under which the Ta-Wa AmeriCorps project is placed) is pleased to participate in the study titled "Identifying 'Winnable'

Narratives

Policies for Obesity Prevention in Tribal Communities." This project represents a very important opportunity to address obesity disparities among our people, as our community experiences rates of obesity that exceed those within the US general population. This innovative study will help our community to measure the likelihood of success and community readiness to implement evidence-based obesity prevention programs that are culturally appropriate. We are excited about this project for several reasons. We recognize the need for multilevel interventions that improve access to healthy and affordable foods. We believe this work will truly help our communities to achieve and sustain a higher quality of life and better health outcomes. We also welcome the opportunity to collaborate with Dr. Valarie Blue Bird Jernigan, whose work in the areas of chronic disease and diabetes-self management have benefited tribal communities nationally. Although there are many current efforts for diet-related chronic disease prevention and management from the clinical perspective, the participatory approach that is being used in this project positions us to measure the feasibility of and readiness to implement an evidence-based strategies to increase healthy food options in our communities.

The Ta-Wa AmeriCorps project will utilize the established AmeriCorps performance measures in measuring the impact this project has on the community. We expect to see a decrease of a minimum of twenty percent in the overall obesity rate over a three year period, we expect to see a gain of seventy-five percent in the knowledge-level of healthy eating habits among adults, teens, and children over a three-year period, and we expect to see a seventy-five percent gain in the management of chronic disease, which includes healthy eating, exercise, and self-awareness.

Member Recruitment, Training, Supervision 5

Member recruitment will conducted in a variety of ways. We will post on tribal website, run ads in local newspapers, and tribal newspapers throughout northeast Oklahoma. While we do not have a two or four year college in Osage County we are within two hours from several and will actively participate in the job fairs that each college holds. We will also conduct awareness campaigns in all communities and targeted groups we serve throughout Osage County to inform the residents about AmeriCorps, what it means to be an AmeriCorps member, what the Corporation for National Community Service stands for and what the Osage Nation Ta-Wa AmeriCorps Project hopes to accomplish. These will serve as recruitment tools as well as getting community involvement within our program.

The project is placed in a very diverse community with underrepresented populations of low-income individuals, youth from disadvantaged backgrounds, rural residents, older Americans,

Narratives

veterans, people of color, Native Americans and people with disabilities, all of whom will be targeted in recruitment campaign. The Communities of Excellence Department under which this project is placed has a history of working with displaced populations. Also the Evaluation Stakeholders Workgroup (ESW) which is detailed under organizational capability will have an active role in the recruitment, placement and evaluation of the members within the Ta-Wa AmeriCorps project.

Prospective AmeriCorps members will be selected to serve within the targeted communities based on an assessment of qualifications, interests and attributes. Prospective members will be asked to fill out survey, along with entrance applications. AmeriCorps members will be recruited throughout Native communities utilizing social networks, colleges, Indian Nation Times newspapers as well as community newspapers, word of mouth and tribal website. TANF (Temporary Assistance To Needy Families) clients will be encouraged to apply to be placed as AmeriCorps members.

Members will undertake during their first week at the Osage Nation Ta-Wa AmeriCorps Project an orientation which is to guide them to the Osage Nation as a whole, the Communities of Excellence Department, tribal departments, community organizations, and a tour of Osage County including all sites and communities where they may serve.

As part of an in-take process with potential AmeriCorps members an assessment will be given to all prospective members. The information from this assessment will be utilized in creating personal training guides to answer all needs for a successful AmeriCorps service experience. The program specific training for Living Longer Living Stronger(four day training) and Tai-Chi for Balance(two day training) will be provided free by the INCOG(Indian Nations Council of Governments) Area Agency on Aging located in Tulsa, Oklahoma. The present AmeriCorps Coordinator hired during the planning process is certified as a Lifestyle Balance Coach and will train the AmeriCorps members assigned to that area of project.

There will be various trainings directed toward the successful term of service for AmeriCorps members, including the following divided into two categories 1) Being an AmeriCorps Member; Working with Others; How To Recruit and Manage Volunteers; Supervising AmeriCorps Members; Osage Nation Culture; Conducting Community Events; Facilitating Workshops; Time Management; Conflict Resolution; CPR & First Aid training; 2) Living Longer Living Stronger; TAI Chi for Balance; LifeStyle Balance; Gardening for Health; Nutritional Workshops. A schedule will be developed for all AmeriCorps members which will take under consideration CNCS rules and regulations on time allowed for training as part of the members term of service.

Ta-Wa AmeriCorps members will be supervised by the AmeriCorps Project: Healthy Futures

Narratives

Coordinator. The Coordinator will be required to have a minimum of a Bachelor's degree in Health, Community Development, or related degree and minimum of five years supervisory and community development work. The project coordinator will be expected to take the AmeriCorps Supervisor training and take advantage of all offered National Corporation trainings. The Project Coordinator will be expected to have taken a minimum of one-weeks training before the beginning of the Ta-Wa AmeriCorps member's term of service.

The AmeriCorps members will report directly to Coordinator. A weekly staff meeting will be expected at which time schedules, project needs, and member needs and/or concerns will be addressed. A monthly reporting form will be developed by Coordinator and Department Director to be utilized by the AmeriCorps members to capture their monthly achievements toward meeting project goals and objectives. During the first six months of project weekly meetings will be held with Project Coordinator and Communities of Excellence Director to ensure project activities and stakeholders are in agreement and on schedule. Thereafter the meetings between Project Coordinator and Department Director will take place every other week.

While on-site the supervision of the AmeriCorps member will be as follows: Boys & Girls Director--Faith Allison, Pawhuska site coordinator--Alice Cotton, Hominy site coordinator--Herman Sleeper, Fairfax site coordinator--Maria DeRoin; WIC Director--Renee Harris; Title VI Director Sue Slinkard and TANF Director--Angela Pratt. All site supervisors will be trained as part of an ongoing process beginning with orientation to CNCS, roles and regulations, member allowable tasks, project orientation, and any other supervisor training requested for success of AmeriCorps project at their site.

Member Experience

This program will also promote service and volunteerism with AmeriCorps members as the instrument to assist the community. With decreased revenues across the United States, Indian country becomes especially hard hit with a reduction in services. The proposed AmeriCorps Project: Healthy Futures of the Osage Nation believes the AmeriCorps member will be given the opportunity to build community service experiences from the moment they apply to be a part of the Osage Nation Ta-Wa AmeriCorps.

The AmeriCorps member will be encouraged to participate in community events as part of their job duties. They will be enrolled as members of the Osage County Community Partnership Board, which meets once a month as a networking organization among healthcare providers, prevention organizations, community education groups, and civic organizations in Osage County.

AmeriCorps members will participate in quarterly reflective sessions designed to build self-esteem,

Narratives

character-building, and connection to community. Once a year the Osage Nation Department Communities of Excellence, (under which the AmeriCorps program will be housed) will host a retreat for the AmeriCorps members as a means to build sense of connection between members and other staff members. The member will be required to wear AmeriCorps apparel daily, as part of their identification with the national AmeriCorps program. The members will be encouraged to develop connections with other national and state AmeriCorps programs. The members will develop a quarterly newsletter for the community to keep each other and community members abreast of their activities.

Regularly scheduled activities will be hosted for and by AmeriCorps members within the communities as ways for them to interact with community members and each other. Members will be encouraged to join National Service blogs, social networks and other community sites to promote the Osage Nation Ta-Wa AmeriCorps and interact with other AmeriCorps programs around the country.

AmeriCorps members will be encouraged to volunteer within their community by giving a minimum of ten service hours a month in excess of their regularly scheduled duties. They will be encouraged to identify projects within their community that the entire Osage Nation Ta-Wa AmeriCorps program can complete once a quarter. They will be encouraged to complete these as a team.

Volunteer Generation

The volunteers will not be recruited with the intent of performing tasks that are prohibited under the AmeriCorps regulation. Volunteers will be utilized for community gardens, assessments deemed necessary, special projects AmeriCorps members will be responsible for, tutors for health literacy, and other activities to be identified. During orientation a session will be devoted to Volunteer Recruitment: Why it is Needed; Where Do We Utilize Volunteers & How Do We Stay Compliant with CNCS Regulations.

AmeriCorps members will be instructed on the vital importance of community members to the success of this project. The importance of utilizing the expertise community members possess will determine the success or failure of this project. The project has as a large portion of assignment community gardens, these cannot succeed without community volunteers to run and work the gardens. Also the community assessments will require community volunteers to ensure success. Community volunteers will identify and conduct assessments. These volunteers will be recruited by AmeriCorps members through meeting with civic organizations, churches, retirement groups, elder

Narratives

groups and placement of AmeriCorps newsletters.

Organizational Commitment to AmeriCorps Identification

All branding national service will begin in main office of Communities of Excellence. All sites will be required to display AmeriCorps site information. By having all branding coming from central location we can ensure all CNCS & AmeriCorps logos are developed, placed, produced and otherwise disseminated in the correct and proper manner. It will be the AmeriCorps Coordinator's responsibility to ensure CNCS rules & regulations are upheld and followed.

Organizational Capability

Organizational Capability

Organizational Background and Staffing Sustainability Compliance and Accountability

The Osage Nation set out a nationwide effort to identify needs and goals for the Osage people with the efforts resulting in a 25 year Vision & Strategic Plan. The Strategic Plan is a map that outlines the goals set forth by the Osage people to guide their elected officials as they move the Osage Nation forward. There were two models that drove the development of the Strategic Plan. The first one was to have input from various groups of people on and off the reservation and this became the "expert model". The other group was made up of citizens and community members and this became the "citizen driven model". The core values that came out of the sessions were:

- * Spiritual Strength
- * Pride in Our Heritage
- * Justice
- * Fairness
- * Compassion
- * Respect for and Protection of Child, Elder, all Fellow Beings and Self

These core values will work in collaboration with the Osage Nation Ta-Wa AmeriCorps program being proposed.

Osage traditions and ceremonial dances are maintained and continue today. The Osage Nation's In-lon-schka dance, held each June at our three villages, is maintained in a strict protocol that began over 100 years ago. The Osage Nation, for the past three years, has developed entities such as the Osage Cultural Center and the Osage Language Preservation Program have been at the forefront. The Osage Nation has one of the oldest museums in the nation.

In deference to a new constitution adopted on March 11, 2006, the Osage Nation has established a

Narratives

tripartite form of government with three separate branches, the executive, the legislative, and the judicial. The Osage Nation is headquartered at the Osage Agency Campus in Pawhuska. The community to be served is low to moderate income level population living within the service area of the Osage Nation reservation.

The accounting policies of the Osage Nation conform to accounting principles generally accepted in the United States of America as applicable to governmental units.

The Osage Nation maintains a double entry, modified accrual system of accounting. Under the modified accrual basis of accounting, revenues are recognized when subject to accrual (i.e., when they become both measurable and available). "Measurable" means the amount of the transaction can be determined and "available" means collectible within the current period or soon enough thereafter to be used to pay liabilities of the current period. A one-year availability period is used for revenue recognition for all government fund revenue. Expenditures are recorded when the related fund liability is incurred. Principal and interest on general long-term debt are recorded as fund liabilities when due.

The accounts of the Osage Nation are organized on the basis of funds and account groups, each of which is considered a separate accounting entity. The operations of each fund are accounted for with a separate set of self-balancing accounts that comprise its assets, liabilities, fund balance, revenues, and expenditures, or expenses as appropriate. Nation's resources are allocated to and accounted for in individual funds based upon the purpose for which they are to be spent and the means by which spending activities are controlled. The Nation operates on fiscal period that runs from October 1 through September 30.

Each program administered by the Nation is accounted for through the use of separate journals and ledgers, which facilitates the separation of the direct cost base and the indirect cost pool. To facilitate this process, the Nations utilize an automated accounting system. Control of this system is accomplished through the use of internal staff and external expertise as necessary to meet all management requirements. The accounting records for the Osage Tribe and administered programs are located in the Osage Nation's Treasury office in Pawhuska, Oklahoma.

The Osage Nation has at the present time over 500 employees spread across Osage County serving the residents in a wide variety of areas. The cost of this project will account for less than one percent of the overall Osage Nation annual operating budget. The Osage Nation receives federal funding and has long-term experience in managing funds from the USDA in support of its senior citizens Title VI program, Department of Health and Human Services, Department of Justice, Department of

Narratives

Education, SAMSHA, Department of Energy, Environmental Protection Agency, HUD, as well as managing a number of state grants. The Osage Nation also supports a Language Department, Cultural Department, Tribal Museum, I.T. Department, Tax Department, Childcare Department, Educational Department, ENR Department, Emergency Management, CHR, Social Services, Tribal Court, and Counseling Center. There have been a variety of ways that our organization has utilized raising funds to support service activities and initiatives. These have included direct mailings, garage sales, silent and live auctions, hand games, steak dinners, book sales, bingo games, spelling bees, chili dinners, and donation requests.

Ta-Wa AmeriCorps members will be supervised by the AmeriCorps Project: Healthy Futures Coordinator. The AmeriCorps Coordinator is Katelyn Rulo who is working toward her Bachelor's degree in Education related degree and has supervisory experience in her former work at Boys & Girls Clubs. She is a certified Lifestyle Balance Coach, has taken the AmeriCorps Supervisor online training and taken advantage of all offered National Corporation trainings. The Project Coordinator will be expected to have completed CNCS online trainings before the beginning of the Ta-Wa AmeriCorps member's term of service.

The AmeriCorps members will report directly to Coordinator. A weekly staff meeting will be expected at which time schedules, project needs, and member needs and/or concerns will be addressed. A monthly reporting form will be developed by Coordinator and Department Director to be utilized by the AmeriCorps members to capture their monthly achievements toward meeting project goals and objectives.

The primary contact for the Osage Nation Ta-Wa AmeriCorps program will be Gail Boe, Director of Osage Nation Communities of Excellence. The Communities of Excellence Department works as a grassroots community health organization: Creating A New Path Toward Community Health, with several health-related programs working together to improve the health of Osage County residents. Mrs. Boe received her Master's of Science in Management from Southern Nazarene University. She has worked for the Osage Nation for over ten years. She is a Certified Tutor Trainer, Certified Facilitator Trainer, Certified Health Literacy Instructor, and VITA training with the IRS, as well as holding a number of other leadership certifications. During 2003 -2006 Mrs. Boe ran the Osage Nation Early Learning State AmeriCorps Program. She was asked to showcase the program at the Service in Indian Country in Sparks, Nevada. Mrs. Boe received the Supervisor Training offered by the National Corporation, as well as a number of other AmeriCorps trainings. The above mentioned Ta-Wa AmeriCorps Coordinator will report directly to Mrs. Boe.

Narratives

Mrs. Boe will lead a Ta-Wa Team in making sure the Coordinator and AmeriCorps members have the tools, training, and support they need to ensure the success of the project. Members of this team will be composed of individuals from the County Health Department, Director of Osage Nation WIC, Director of the Osage Nation Title VI, Tribal Nutritionist, Health Educator of Diabetes Department, Grants Management Department, and representatives of other tribal departments and community organizations as needed.

The secondary contact, as well as compliance officer for the Osage Nation proposed AmeriCorps Project: Healthy Futures will be Penny Bradford, Grants Compliance Manager for the Osage Nation. Mrs. Bradford's duties include: Responsible for all aspects of grants compliance and performance; Review fiscal and performance activities with regard to grant compliance; Prepare corrective action plans as needed with regard to grant compliance; Track grant performance reports and ensures timely submittal to funding agencies. Mrs. Bradford brings a wealth of knowledge on managing federal funding and maintaining compliance with federal agencies. She previously served over seven years as an Osage Nation Federal Programs Accountant with duties that included: Maintain operation of general accounting system in accordance with generally accepted accounting principles and standards; Review the preparation of check request; Maintain accounts, records, ledgers, and journals in support of programs disbursements and expenditures; Reconcile and prepare monthly financial statements for submission to controller, C.F.O., Executive Department, Osage Nation Congress, tribal operations director and program directors; Prepare quarterly, semi-annual and final financial status reports for submission to funding agency's as required by contract/grants requirements.

The third contact for the Osage Nation proposed AmeriCorps Project: Healthy Futures will be Denise Sellers, Senior Grants Management Specialist, Osage Nation Office of Strategic Planning and Grants Mgmt. Ms. Sellers has worked in education for two different school districts and the Federal government's Office of Indian Education. She is the Senior Grants Management Specialist for the Osage Nation. She attended Haskell Indian Nations University for her Associates degree; the University of Missouri at Kansas City for her BA in Secondary Education/English and Kansas University for her MS Ed.

We also propose to have an outside evaluator who will evaluate our program based on the recommended practices as exemplified in the AmeriCorps State and National Programs Sample Evaluation Plan for an Independent Evaluation. We have chosen in developing an effective evaluation plan to utilize for our project the CDC's Framework for Program Evaluation in Public Health (1999) which is a guide to effectively evaluate public health programs and use the findings for program

Narratives

improvement and decision making. While the framework is described in terms of steps, the actions are not always linear and are often completed in a back-and-forth effort that is cyclical in nature. Similar to the framework, the development of an evaluation plan is an ongoing process. We may need to revisit a step during the process and complete other discrete steps concurrently. Within each step of the framework, there are important components that are useful to consider in the creation of an evaluation plan.

We feel by conducting an independent evaluation we can best know how to offer the best service, gain the respect of community partners, and offer a quality experience for the Ta-Wa AmeriCorps members. A primary feature of an evaluation plan is the identification of an Evaluation Stakeholders Group (ESW), which includes members who have a stake or vested interest in the evaluation findings, those who are the intended users who can most directly benefit from the evaluation (Patton, 2008; Knowlton, Philips, 2009), as well as others who have a direct or indirect interest in program implementation. Engaging stakeholders in the ESW enhances intended users' understanding and acceptance of the utility of evaluation information. Stakeholders are much more likely to buy into and support the evaluation if they are involved in the evaluation process from the beginning. Moreover, to ensure that the information collected, analyzed, and reported successfully meets the needs of the program and stakeholders, it is best to work with the people who will be using this information throughout the entire process.

Sustainability

Due to the majority of residents in Osage County working for or with the Osage Nation and so many programs within the counties linked together by common residential and health-related needs it has become commonplace to work together to solve the community problems. But we realize that a concerted effort must be made if we are to make real progress. Residents, tribal programs and community programs have worked together over the last few years.

The Osage Nation was instrumental in the establishment of the Osage County Community Partnership Board and has tribal members serving on the project. We propose to combine representatives from the coalition in creating the Osage Nation Ta-Wa AmeriCorps Healthy Futures Project. This initiative will make system-wide change to combat the effects chronic disease conditions and address the risk factors therein.

We have garnered wide-spread community support in the creation of a combined coalition with successful programs such as the Osage Nation Tobacco Prevention, which has worked to assist six

Narratives

Osage County School Districts become Tobacco Free, 33 businesses adopt a Tobacco-Free Policy, the Osage Nation become Tobacco-Free. Also the Osage Nation Head Start Program and WIC Program adopt system change within their interaction with the families and children they serve. Below is a listing of community partners as well as potential partnerships and linkages with other community programs and stakeholders to be created. We anticipate needing support from community partners in creating a sustainable multi-sectional, multi-jurisdictional, diversified coalition that will work together in creating Project: Healthy Futures.

We have access to experts in the areas of Strategic Planning, Infrastructure Changes, and evidence- and practice-based policy interventions. Participants will fill out monthly evaluation forms on the programs in which AmeriCorps members are assisting. These participants would be the elders, youth, literacy council workers, and healthy futures classes as well as the other offered courses. AmeriCorps members will be evaluated by their supervisor and or Director every six months. There will also be a yearly community assessment offered to all community members to have a chance to give feedback. The Ta-Wa AmeriCorps will also contract with an experienced AmeriCorps evaluator to assess our program.

The Osage Nation created within its Office of Strategic Planning & Grants Management a Compliance Officer whose job it is to ensure compliance with all federal grants. The Communities of Excellence Department under which this project is placed will report monthly to this office on its adherence to AmeriCorps rules and regulations.

A hardcopy of all AmeriCorps rules and regulations is kept on file within the Communities of Excellence Department and the Office of Strategic Planning & Grants Management. A manual for Ta-Wa AmeriCorps members is being developed which will address compliance issues specifically as it relates to prohibited activities. A copy of this manual will be given to all individuals associated with the running of the Project: Healthy Futures. All organizations taking part in this program will be asked to sign a MOU outlining what each party is responsible for and take part in an AmeriCorps orientation focusing on history of CNCS, and AmeriCorps rules and regulations.

Upon the awarding of this grant to the Osage Nation there will be an orientation for the compliance manager on AmeriCorps rules and regulations. The Director of the Communities of Excellence will be responsible for programmatic orientation, and providing for training and technical assistance, and programmatic portions of compliance at each site and well as monitoring and oversight of service sites. There will be heavy usage of the National Corporation's Forms library, the Resource Center, as well as all material from the CNCS web site.

Narratives

Cost Effectiveness and Budget Adequacy

Cost Effectiveness and Budget Adequacy

The proposed project budget is deemed to be adequate to support and build the Osage Nation Project: Healthy Futures for the Ta-Wa AmeriCorps members to ensure the success of the goals and objectives of the project. The Osage Nation will provide for all cash match of and 99% of all in-kind in support of this project. Pawhuska Literacy Council, Inc is also donating at this time a set agreed amount of in-kind services. We have received additional verbal agreements for in-kind services from community supporters and stakeholders beyond the 24% required match. A formal MOU with community partners will be established when the Osage Nation Project: Healthy Futures begins. These will be documented and recorded to ensure we always stay above the required match. The cost-effectiveness of the project is believed to be in-line with the goals and plans of the project. As part of the evaluation plan a cost-effective analysis will be conducted in each year of service. We Stand at 15.14/MSY and request cost waiver for reasons below.

Cost Waiver

We request a cost/MSY waiver as a tribal nation of up to \$15,500.00. We serve a resource-poor community, Osage County/Reservation is the fourth largest county in the US. There is no public transportation, no higher education facilities, and has no large industry at all. The tribe is the largest employer with the county being the second largest employer. The recession has hit the country hard and Indian country is no different. The ability to access fresh fruits and vegetables from major grocery store is made difficult with the lack of transportation. At this time there are no Farmers Markets in Osage County. There four small grocery stores which consistently have higher than average prices for fresh food products. Accessing correct and vital health education information is made very difficult in rural Osage County/Reservation with the lack of DSL or internet service. Most individuals use IHS in Pawhuska or travel out of county to Tulsa, Ok or further for medical assistance.

Osage County finally opened a Health Department in 2006 after going well over 55 years without a county office. It is still in the process of building up to capacity to serve the residents of Osage County/Reservation. There are no large philanthropic or corporate resources in Osage County. We have to compete with organizations out of other counties such as Tulsa.

Evaluation Summary or Plan

N/A

Amendment Justification

Narratives

N/A.

Clarification Summary

N/A.

Continuation Changes

N/A.