



**RESOLUTION OF THE GOVERNING BODY
OF THE
THREE AFFILIATED TRIBES
OF THE
FORT BERTHOLD INDIAN RESERVATION**

A Resolution entitled, "Memorandum of Understanding, which encompasses provisions of related documents, between the Three Affiliated Tribes and Casey Family Programs.

WHEREAS, This Nation having accepted the Indian Reorganization Act of June 18, 1934, and the authority under said Act; and

WHEREAS, The Three Affiliated Tribes Constitution authorizes and empowers the Mandan, Hidatsa & Arikara Tribal Business Council to engage in activity on behalf of and in the interest of the welfare and benefit of the Tribes and of the enrolled members thereof; and,

WHEREAS, The Tribal Business Council wishes to expand the resources developed through the working relationship between the Casey Family Programs and the Three Affiliated Tribes; and,

WHEREAS, The Three Affiliated Tribes and Casey Family Programs, a private operating function, have worked together to provide services that promote the safety and well being of children and families since inception of a sound working relationship in 1984; and,

WHEREAS, The Tribal Business Council wishes to pursue the development and strengthening of the Tribes' core technical expertise and capacity and resources needed to sustain its own child welfare agency that provides holistic, family-centered services, promotes the safety and well being of children and families, while honoring the culture, values and spirituality of its people; and,

WHEREAS, The Tribal Business Council sanctioned its support, by Resolution No. 03-183-RP, of the interest and willingness of Casey Family Programs to enter into an Agreement through a Memorandum of Understanding with the Three Affiliated Tribes, to transfer personnel and facilities to the Tribe; and,

WHEREAS, The Tribal Business Council authorized the Programs Manager and Tribal Social Services Director to enter into negotiations with Casey Family for the development of a Memorandum of Understanding and related documents for review by the Tribes' Legal Department and submission to the Tribal Business Council for consideration; and

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Executive Summary

This Transformation Plan describes the specific transformation process that will occur through a Tribal Investment to the Three Affiliated Tribes (TAT), i.e. the Mandan, Hidatsa, & Arikara Nation, by the Casey Family Programs (CFP). The purpose of the transformation is to enhance the current TAT Social Services/Child Welfare department, to plan for the transfer of CFP resources to the TAT and to plan for the integration of the CFP families into the Tribal System of Care (SOC). Specifically, there are two primary goals. Goal I: is to ensure high-quality, culturally-appropriate services that support, promote and strengthen wellness, permanence and safety for children, youth and families of the MHA Nation. Goal II: is to plan for a sustainable, culturally-appropriate Human Service System utilizing System of Care (SOC), Family Resource Center (FRC) model, and wraparound process.

The TAT Transformation Plan is the result of a year long planning process that builds upon previous planning efforts including the TAT Five Year Comprehensive Plan for Children and Family Services and other initiatives that began capacity building for children and family services on Fort Berthold. There has been much discussion about the critical needs of TAT children and families. In 1995, the Child Welfare League of America finalized a State legislative commissioned report on the status of North Dakota children. It confirmed what Tribal Providers already knew... there was a crisis in Indian Country in North Dakota. The dismal socio-economic statistics of Tribal children living on ND reservations was completely opposite compared to the rest of the State's children.

who ranked as one of the top three states in children's well-being indicators. Thus a conscious movement began to address the needs of tribal children and families.

It became evident throughout the planning, that reform of the service delivery system for children and families must occur. Tribal children and families are faced with a multitude of risk factors; culturally-inappropriate services; a deficit model approach; lack of services and supports; lack of community and parent involvement; and fragmented and limited community based services. There is a need to integrate professional services and supports into the culture and natural supports of tribal families and a need to build a solid foundation and infrastructure for Tribal Human Services.

The Transformation plan identifies and explains the approach, structure, service delivery design to address the challenges and needs of the community. A culturally-competent, comprehensive System of Care (SOC) framework and philosophical approach will be promoted and nurtured through this Transformation Plan. The SOC values are:

- 1.) **Child centered and Family focused**, with the voice of the family dictating the type and mix of services
- 2.) **Community based**
- 3.) **Culturally competent** and responsive to the cultural, racial and ethnic differences.

The SOC care is guided by the following principles: 1.) comprehensive services and supports; 2.) individualized plans of care; 3.) Least Restrictive, Natural Environment that is clinically appropriate; 4.) Comprehensive Family Involvement in planning and delivery

of services; 5.) integrated and coordinated services; 6.) Flexibility as Needs Change; 7.)

Early identification; 8.) Transition to Adulthood; 9.) Protection of Family and Child rights; and 10.) Responsive to Family culture.

The Family Resource Center (FRC) Model will be the structure for the services and supports to be accessed. It can be structured in whatever manner families, community members and key stakeholders believe will meet their needs. Its advantage is there is one central geographic location for “one stop shopping” so that families do not become discouraged and stop seeking services. The delivery of services will be enhanced by the use of the wraparound process. The ten essential elements of Wraparound are:

- 1.) Based in the community
- 2.) Services and supports are individualized and built on strengths.
- 3.) Culturally competent
- 4.) Families are full and active partners
- 5.) Team Driven
- 6.) Flexible approaches and flexible funding
- 7.) Balance of formal and natural supports
- 8.) Unconditional Commitment
- 9.) Integrated, coordinated and collaborative
- 10.) Outcomes must be measured.

The TAT will develop the necessary infrastructure, processes and capacity to sustain the enhancements to the TAT Social Services/Child Welfare (SS/CW). This will be accomplished by expanding TAT’s SS/CW ability to maximize third party reimbursements, access federal and other funding sources and developing an effective Management Information System. The Financial Sustainability Plan identifies how staff enhancements can be continued after the life of the CFP Tribal Investment and a description of the potential funding sources. Further, a quality assurance component will be developed, community and staff training needs will be identified, a staff development

and training plan will be developed and enhanced child protection services will be part of the Transformation plan. The transformation plan is expected to result in improved practice, policy and informed decision making for the Tribal SOC.

Goal II of the Transformation plan recognizes the need to continue planning for the SOC and will result in a comprehensive plan for a Tribal Human Service System. The Transformation plan will be strengthened by the “*Medicine Moon Initiative*”, a cooperative agreement funded by the Department of Health & Human Services (DHHS) Administration for Children and Families (ACF) to enhance Child Welfare through development and implementation of SOC. It will coincide and integrate the proposed Tribal contracting of the local Indian Health Service (I.H.S.) mental health division and other future opportunities. At the end of the Transformation period in December 2004, a comprehensive strategic plan for a *Shared, Tribal Vision for Human Services* will be developed. The TAT-CFP partnership, through this Transformation Plan, will “***Begin a Journey to Forge a New Beginning!***”



WHEREAS, The Tribal Business Council believes that the provisions of the Memorandum of Understanding and related documents fulfills its intent to provide a continuum of child welfare services on a sustainable basis,

NOW THEREFORE BE IT RESOLVED, That the Tribal Business Council of the Three Affiliated Tribes of the Fort Berthold Reservation fully supports and sanctions the development of and provision for a continuum of child welfare services on a sustainable basis;

FURTHER, BE IT RESOLVED, That the Tribal Business Council of the Three Affiliated Tribes of the Fort Berthold Reservation, having considered a Memorandum of Understanding which encompasses provisions of related documents, all of which have been reviewed by the Tribes' Legal Department, elects to enter into such Agreement with the Casey Family Program,

FINALLY, BE IT RESOLVED, That the Tribal Business Council of the Three Affiliated Tribes of the Fort Berthold Reservation authorizes the Chairman of the Tribal Business Council to ensure the implementation of the Memorandum of Understanding which encompasses provisions of related documents, in a manner beneficial to the safety and well being of children and families.

CERTIFICATION

I, the undersigned, as Secretary of the Tribal Business Council of the Three Affiliated Tribes of the Fort Berthold Indian Reservation hereby certify that the tribal Business Council is composed of seven (7) members of whom five (5) constitute a quorum, 7 were present at a Regular Meeting thereof duly called, noticed, convened and held on the 9th day of October, 2003, that the foregoing Resolution was duly adopted at such meeting by the affirmative vote of 6 members, 0 members opposed, 0 members abstained, 1 members not voting, and that said Resolution has not been rescinded or amended in any way.

Chairman Voting. [] Not Voting.

Dated this 9th day of October, 2003.

[Signature]
Acting Executive Secretary, Randy Phelan M.P.
Tribal Business Council

ATTEST:
[Signature]
Chairman, Tex G. Hall
Tribal Business Council