

## MEMORANDUM

To: Policy Board Members and Alternates

From: Robert D. Miller, Director

Date: June 21, 2006

Subject: American Indian Phase II Neighborhood Action Plan

---

The Metropolitan Urban Indian Directors (MUID) is submitting their Phase II NRP Neighborhood Action Plan on behalf of the American Indian Community of Minneapolis. In Phase I, the American Indian Plan was submitted as part of the Phillips Neighborhood Action Plan. At that time the American Indian population was heavily concentrated in the Phillips Neighborhood. Since then the American Indian population has been dispersed throughout the city. In addition, the Phillips neighborhood has become four new independent neighborhoods within the Phillips Planning Community. The allocation the American Indian community received was based on the American Indian population of all of the Minneapolis neighborhoods. For administrative purposes, the plan is being submitted by MUID.

The American Indian NRP Phase II NRP Neighborhood Action Plan requests a total NRP appropriation of \$537,208.00. This is consistent with the allocation approved for the American Indians by the Policy Board on April 19, 2004. A draft of this plan was circulated electronically to public staff in May 2006. Responses from staff members have been incorporated into this final version of the plan.

The American Indian Phase II NRP Neighborhood Action Plan was approved by the full American Indian Community at a Metropolitan Urban Indian Directors meeting of March 14, 2006. The Phase I review was submitted to the NRP Policy Board at its July 21, 2003 meeting. The Phase II Participation Agreement was approved on June 24, 2004.

The Metropolitan Urban Indian Directors conducted surveys and focus groups with the many tribal members that live in Minneapolis. Based on the outcome of this data gathering, the decision was made to invest in projects that have significant support from the American Indian Community and where the identified need is the greatest. The Phase II plan devotes 87.23% of its plan to two housing development projects with the remainder going to programs that support those projects.

Based on the actions of the American Indian community, the results of the distribution to public staff and the request of the American Indian community, I recommend that the Policy Board adopt the following resolution:

**WHEREAS:** On April 19, 2004 the Minneapolis Neighborhood Revitalization Program (NRP) Policy Board (“Board”) approved a Phase II allocation for the American Indians of \$537,208, based on the Phase II revenues projected for NRP;

**WHEREAS:** The MUID group conducted a Phase II planning process that began in the summer of 2004 and has submitted an American Indian NRP Phase II Neighborhood Action Plan that requests a Phase II allocation of \$537,208;

**WHEREAS:** The American Indians have allocated at least 70% of their Phase II Neighborhood Action Plan to housing programs, projects, services and activities;

**RESOLVED:** That the Minneapolis Neighborhood Revitalization Program Policy Board (Board) hereby accepts and adopts the American Indian Phase II Neighborhood Action Plan;

**RESOLVED FURTHER:** That the Board hereby authorizes the Director to request that the City Council and Mayor: [a] approve the American Indian NRP Phase II Neighborhood Action Plan, and specifically those parts of the Plan that fall under City jurisdiction, for their Phase II allocation of up to \$537,208; [b] amend the 2006 General Appropriation Resolution to increase the Fund CNR0 (NRP Fund) appropriation by \$268,604 from existing fund balance for implementation of the approved Plan; [c] authorize the appropriate City officers to refer \$53,721 to the 2007 budget and to reserve the remaining \$214,883 for Plan implementation in a reserve account within Fund CNR0 for future years expenditures on the approved Plan provided that no more than 70% of the amount approved for the Plan (\$376,045) shall be obligated in the first three (3) years after approval of the Plan; and [d] authorize the appropriate City officers to enter into any contracts or agreements necessary to implement the Plan and the activities above.

**The American Indian Neighborhood  
Action Plan for Phase II.**

**Submitted by JoLynn Shopteese  
Implementation Coordinator  
On behalf of the  
Metropolitan Urban Indian Directors**

## TABLE OF CONTENTS

Page 3.....	Introduction to the American Indian NRP Plan
Page 8.....	The American Indian NRP Plan Goal 1, Objective 1, Strategy 1
Page 11.....	The American Indian NRP Plan Goal 1, Objective 1, Strategy 2
Page 17.....	The American Indian NRP Plan Goal 1, Objective 2, Strategy 3
Page 18.....	Appendix A – Survey Instrument
Page 19.....	Appendix B – Survey Results
Page 22.....	Appendix C – Funding sources for WON Eagles Flight Shelter

## Introduction to the American Indian NRP Action Plan

The Neighborhood Revitalization Program (NRP) emerged as a response to growing concerns in the mid-to-late 1980's regarding growing blight, crime, the decline of the public schools, and the flight of the city's middle class to Minneapolis' suburbs. In 1990 the Minnesota state legislature and the Minneapolis City Council established the NRP and dedicated \$20 million a year for twenty years to fund its activities in the city's eighty-one neighborhoods. This money comes from the city's tax increment districts. NRP is governed by a joint powers agreement between five jurisdictions: the City of Minneapolis, Hennepin County, Minneapolis Public Schools, Minneapolis Park and Recreation Board, and Minneapolis Public Library. The authorizing legislation was notably flexible, though it did specify that 52.5 percent of all NRP funds had to be spent on housing programs and related activities. Phase I occurred from around 1990-2002. Phase II now begins.

During Phase I, the American Indian Plan evolved out of the Phillips Neighborhood Plan. The American Indian Plan for the Neighborhood Revitalization Program began to emerge in July of 1993. The American Indian NRP plan was developed and submitted separately from the People of Phillips NRP plan because of the unique legal and political status of American Indians and because the Indian community has historically been underserved by city, state and federal agencies. The American Indian Plan focused on constituents within the Phillips Neighborhood and participating organizations physically located inside the Phillips neighborhood boundaries. At the July, 1993 public hearing, the following vision of the American Indian people in the Phillips Neighborhood was articulated:

To build a community where each person has the opportunity to improve their quality of life while living in a safe, harmonious, multi-cultural environment, and where all family members can enjoy a neighborhood that is safe to life, work, and play.

Though the American Indian population will no longer be a part of the Phillips plan, as the Phillips neighborhood that existed in 2000 has since been sub-divided into 4 separate neighborhoods, the vision of the American Indian neighborhood stays the same. The NRP Program has made an exception to the NRP Program guidelines to allow the MUID (Metropolitan Urban Indian Directors) group to be the representative voice for American Indians throughout the city of Minneapolis.

In the 1990 census, the questions regarding race asked for participants to "fill one circle for the race that the person considers him/herself to be." Therefore the census for the Native American population of the Phillips neighborhood was 23%, a significant amount of people. The 2000 census question was stated differently, "mark one or more races to indicate what this person considers him/herself to be." This resulted in a dramatically different result of a 12% Native American population in the Phillips neighborhood. Since the survey questions are worded differently on the census, it shows that many Native Americans have dispersed to other areas in Minneapolis. For this reason, the Metropolitan Urban Indian Director's (MUID) group, the governing body of the American Indian Plan, submitted a resolution to the NRP staff requesting "The American Indian Chapter of the NRP will not be associated with or declared as a geographical area for Phase II of NRP." This is a natural progression from the Phase I activities, the success of Phase I, the needs of the diasporadic American Indian community, and the unique political status of American

Indian People. Because of this, the NRP Policy Board unanimously voted to acknowledge the American Indian population of Minneapolis as its own neighborhood, not associated with or declared by a geographical area. Therefore, boundaries of the American Indian Neighborhood (AIN) cover the entire American Indian Population in the City of Minneapolis. The AIN was allocated \$537, 208 for Phase II. In Phase II, it was mandated that 70% of all NRP monies must be spent on housing or housing related activities.

Looking at the AIN of Minneapolis paints a dramatic picture. The 2000 census reports, there are 8, 378 American Indians living in Minneapolis. While each neighborhood is different, many characteristics are the same; homelessness, poverty, unemployment, and many other factors can be found at any given time in any neighborhood. The AIN is no different. According to the American Indian Families Project, a program funded by developed and funded by Hennepin County, The quality of life American Indians experience is a shared responsibility between individuals, families, communities and stakeholders.

American Indian children are more likely than children of any other race or ethnic group to be raised by a non-relative or by a relative other than a parent. Single women parents with children under the age of 18 make-up more than 40 percent of American Indian families. The American Indian community has a greater percentage of families living in poverty than any other race or ethnic group. Twenty-five percent of Hennepin County's American Indian population lives in the suburbs, compared with 65.7 percent of the total population. Slightly less than a third of all American Indian adults do not have a high school diploma or its equivalent. American Indians are overrepresented in the corrections system in relation to their representation in the total Hennepin County population. This holds true for both juveniles and adults, but is especially true for American. Furthermore, the American Indian Families project paints this picture, Indian women. American Indian families in Hennepin County experience across-the-board disparities in conditions of well-being when compared with the general population. As these interrelated disparities are experienced from conception to old age, isolated efforts to change or improve such conditions will have little lasting effect.<sup>1</sup>

According to the Second Report compiled by the American Indian Families Project, *An In Depth Look at American Indian Families in Hennepin County*,

Although the American Indian community has experienced some improvements over the past decade, much still needs to be done to address the disparate conditions of well-being that many American Indian people experience. Together, with shared energy, resources and understanding, the challenges facing American Indian families in Hennepin County can be greatly diminished, if not eliminated. The quality of life American Indians experience is a shared responsibility between individuals, families, communities and stakeholders. Understanding the relationship between the disparities and successes increases the understanding and desire for shared solutions. All families in Hennepin County are directly, or indirectly, affected by the well-being of American Indians.<sup>2</sup>

There is also a huge impending crisis of homeless in the American Indian Community in Minneapolis,

Homelessness is a vicious cycle. It generally results when an individual is unable to meet their basic needs such as finding a stable job with sufficient income, being free from chemical dependency, and having affordable housing. However, once a person is homeless, being homeless limits their ability to find a stable job, to secure housing, to maintain their health and so forth. American Indians are overrepresented in the homeless population in Hennepin County. According to a study completed by the Wilder Research Center (2000), American Indians made up 7.6 percent of all people in the seven county metro area living in emergency shelters, battered women's shelters, transitional housing or on the street. Among those living on the street, 26.8 percent were American Indian.<sup>3</sup>

Homelessness, youth, and loss of culture are three areas of great concern for the AIN. In January 2004 a steering committee was formed, from members of MUID in order to better tackle these. After many meetings, this steering committee decided that a survey should be done to determine what the community felt were the most pressing needs that were not being met. Areas of focus were determined by the Steering Committee: Community Safety, Housing, Culture, Job Training, and Economic Development. Surveys were distributed to all American Indian non profits and agencies in Minneapolis, as well as emailed to about a hundred participants. One hundred and twenty five surveys were returned. Results were compiled and presented at two meetings. One was held at the Minnesota American Indian Chamber of Commerce. The other was held at Little Earth of United Tribes. While all of the focus areas of the survey were important, there was a consensus of concern surrounding American Indian youth, loss of culture, and homelessness.

Table 1. Culture needs identified by respondents, 2005

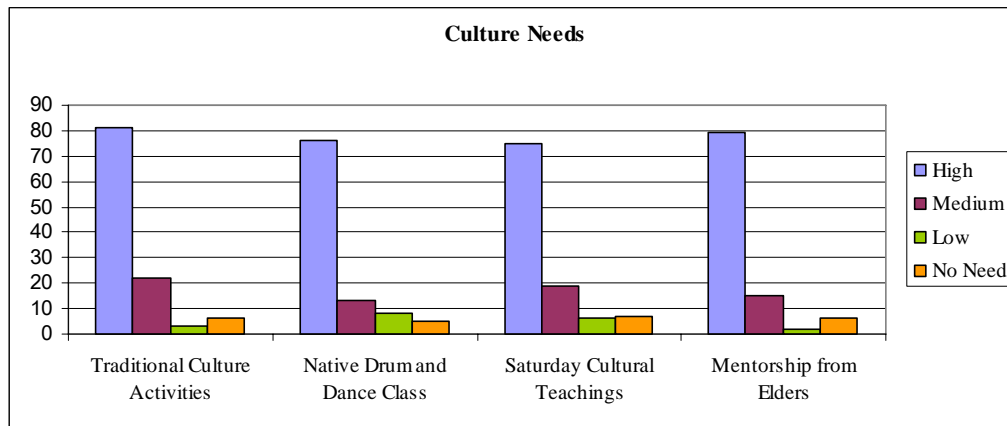


Table 2. Needs used by American Indian youth as defined by respondents.

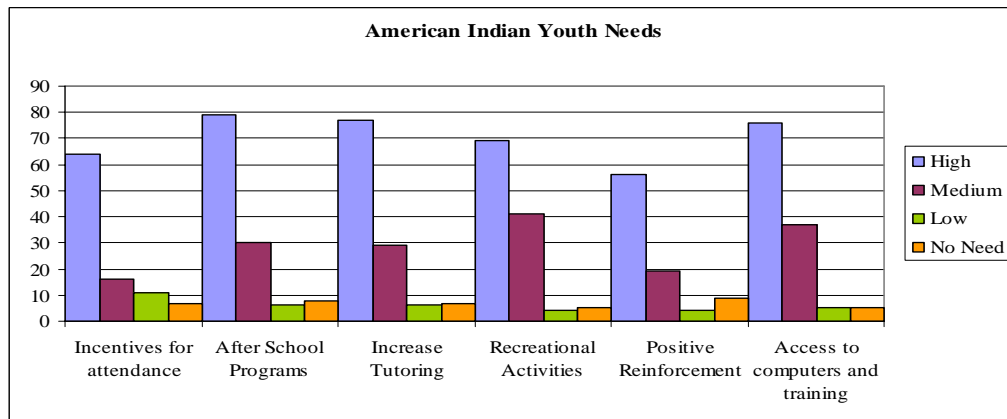


Table 3. Community Safety Needs

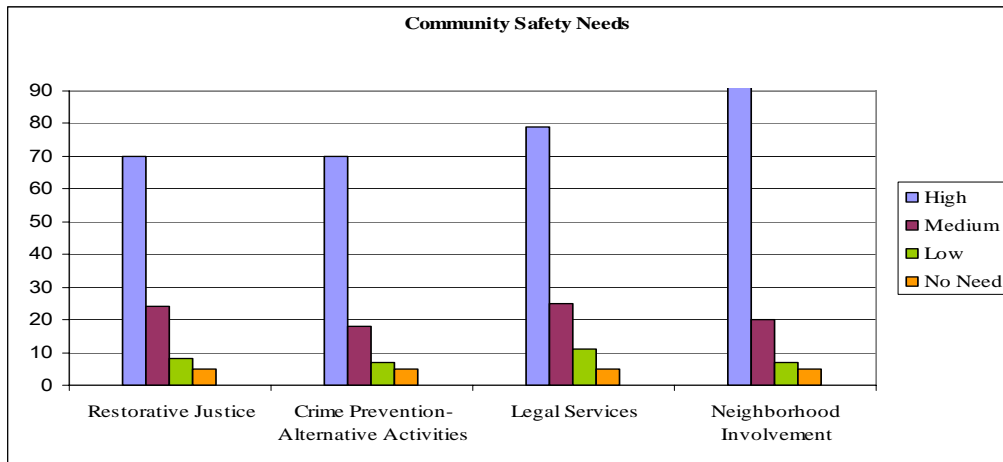
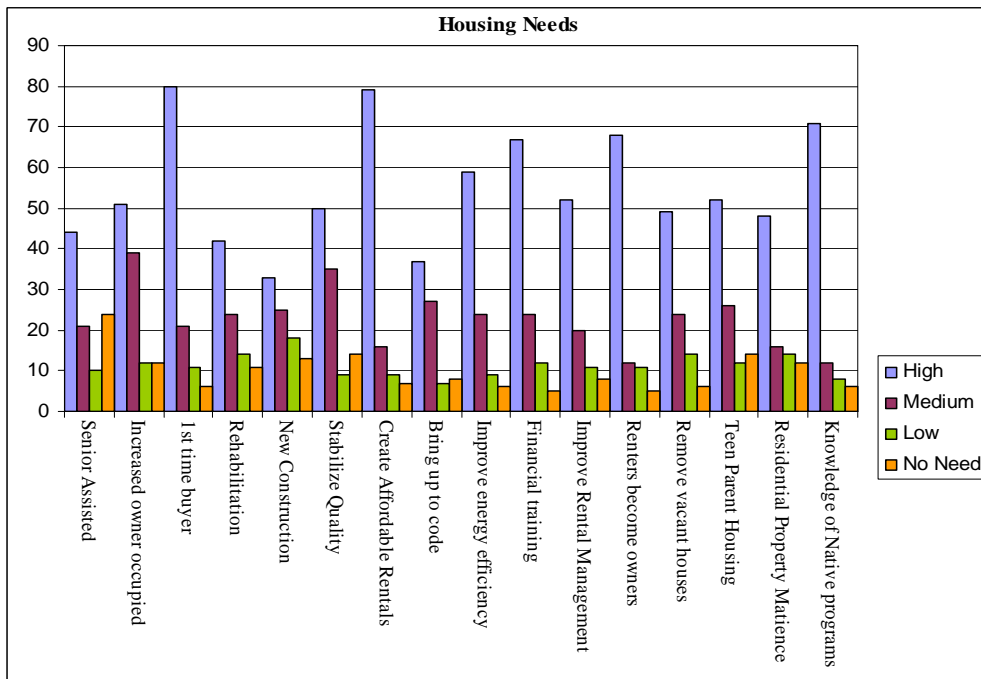


Table 4. Housing needs as identified by respondents.



Many AIN steering committee meetings were conducted to gather ideas on how to use the community's feedback and address some of the main areas of concern that were identified. With the growing community concern on youth, gangs, and the loss of culture, the decision was made to concentrate on addressing these issues. Crime and violence occur with far greater frequency in the American Indian communities. There are now 36 gangs operating in local areas. The average life expectancy of a gang member is 23 years. The causes of this increase in gangs are systematic and multiple, racial history, poverty, government education, and numerous other cultural and economic factors. This sense of family and belonging can be created in other ways and the AINRP wanted to put it monies forth to



create this. Estimating conservatively, from 1,600 to 2,900 American Indian youth are homeless sometime during a year in Minnesota; this equals about 70 on any given night.<sup>4</sup> About 13 percent of youth homeless in the Twin Cities are American Indian, far outstripping the 2 percent they comprise of the general youth population.<sup>5</sup> Homeless youth in the Cities are more likely to have been physically abused, have children, need to see a dentist, been homeless more than a month, lack medical coverage, and have a parent or guardian who would allow them to come home.<sup>6</sup> The Phillips community, for example, expresses a need for supervised youth activities outside school, culturally specific youth programming, and educational mentoring.<sup>7</sup> The Phillips Community Crime Prevention Initiative particularly recommends youth housing, strong cultural/spiritual/bilingual program components, and an informed hub for neighborhood and peer outreach.<sup>8</sup>

Hennepin County has a little more than 1,000 youth that are considered “permanency youth.” Sixty-four percent of these are in long term foster care without termination of parental right. The other thirty six percent have experienced termination of parental rights and are now considered ward of the state. Of this thirty six percent, roughly one-third of the youth will experience one or more significant disruptions in placement. These youth are either on the run or are in an emergency shelter setting. These “disruptions” can last anywhere from 1-77 days. This lack of placement permanency had numerous adverse affects on the youth. Statistically American Indian youth make up the second largest group of youth in long term foster care. Additional services for this population have long been recognized as a great need by local government and several national entities. The majority of American Indian State Wards and long term foster care youth are males, ages 13 and up. Many have a history of felonies and/or misdemeanor offenses. Most also have a learning disability, SED, are chemical dependent or are emotionally disturbed. The overall lack of services that they receive makes their likelihood of being self-sufficient adults very low.

The issue of American Indian teen homeless was the subject of many discussions. The idea came forth to create a homeless American Indian teen shelter. This shelter would address the need of a stable place where homeless teens could go, getting them off the streets and out of a life of downward spiral towards drugs, alcohol, and possible jail. This shelter must have substantial cultural activities and educational opportunities to reiterate the importance of the American Indian culture and beliefs for these youth to be successful. At the At the February 8, 2005 MUID Meeting, a resolution was passed to combine the housing and program dollars to serve a single purpose, that purpose being an alternative housing program to serve homeless Indian youth.

Two agencies stepped forth, willing to take on the large task of creating such a shelter; The Division of Indian Work and Women of Nations. The Division of Indian Work (DIW) already has a program that fits much of the needs brought forth by the community. But they want to expand it to another home. This program is called the Healing Spirit House. Women of Nation’s will build a shelter, Eagle’s Flight Shelter for Teens, using NRP dollars to leverage other monies. The AIN will fund these two organizations, splitting the NRP dollars in half, give \$268,604 to each agency, with a mandate of 70% of the funds going to housing.

The NRP Action Plan  
Neighborhood Goal, Objective and Strategies:

GOAL 1: Work together to change systems that justify violence and harm the American Indian community.

OBJECTIVE 1: Combine housing and program dollars to create an alternative housing program to serve homeless Indian youth.

STRATEGY 1: *Support the Women of Nations (WON) plan to build Eagles Flight Center for homeless teens.*

**NRP Resources:**      **2007=\$53,721**  
                                 **2008=\$53,720**  
                                 **2009=\$161,163 (30% hold-back)**

Contract Manager: Hennepin County/CPED

City Goal Addressed by this strategy: Promote public, community and private partnerships to address disparities and to support strong, healthy families and communities.

*Benefits of The Eagle's Flight Shelter for Teens will occur through the invitation and participation of the Strategic Planning Committee and their circle of common stakeholders. Over time the Minneapolis American Indian Community will see youth education and health improve. The shelter will contribute to lower city, county, and state corrections, enforcement, and health care costs. Overall community crime rates should decrease and community pride should increase.*

Founded in 1982 by four women from the American Indian Community, Women of Nations (WON) began as a community advocacy program to provide support for American Indian and other battered women, their children, and family members as appropriate. Its mission also incorporates education the public and systems change to create a society where violence is not accepted. Today, WON is one of the state's largest shelters. In the fiscal year 2004, WON provided safe housing for 585 women and 377 kids. The development, building, and carrying plans for an American Indian teen shelter is not something WON takes lightly. It is the natural outgrowth of their emphasis of community relationships and the importance of working together to change systems that justify violence and harm the American Indian Community. The plan for developing the Eagles Flight Shelter for Teens is an aggressive one, but completely attainable:

By the end of 2008, Women of Nations will have an operational teen shelter, The Eagle's Flight Shelter for Teens for American Indian teens, male and female, age 13 to 18. Boys and girls each would be supervised in gender group; within each group would be age-appropriate programming. The haven is to meet Minneapolis American Indian population needs while offering connection and wisdom from elders. Teens will be able to reach the

shelter through a toll-free number and an interactive web site offering online advice. The site will also offer teen-community drop-in functions; it will be a community cultural touchstone where elders will also have their own space.

It will take approximately two years in order to properly plan for, acquire a shelter site, and begin operations. Goals must be met in deliberate, sequential yet overlapping phases:

1. Strategic Planning and Business Planning Phases: (6 to 8 months) overseen by WON Executive Director and the strategic planning consultant. WON will hold a minimum of four community stakeholder meetings.
2. Design Phase: (6-12 months) Creating and building, budget, and operational plans. Overseen by WON Executive Director, the strategic planning consultant and WON facilities supervisor.
3. Capital Campaign Phase: (18 months- ongoing) Raising \$4.1 million. Overseen by the Capital Campaign fundraiser, WON Executive Director, the strategic planning consultant, and WON facilities supervisor.
4. Community Consultant and Advocacy Phase (3 to 6 months). Overseen by WON Executive Director, the strategic planning consultant, and the Strategic Planning Committee (including a teen advisory group)
5. Acquisition Phase (6 to 8 months): Purchasing land and building or renovating in order to create Eagle's Flight Shelter for Teens. Overseen by WON Executive Director, WON facilities supervisor, and the Finance Committee reporting to WON Board.

#### Long Term Funding Strategies for Eagle's Flight Shelter for Teens:

The Minnesota Housing Finance Agency (MHFA) has indicated it will be a partner (WON has a current funding relationship with them.) WON will kick off a Capital Campaign in order to raise \$4.1 million. Monies will be sought from National and MN Foundations, state, federal, county, and government funding streams, as well as Minnesota Tribal Governments. Matching Funds and grants will be submitted.

Evaluation:

1. Success will mean meeting the Aggressive Timeline and seeing the Eagle's Flight Shelter for Teens operational and celebrated by the American Indian Community.
2. Changes will be measurable in terms of seeing Strategic Planning Committee attendance and progress, the Capital Campaign being successful and complete, and the shelter site and acquisition being acquired.
3. Strategic Planning advisory Committee members will assess community and constituent input. Consultants will assess, summarize, and communicate the work of the Strategic Planning Advisory Committee. WON Executive Director will evaluate the work of key project development staff consultants. WON executive supervision of the project is accountable to the WON Board of Directors.
4. WON would share evaluation results from planning and institution the teen shelter with all stakeholders, in various forms of the Strategic Planning Committee, the Minneapolis Community, and WON Board of Directors. Some results may be used for distribution to the

news media, or prospective funders. These results primary use will be for the implementation of Eagle’s Flight Shelter for Teens and begin its operation.

**Women of Nations  
Eagle’s Flight Shelter for Teens**

<b>Sources</b>	NRP Funds	Financing/Fundraising
	\$268,604	\$4,368,000
	\$268,604	\$4,368,000

<b>Uses</b>		
<b>Admin Costs</b>		
Facilities Supervision	\$7,500	
Human Resources	\$5,000	
Project Coordinator	\$40,000	
Taxes and Fringe	\$9,300	
Meeting Expense	\$3,000	
Mileage and Parking	\$1,500	
	\$66,300	

<b>Consultants</b>		
Strategic Planning	\$8,500	
Community Consultant	\$7,759	
Architect	\$10,000	\$150,000
Capital Campaign		\$130,000
	\$26,259	\$180,000

<b>Permits and Taxes</b>		
Permits		\$6,500
City Fees (Development)		5000
Environmental Fees		\$3,500
Broker Fees		\$15,000
Title Fees		\$1,200
Closing Costs		\$11,000
Legal Fees		\$20,000
		\$62,200

<b>Building</b>		
Building	\$35,045	\$3,464,955
Land	\$75,000	
Contingency 15%	\$66,000	\$525,000
	\$176,045	\$3,989,955

STRATEGY 2: *Support the Division of Indian Work (DIW) Healing Spirit House to establish a facility to assist Indian teens transitioning out of foster care.*

**NRP Resources: 2006 = \$268,604**

Contract Manager: Hennepin County/CPED

City Goal Addressed by this strategy: Promote public, community and private partnerships to address disparities and to support strong, healthy families and communities.

The second organization to provide a teen shelter is the Division of Indian Work's Healing Spirit House. The DIW is the oldest direct service organization serving American Indians in the Twin Cities. With a mission of "empowering American Indian people through culturally based education, counseling, advocacy, and leadership development," DIW is a place rich in history and success. Established in 1952 by ecumenical church leaders who wanted to assist American Indian families relocating to the Twin Cities from reservations, DIW realizes that American Indian families need a connection often forgotten by today's society. Currently DIW operates five programs; Teen Indian parents program, horizons unlimited, family violence program, youth leadership development, and the Healing Spirit House. The DIW's fifty year history in Minneapolis had resulted in strong community relationships with most of the other American Indian organizations in the American Indian Community.

Nowhere in DIW's programs is the importance of culturally appropriate support more evident than in the Healing Spirit House-a program offering foster care to Indian youth and licensing American Indians to provide foster care. The Healing Spirit House, opened in 2003 provides a safe, drug free and alcohol free environment where youth can learn to be a part of a family and their community, and where they will have one permanent home until they reach adulthood. American Indian staff coordinate education and vocational services, health care, and mental health care for its residents. Most importantly, the Healing Spirit House provides what has long been missing from their disrupted lives: cultural connection. It is in this respect that the Healing Spirit House is different than any other foster care program.

Currently the Division of Indian Work operates a neighborhood home for American Indian foster children called, The Healing Spirit House. American Indian male youth between the ages of 13 and 17 who are considered wards of the state and/or are court ordered to long-term foster care are eligible to be in the Healing Spirit House. All residents of the Healing Spirit House receive valuable guidance and skills that will prepare them for independent living. A child who grows up in the foster care system does not have the consistency, relationship, or education that keep them from becoming homeless, involved in criminal behavior, or involved in negative behaviors. The combination of these services and the activities listed below will help youth to better prepare themselves and to make healthy and

positive choices in their lives facilitated by their knowledge, connections, relationships, and strong cultural base.

Residential: Youth will be provided with a safe, positive, drug, tobacco, and alcohol free environment to which they can always return. The residence, staffed by experienced, trained, committed, supportive staff will be a place where these youth can learn to be a part of and participate in a family/community setting.

The residence will be designed like any other “typical” home and not like a facility. Youth will be able to feel like they are part of a family and live in a “real” home. The residence will have the usual components of a house (bedrooms, kitchen, living room, bathroom, etc) with no office space on site. Offices will be at the Division of Indian Work building. Living in a home environment rather than a facility like environment will help the youth feel comfortable with their surroundings. The Division of Indian Work will operate the house wholly and will be making arrangements to purchase the home in 1-2 years. Staff for the program consists of a house parent, program assistant, support staff, relief staff, program director, and executive director.

Success of the residential component will be determined by whether or not the youth stay in this placement, whether or not they are discharged and whether or not they run away. The quality and safety of the residence will also be assessed by the youth’s success in other areas, which will be an indicator of whether or not they feel safe in their living arrangements.

<b>Residential Safety and Stability Outcome Indicators</b>	<b>Residential Safety and Stability Method of Data Collection</b>	<b>Residential Safety and Stability Performance Targets</b>
<ol style="list-style-type: none"> <li>1. Number of Substantiated Maltreatment Findings</li> <li>2. Number of Critical Incidents</li> <li>3. Number of youth discharged from program</li> <li>4. Number of youth who run away and how often</li> </ol>	<ol style="list-style-type: none"> <li>1. State and County Reports</li> <li>2. Client Files</li> <li>3. Critical Incident Reports</li> <li>4. Resident Discharge Reports</li> <li>5. Client Files</li> </ol>	<ol style="list-style-type: none"> <li>1. Zero Findings</li> <li>2. Zero Critical incidents</li> <li>3. All youth discharged with department approval</li> <li>4. 50% reduction in number of unapproved absences</li> <li>5. Youth stay until they age out of foster care</li> </ol>

Educational and Vocational. Educational and Vocational Staff of the program will coordinate the educational and vocational services. Services will include facilitation of school enrollment, school attendance, and academic achievement. Goals regarding the youth’s education will be part of the case plan. The staff of the program will work with the youth to set these goals.

Educational assessments will be done to ensure youth are enrolled in a school appropriate to their needs. This will help ensure their continuity in their education. Assistance in tutoring will be offered through other programs in the American Indian Community. As youth near the completion of secondary education, adjustment to goals will be made to accommodate post-secondary education plans. Staff to the programs will help youth prepare by informing them of post-secondary options.

In addition to education, the program will help youth to get involved in part-time employment, internships/apprenticeships, and/or volunteer work. These supplemental learning experiences will broaden the youth's knowledge base and expose them to other learning opportunities. Assistance in securing these opportunities will be done through working with other community agencies such as American Indian OIC, American Indian Business Development Center, American Indian Chamber of Commerce, and local schools/businesses, trainings programs. All these organizations have internships or summer employment programs in place. They will be utilized based on the individual needs of the youth.

Both educational and vocational elements are provided in an effort to have youth become more successful and confident in their own endeavors but also to become aware of what is going around them in their community. Success in school is a direct link to a child's mental well-being and self-esteem. Involvement in the community through employment, internship, or volunteer work will broaden their worldview. The staff of the program will do the development and monitoring of an Individualized Learning Plan. All school attendance, performance, and employment will be monitored by the staff.

Educational/Vocational Outcome Indicators	Educational/Vocational Method of Data Collection	Educational/Vocational Performance Targets
<ol style="list-style-type: none"> <li>1. School Enrollment</li> <li>2. School Performance</li> <li>3. School Attendance</li> </ol>	<ol style="list-style-type: none"> <li>1. School Records</li> <li>2. Attendance Logs</li> <li>3. Grade Reports and School Conferences</li> </ol>	<ol style="list-style-type: none"> <li>1. All youth will be enrolled in school</li> <li>2. 50% of youth will improve grades 50% of youth will improve attendance</li> </ol>

Health and Well Being: There are many elements to Health and Well-being including: immunizations, check-ups, access to regular health and dental examinations, access to preventative health care, etc. The primary goal is to have physically and mentally healthy youth. Coordinating these elements and ensuring a continuity of care of youth is very important. One of the most important indicators of youth is their health and well-being. The Division of Indian Work will coordinate the Youth Growth and Development Plan. There will also be a paid Mental Health professional available if needed. Local clinics will also be used for ongoing health care. Success in the area of health and well being will be measured by sign off on a sexuality and chemical health educational check list, records of regular check ups, shots, and increased knowledge of independent living skills.

Health and Well Being Outcome Indicators	Health and Well Being Method of Data Collection	Health and Well Being Performance Targets
<ol style="list-style-type: none"> <li>1. Child and Teen Well Checks</li> <li>2. Independent Living Skills education</li> </ol>	<ol style="list-style-type: none"> <li>1. Program Evaluation Form</li> <li>2. Medical Records</li> <li>3. Immunization Records</li> <li>4. Client Files</li> </ol>	<ol style="list-style-type: none"> <li>1. All youth will receive regular child and teen well checks</li> <li>2. Sign off on Check lists</li> <li>3. Sign off on Case Plan</li> <li>4. Up to date immunizations</li> <li>5. First year will be for baseline development</li> </ol>

Social and Recreational Joint ventures with community based sponsors will be developed to promote and support recreational, athletic, creative and performing arts activities for youth. There are two ways in which social recreational services will be provided to youth, on an individual basis and on a group basis. Individually youth's interests will be encouraged. There will be one to two opportunities every week for the youth to be involved in a group activity. Examples include, trips to the YMCA, camping, movies, zoo, pow wow's, etc.

Social and recreational success will be measured by how busy the youth are and by the lack of delinquent behavior. Again, a socially well-adjusted child will experience successes in other areas of his/her life. Success in those areas will indicate whether or not a youth is socially and recreationally involved.

<b>Social and Recreational Outcome Indicators</b>	<b>Social and Recreational Method of Data Collection</b>	<b>Social and Recreational Performance Targets</b>
<ol style="list-style-type: none"> <li>1. Juvenile Delinquency Activity</li> <li>2. Extracurricular activities</li> </ol>	<ol style="list-style-type: none"> <li>1. City Police and County Juvenile Records</li> <li>2. Client Files</li> </ol>	<ol style="list-style-type: none"> <li>1. 50% decrease in further charges and adjudication</li> <li>2. Youth will increase their involvement in extracurricular activities by 50%</li> </ol>

Spiritual and Cultural Spiritual and Cultural education and exposure will be woven throughout all other programs services. American Indian Culture and spirituality is so integral to daily living that it is natural to be part of day to day activities. Through this portion of the program we will make special and additional efforts to expose the youth to their culture and to their spiritual options. For American Indian children, it is very important to be connected to their culture and their people. It gives them a sense of inclusion into their community. Spiritual activities will consist of attending community events, pow wows, feasts, giveaways, sweats, drumming, or dancing groups. Elders and spiritual leaders will come to the house and provide cultural education and activities for the youth. Through their involvement in other youth programs, they will get additional culture education and exposure to American Indian culture and spirituality.

A youth's overall identity as an American Indian person and their self-esteem and self-worth in relation to being American Indian will be the greater indicator of success. Youth should have an increased sense of belonging and in increased hope for their future as a result of a stronger connection to their culture. This sense of belonging is crucial, especially as pre-teen and teens are going through the usual development identity crisis. A connection to a group of people, a community, will increase this youth's likelihood of success.



<b>Cultural and Spiritual Outcome Indicators</b>	<b>Cultural and Spiritual Method of Data Collection</b>	<b>Cultural and Spiritual Performance Targets</b>
<ol style="list-style-type: none"> <li>1. Improved Self-Esteem</li> <li>2. Increased Cultural identity</li> <li>3. Increased Cultural awareness</li> </ol>	<ol style="list-style-type: none"> <li>1. Self-Assessment</li> <li>2. Staff Observation</li> </ol>	<ol style="list-style-type: none"> <li>1. Staff Report increased involvement, increased self esteem, and increased awareness</li> <li>2. Youth report increased involvement, increased self-esteem, and increased awareness</li> </ol>

The Healing Spirit House brings together the element of a stable home with the culturally appropriate upbringing that is so desperately needed for American Indian youth.

### Healing Spirit House 12 month Budget

	NRP Funds	Other Grants
<b>Personnel</b>		Total Budget
Program Director, .5FTE	\$11,250	\$11,250
Program Assistant, .27 FTE	\$11,618	\$18,802
House Parent, 1.0		\$30,000
Relief Staff, 1.5 FTE		\$45,000
<b>Fringe Benefits/Payroll Taxes</b>		
Personal total X 30%		\$38,160
<b>Programming Expense</b>		
Transportation		\$4,000
Program Activities		\$5,000
Curriculum		\$2,500
Educational Materials		\$9,000
Personal Items (i.e. Clothes)		\$5,000
Telephone		\$3,510
Rent/Utilities		\$3,360
Equipment		\$1,000
Postage		\$100
Printing/Copying		\$3,000
Advertising		\$500
<b>Total</b>	<b>\$22,868</b>	<b>\$36,970</b>
<u>Housing Expense</u>	<u>Total</u>	<u>Request</u>
House Purchase/Renovation	\$200,000	\$400,000
On-going Utility Costs		\$5,000
<b>Total</b>	<b>\$200,000</b>	<b>\$405,000</b>
<b><u>Total NRP Funds</u></b>		
<b>Personnel Costs</b>		
<b>\$22,868 X 3 years</b>		<b>\$68,604</b>
<b>Total Housing Request</b>		<b>\$200,000</b>

**STRATEGY 3:** *Provide funding for the American Indian Chamber of Commerce to coordinate the American Indian NRP Phase II Planning Process.*

**NRP Resources: 2005=\$53,003.63 (Phase I Rollover Funds)**

**Works Cited**

<sup>1</sup> *A look at American Indian Families in Hennepin County* (September 2003), American Indian Families Project, 2003 p.3

<sup>2</sup> *A look at American Indian Families in Hennepin County. Report 2 An In Depth Look at the Community* (February 2004), American Indian Families project, 2004 p.39.

<sup>3</sup> *A look at American Indian Families in Hennepin County. Report 2 An In Depth Look at the Community* (February 2004), American Indian Families Project, 2004 p.29.

<sup>4</sup> *Homeless Youth in Minnesota* (2003 Statewide Survey), Wilder Research 2005, p.21: within a year, from 12,635-22,563 Minnesota youth spend at least one night homeless; 13 percent of those in the Twin Cities are American Indian.

<sup>5</sup> Wilder 2005, p29.

<sup>6</sup> Wilder 2005, pp20-30.

<sup>7</sup> Phillips Community Crime Prevention Initiative, February 2005 report (prepared by Zeller Solutions), pp22, 27.

<sup>8</sup> Phillips Community Crime Prevention Initiative, February 2005 report, p. 45.

**Appendix A**  
**Survey Instrument**

**American Indian Neighborhood NRP Needs Assessment Survey**

American Indian NRP Community Survey

The American Indian community in Minneapolis is starting its planning process for Phase II of the Neighborhood Revitalization Program. Your input is needed as the community decides how this allotment of \$537,208 will be spent. Keep in mind that 70% of the funds must be spent on housing related activities.

An important part of this process is to ask you, the resident, What are the needs of the community?

**Please help the American Indian NRP Plan by completing the following survey:**

Please check the category you represent:  
 Resident                                       Business

What neighborhood do you live in? \_\_\_\_\_

Do you \_\_\_rent your home      \_\_\_own your home      \_\_\_live with relatives      \_\_\_other

How long have you lived in your neighborhood? \_\_\_years/months

What is your age?\_\_\_18-24    \_\_\_25-34    \_\_\_35-44    \_\_\_45-54    \_\_\_55-64    \_\_\_65+

How many children under the age of 18 live in your home?\_\_\_

**Check on box on each line to rank how important the need is for you**

<b>Housing</b>	HIGH	MEDIUM	LOW	NEED
Senior Assisted Living	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Increased owner occupied housing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
First time home buyer assistance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Homeowner rehabilitation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
New home construction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stabilize the quality of housing stock	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Create affordable rental units	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rehabilitation to meet city housing codes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Improving energy efficiency in homes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial training regarding rent and mortgage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Improving rental housing management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More opportunities for renters to become owner	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Removal of vacant housing structures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teen Female Parent Housing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Residential property maintenance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of Native American housing programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**YOUTH**

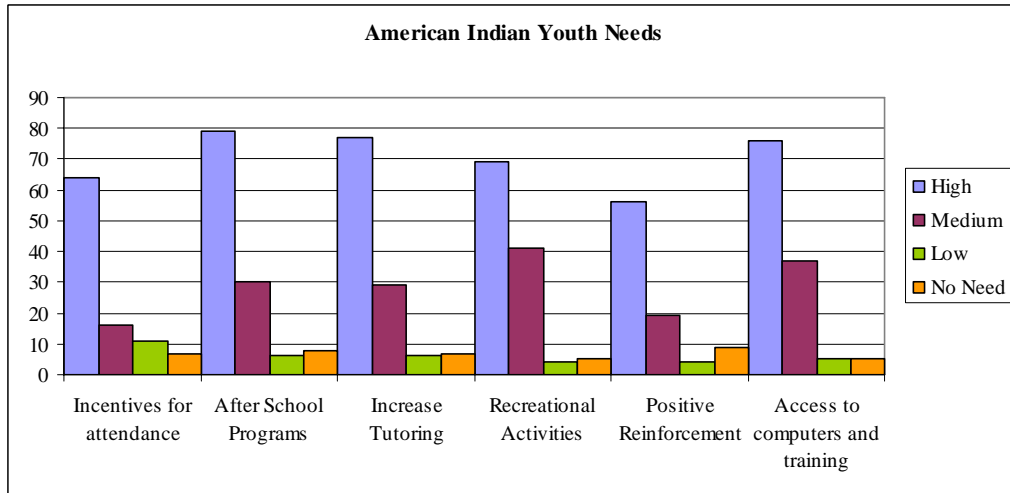
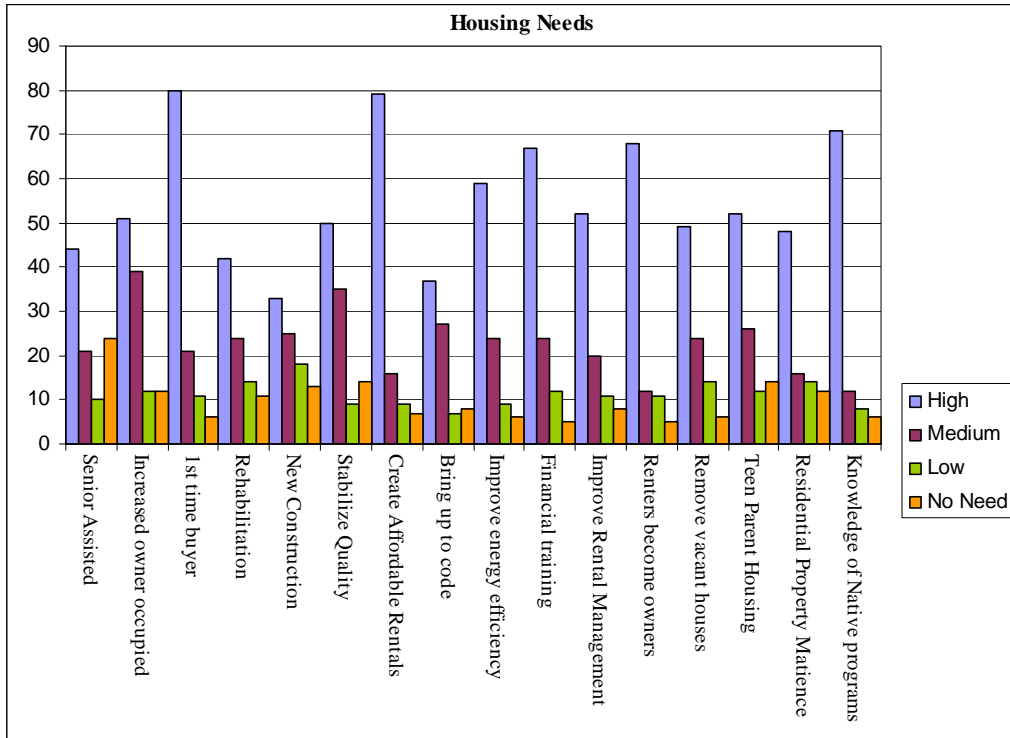
Incentives for school attendance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
After school programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Increase tutoring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<b>HIGH</b>	<b>MEDIUM</b>	<b>LOW</b>	<b>NEED</b>
Recreational activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Positive reinforcement for good behavior	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Access to computers and training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Culture</b>				
Traditional Cultural Activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Native American Drum and Dance Classes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Culture teachings on Saturdays	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mentorship from elders	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Community Safety</b>				
Restorative Justice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Crime Prevention- Alternative Activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Legal Services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Neighborhood Involvement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Employment and Economic Development</b>				
Job Training and Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Childcare Assistance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Transportation to job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job Referral Program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

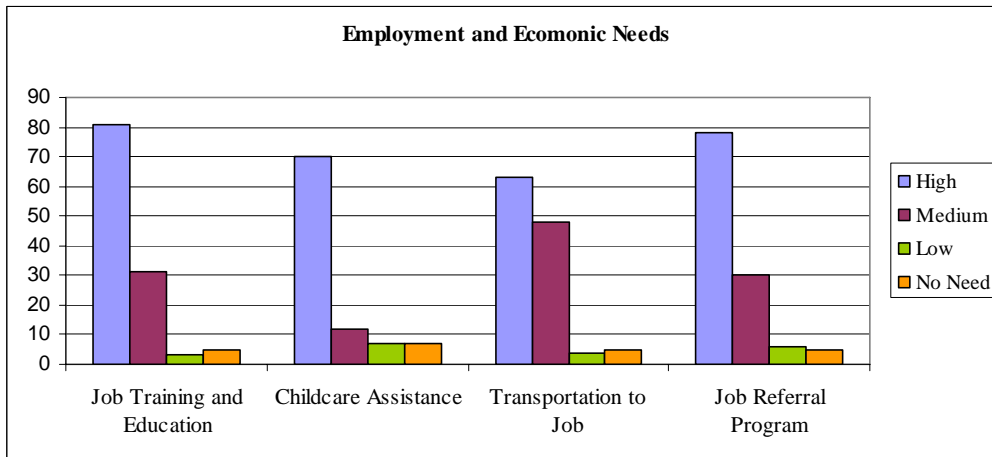
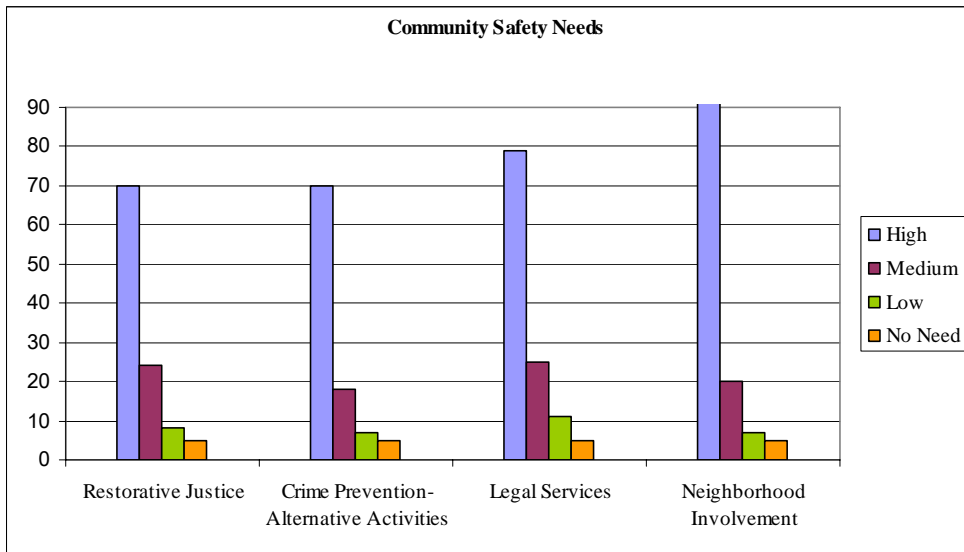
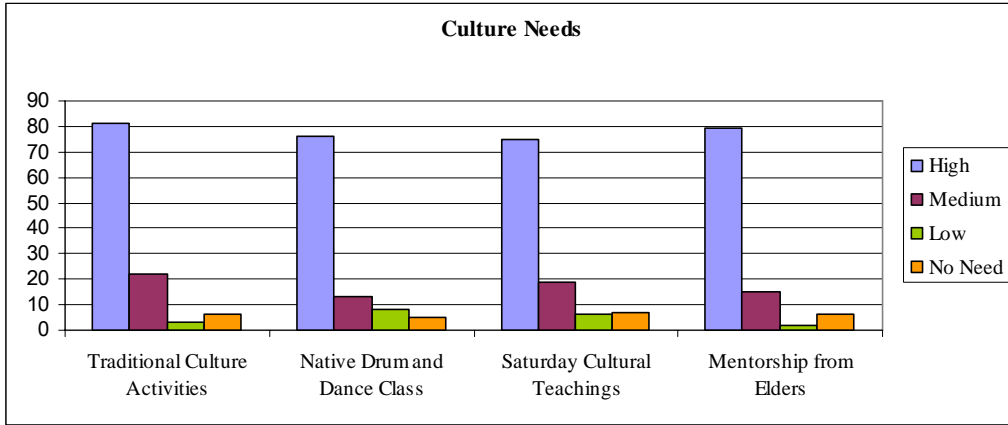
Many programs were partially funded by NRP monies in Phase I. Which of the following programs have you utilized (Please circle all relevant choices)

- |   |   |
|---|---|
| Service to Elders (through the MAIC and IFS)  | Family Support Services at Little Earth |
| HIV/AIDS Access to Care (through MAIATF)      | Training for Youth                      |
| Tenant Training and Certification Program     | Indian Youth Consortium                 |
| Phillips Native Employment Collaborative      | Elaine M. Stately Peacemaker Center     |
| Training as a Nursing Asst. Registrar (AIOIC) | AIM Patrol                              |
| American Indian Business Dev. Center          |   |

Comments:

## Appendix B AINRP Survey Results





**Appendix C**  
**Prospective Funding Sources for WON Eagle's Flight Shelter for Teens**  
**National and MN**

1. Women of Nations will approach federal, county, and state funds that currently support teen shelter programs in the metro area.
2. WON has researched and will approach the following National foundations:

Avon Foundation	Home Depot Foundation
Blank Family Foundation	Needmor Foundation
Carnegie Corp, of NY Foundation	New York Life Foundation
Casey Foundation	Public Welfare Foundation
Catholic Campaign	Surdna Foundation
Cummings Foundation	Verizon Foundation
Education Foundation of America	H & J Weinberg Foundation
Ford Foundation	

Second Tier National Foundation to explore includes:

Burlington Foundation	Rath Foundation
Citigroup Foundation	Starbuck Foundation
Exxon Mobil Foundation	Starr Foundation
Merk Fund	

3. Minnesota Foundations that will be approached:

Target Foundation	Otto Bremer Foundation
Bush Foundation	Hugh J. Anderson Foundation
Charleson Foundation	F.R. Bigelow Foundation
St. Paul Foundation	Kopp Family Foundation
General Mills Foundation	Marbrook Foundation
Hubbard Broadcasting Foundation	Mardag Foundation
Qwest Foundation	McKnight Foundation
Star Tribune Foundation	McNeely Foundation
BlueCross and BlueShield Foundation	Jay & Rose Phillips Family
TCF Foundation and Corp. Giving	Foundation
Program	

4. WON's will seek support from each of the Eleven Tribal Nations in Minnesota



## Women of Nations Collaborations and Partnerships

In addition to co-chairing the American Indian Safety Council of Minneapolis, WON has collaborated with many agencies to end community violence. Examples of collaborations in the past year include:

- Metropolitan Urban Indian Directors
- Ramsey County Partnership for Domestic Abuse Services
- Faith Based Community Alliance for Crime Victims (St. Paul Council of Churches)
- St. Paul Indians in Action
- St. Paul Public Schools Title 1 Program
- Ramsey County Domestic Abuse Consortium
- East Metro Indian Child Preservation Committee
- West 7<sup>th</sup> Street Family Center
- Southern MN Regional Legal Services and Project Hope
- Healthcare for Homeless
- Minnesota Coalition for Battered Women
- Minnesota Indian Women's Sexual Assault Coalition
- Saint Paul Indians in Unity

And every month, WON hosts, collaborates with, or participates in a number of public events—for education, advocacy, prayer, or celebration with others of the work in which WON is involved. Some 2004-05 examples include:

- Minnesota Coalition for Battered Women, Day at the Capital
- MIPRG's production of The Vagina Monologues
- International Women's Day-KFAI Radio Program, "How to keep women And Children Safe."
- Native American Heritage Night at the Metrodome
- American Indian Family Center's Partners Potluck, St. Paul
- American Indian Parade and Community Potluck, Mounds Park
- Minnesota Indian Women's Resource Center Pow Wow
- St. Paul Indian's In Action "Community Policy Forum"
- WON's Fall Feast, Smith Hall, St. Paul
- Election day: Staff supported and facilitated 12 women from the shelter voting
- A Night to Remember II
- Evening Feast and Celebration with Floyd Crow Westerman, American Indian Center, Minneapolis
- WON's Spring Feast (co-hosted with the Domestic Abuse Project)
- American Indian Wellness Fair, Minneapolis American Indian Center
- Norma Renville, WON Executive Director keynote speaker for American Indian Month's Opening Ceremony, May 2, Science Museum of MN
- Speakers, Staff Participants, and silent witnesses at the Candle Light Vigil for 17 month infant Dakota Fross

Last Revision: June 15, 2006

## AMERICAN INDIAN NEIGHBORHOOD PHASE II ACTION PLAN

ACTIVITY	ACTION PLAN		NRP	PROGRAM INCOME	PHASE I ROLLOVER	OTHER FUNDS*	CHANGES
	NRP HOUSING	NRP OTHER	PHASE II TOTAL				
1.1.1. Eagle Flight Center for Homeless Teens	268,604		268,604			4,368,000	
1.1.2. Healing Spirit House	200,000	68,604	268,604			585,182	
1.1.3. Phase II Plan Development			-		53,003.63		1
<b>TOTAL</b>	<b>468,604</b>	<b>68,604</b>	<b>537,208</b>	<b>0.00</b>	<b>53,003.63</b>		
<b>ACTION PLAN REQUEST</b>	<b>537,208</b>		<b>537,208</b>				
ADMINISTRATIVE FUNDS IN PLAN	0		0				
TOTAL HOUSING ALLOCATION			468,604	87.23%			
2006 APPROPRIATION NEEDED	268,604		268,604				
2007 APPROPRIATION NEEDED	53,721		53,721				
2008 APPROPRIATION NEEDED	53,720		53,720				
AMOUNT AVAILABLE (70%) IN 1ST 3 YEARS **	376,045		376,045				

\* - Other Funds listed on this spreadsheet are projected in the Action Plan, but are not committed by NRP, any public jurisdiction or other entity unless noted in the Comments section below.

\*\* - On March 22, 2004, the NRP Policy Board adopted a policy that requires each neighborhood to limit its Phase II Neighborhood Action Plan obligations to no more than 70% of their neighborhood allocation during the first three years following approval of its action plan.

**CHANGES:**

- On March 23, 2005, the NRP Director approved a modification to the plan to reallocate a total of \$53,003.63 of Phase I funds in the Phillips Neighborhood Action Plan to Phase II Plan Development (This is Phillips Phase I Plan Modification #45 and American Indian Phase II Plan Modification #1.)

# AMERICAN INDIAN NEIGHBORHOOD PHASE II ACTION PLAN

ACTIVITY	COMMENTS	CONTRACT ADMINISTRATOR		
1.1.1. Eagle Flight Center for Homeless Teens		CPED, Hennepin County		
1.1.2. Healing Spirit House		CPED, Hennepin County		
1.1.3. Phase II Plan Development		NRP		

American Indian Neighborhood Phase II Action Plan (American Indian 2.xls)  
 Date Created: June 8, 2006  
 Last Revision: June 15, 2006  
 Prepared By: Robert Cooper, Finance Department, 673-5239