

PART I - FACE SHEET

APPLICATION FOR FEDERAL ASSISTANCE		1. TYPE OF SUBMISSION: Application <input checked="" type="checkbox"/> Non-Construction														
Modified Standard Form 424 (Rev.02/07 to conform to the Corporation's eGrants System)																
2a. DATE SUBMITTED TO CORPORATION FOR NATIONAL AND COMMUNITY SERVICE (CNCS): 01/25/11	3. DATE RECEIVED BY STATE:	STATE APPLICATION IDENTIFIER:														
2b. APPLICATION ID: 11TN126019	4. DATE RECEIVED BY FEDERAL AGENCY: 01/25/11	FEDERAL IDENTIFIER: 10TNHMS001														
5. APPLICATION INFORMATION																
LEGAL NAME: Choctaw Housing Authority DUNS NUMBER: 114295116	NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes): NAME: Eric Willis TELEPHONE NUMBER: (601) 656-6617 FAX NUMBER: (601) 656-5246 INTERNET E-MAIL ADDRESS: ericwillis@choctawha.com															
ADDRESS (give street address, city, state, zip code and county): 13660 Highway 16 West Choctaw MS 39350 County: Neshoba																
6. EMPLOYER IDENTIFICATION NUMBER (EIN): 640476650	7. TYPE OF APPLICANT: 7a. Native American 7b. Tribal Government Entity															
8. TYPE OF APPLICATION (Check appropriate box). <input type="checkbox"/> NEW <input type="checkbox"/> NEW/PREVIOUS GRANTEE <input checked="" type="checkbox"/> CONTINUATION <input type="checkbox"/> AMENDMENT If Amendment, enter appropriate letter(s) in box(es): <input type="text"/> <input type="text"/> A. AUGMENTATION B. BUDGET REVISION C. NO COST EXTENSION D. OTHER (specify below):	9. NAME OF FEDERAL AGENCY: Corporation for National and Community Service															
10a. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER:94.006 10b. TITLE: AmeriCorps Indian Tribes	11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT: Build Choctaw															
12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc): Choctaw Indian Reservation (Mississippi)	11.b. CNCS PROGRAM INITIATIVE (IF ANY):															
13. PROPOSED PROJECT: START DATE: 10/01/11 END DATE: 10/01/12	14. CONGRESSIONAL DISTRICT OF: a.Applicant <input type="text"/> b.Program <input checked="" type="text" value="MS 003"/>															
15. ESTIMATED FUNDING: Year #: <input type="text" value="2"/>	16. IS APPLICATION SUBJECT TO REVIEW BY STATE EXECUTIVE ORDER 12372 PROCESS? <input type="checkbox"/> YES. THIS PREAPPLICATION/APPLICATION WAS MADE AVAILABLE TO THE STATE EXECUTIVE ORDER 12372 PROCESS FOR REVIEW ON: DATE: <input checked="" type="checkbox"/> NO. PROGRAM IS NOT COVERED BY E.O. 12372															
<table border="1" style="width: 100%; border-collapse: collapse; font-size: small;"> <tr> <td style="width: 20%;">a. FEDERAL</td> <td style="text-align: right;">\$ 259,996.00</td> </tr> <tr> <td>b. APPLICANT</td> <td style="text-align: right;">\$ 224,408.00</td> </tr> <tr> <td>c. STATE</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>d. LOCAL</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>e. OTHER</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>f. PROGRAM INCOME</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>g. TOTAL</td> <td style="text-align: right;">\$ 484,404.00</td> </tr> </table>	a. FEDERAL	\$ 259,996.00	b. APPLICANT	\$ 224,408.00	c. STATE	\$ 0.00	d. LOCAL	\$ 0.00	e. OTHER	\$ 0.00	f. PROGRAM INCOME	\$ 0.00	g. TOTAL	\$ 484,404.00	17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT? <input type="checkbox"/> YES if "Yes," attach an explanation. <input checked="" type="checkbox"/> NO	
a. FEDERAL	\$ 259,996.00															
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f. PROGRAM INCOME	\$ 0.00															
g. TOTAL	\$ 484,404.00															
18. TO THE BEST OF MY KNOWLEDGE AND BELIEF, ALL DATA IN THIS APPLICATION/PREAPPLICATION ARE TRUE AND CORRECT, THE DOCUMENT HAS BEEN DULY AUTHORIZED BY THE GOVERNING BODY OF THE APPLICANT AND THE APPLICANT WILL COMPLY WITH THE ATTACHED ASSURANCES IF THE ASSISTANCE IS AWARDED.																
a. TYPED NAME OF AUTHORIZED REPRESENTATIVE: Diane Maxwell	b. TITLE:	c. TELEPHONE NUMBER: (601) 656-6617 223														
d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:		e. DATE SIGNED: 01/25/11														

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Executive Summary

The Choctaw Build Program will consist of 20 members, who will be unemployed or at risk individuals. These 20 members may be lacking a high school diploma, but will enroll in a tribal GED program. These members will receive training in basic construction and related fields. These 20 members would then provide community service to members of the Mississippi Band of Choctaw Indians by providing assistance in repair, renovation, and new construction of units for low income, elderly and disabled individuals.

Rationale and Approach

Current Issues on the Choctaw Reservation

There are 10,000 members of the Mississippi Band of Choctaw Indians (a federally-recognized Indian tribe). Approximately 8,000 live on or near tribal lands in east central Mississippi. Three problems confronting the tribe today are:

- 1) Inadequate housing.
- 2) High unemployment.
- 3) High dropout rate among the tribe's youth.

Goals for the Build Choctaw AmeriCorps Program

The Build Choctaw AmeriCorps program has three primary goals:

1. AmeriCorps volunteers will assist in the construction and renovation of homes for low and moderate income families on the reservation.

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2. AmeriCorps members will receive training in construction skills which will enable them to enter the labor force at the end of their volunteer assignment.

3. AmeriCorps members who lack a high school diploma will enroll in G.E.D. classes and work toward their G.E.D. certificate.

About the Tribe

The Choctaw Reservation contains 35,000 acres located in rural east central Mississippi; there are eight Choctaw communities. The lands of the reservation are not contiguous. They are spread across six counties. The reservation was created in the 1920's when the federal government purchased lands in the communities where Choctaw sharecroppers were living.

The Mississippi Band of Choctaw Indians is governed by an elected eighteen member tribal council. Councilmen serve 4 year terms. The tribal chief, or Miko (the word in the Choctaw language for "chief"), is elected by the tribe at large and serves a four year term.

Choctaws living in Mississippi today are descendants of those Choctaws who refused to leave during the removal of Choctaws to Oklahoma. The first removal occurred in 1831; the last removal occurred in 1904-6.

The Choctaw language is spoken as the primary language in over 80% of the homes on the reservation. The tribe operates its own school system with an English as a Second Language curriculum (ESL). There are six elementary/middle schools in the larger communities and one high school located in Pearl River, the largest community. While some tribal members attend public schools in nearby towns, most attend

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the tribally-run schools on the reservation.

Tribal members have low incomes. In 2000 the poverty rate on the reservation was 29.9% versus 16.0% for Mississippi and 9.2% for the U.S. Per capita income on the reservation was \$8,415 versus \$15,853 for Mississippi and \$21,587 for the U.S.

Choctaws are not very mobile. In 2000 87.5% of Choctaws were born in Mississippi. In comparison 74.3% of all persons living in Mississippi were born in Mississippi and 60% of all persons living in the U.S. were born in their state of residence.

Inadequate Housing

Data from the 2000 U.S. Census reflect the need for additional housing. Average household size on the Choctaw Reservation was 3.89 persons. Contrast this with the U.S. average of 2.59 persons and the Mississippi average of 2.63 persons. While no data is available on the size of the house, most Choctaw homes were built using HUD funds and have an area of about 1500 square feet. They are smaller than the typical U.S. home.

After jobs, housing is the major issue on the reservation. There are not enough houses on the reservation. The Choctaw Housing Authority currently has over 500 applications on file for housing.

As a result of the ARRA stimulus program, the Choctaw Housing Authority has been awarded over \$4.2 million by HUD for housing construction. The Housing Authority is developing a new subdivision, the Frog Level Subdivision, in the Pearl River community. Units in this project will be low-rent and priority will be given to the elderly, handicapped and veterans. Plans call for 16 single family dwellings and 8

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duplex units. AmeriCorps volunteers will participate in the construction of these houses.

The Choctaw Housing Authority annually receives funds from the U.S. Department of Housing and Urban Development's NAHASDA (Native American Housing Assistance and Self Determination Act of 1996) program. These funds can be used to construct new houses and repair/renovate existing houses on the reservation. The construction can be done by awarding contracts to private firms to do the work or by doing the work, including new construction, with employees of the Housing Authority. Currently the Housing Authority is building 30 houses using the NAHASDA funds. AmeriCorps volunteers can be assigned to NAHASDA supported projects.

Unemployment

Unemployment is a major problem. In 2000 the unemployment rate among Choctaws was 15.2% versus 7.4% for Mississippi and 5.8% for the U.S. (Source: 2000 U.S. Census). Today at the end of 2009 the U.S. unemployment rate exceeds 10%. The Choctaw unemployment rate exceeds 20%. Even this figure may be low because many tribal members are now employed less than full time. Many have become discouraged and dropped out of the labor force.

The Mississippi Band of Choctaw Indians was recognized as a leader among Indian tribes in the 1980's because of its success in developing industries which provided several thousand manufacturing jobs on the reservation. In the early 1990's it began to lose manufacturing jobs as work was outsourced to factories in Mexico and Asia. As the industries began to close, the tribe opened a casino, built a hotel, golf courses and a water park to provide jobs and income for tribal members. While tribal gaming for a while provided other opportunities for tribal members after the departure of manufacturing, the current recession has once again made good jobs hard to find on the reservation.

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School Dropouts

The high school dropout rate for tribal members exceeds 30%. This high rate reflects a lack of importance attached to education in the home and a perceived lack of opportunity for jobs on the reservation.

Only 63.8% of Choctaws over the age of 25 have a high school diploma. In contrast, 72.9% of persons over the age of 25 in Mississippi have at least a high school diploma and 80.4% of Americans over the age of 25 have a high school education.

In 2000 only 6.8% of Choctaws over the age of 25 had a bachelor's degree versus 16.9% for Mississippi and 24.4% for the U.S. While a higher percentage of Choctaws now have a bachelor's degree because of the tribal scholarship program established in the late 1990's using revenues from the tribe's casino, Choctaws still lag the state and the U.S.

There is a lack of skilled construction workers among tribal members. The tribe plans to take advantage of its opportunity to build new houses on the reservation to provide training in construction skills for tribal members who have dropped out of high school. The tribe will operate a Tribal AmeriCorps program which will provide on-the-job training in the construction trades. Participants will also be encouraged to participate in the tribal adult education program in order to earn a G.E.D.

Description of Activities and Member Roles

The proposed activities address the need on the reservation to provide construction skills training and

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the need to build new houses and rehabilitate existing houses, especially for low-income, elderly and disabled tribal members. Members will be recruited from the low-income targeted community. Program activities will include construction of new houses, renovation of existing houses, and training in construction trades for AmeriCorps members. Classroom training will be conducted at the Manpower Training Center on the reservation. On-site activities will be conducted in several reservation communities, but most will be conducted in the Pearl River Community near the tribe's Manpower Training Center.

Program Approach

The main office of the Build Choctaw AmeriCorps program will be at the Choctaw Housing Authority located in the Pearl River Community. While job sites may be in any of the eight Choctaw communities, during the first year the primary job site will be in the Pearl River Community. G.E.D. classes will be held at the Manpower Training Center in the Pearl River Community. Classrooms and computer labs are available at the Manpower Training Center.

Training Plans

Providing AmeriCorps volunteers with a meaningful experience will involve both classroom instruction in construction skills and on-the-job work experience.

The Home Builders Institute (HBI) was established in 1983 as the workforce development arm of the National Association of Home Builders (NAHB). The creation of this non-profit corporation was a result of the merger of NAHB's Manpower Development and Training Division, Education Department and the Education Foundation. The Home Builders Institute has developed a curriculum that targets at-risk

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sectors of the American population. The Choctaw AmeriCorps Program will use materials developed by the HBI.

The Pre-Apprenticeship Certificate Training curriculum seems appropriate for the experience level of the volunteers likely to participate in the Choctaw project. Should this curriculum prove too basic for some members, the advanced HBI curriculum can be substituted.

Member Slots

Twenty full-time AmeriCorps volunteer slots are requested. All volunteers will be assigned to housing construction and housing repair/renovation/rehabilitation. Volunteers will be expected to serve 1700 hours.

The program targets low-income, at-risk youth and young adults under the age of 25.

The Build Choctaw program will comply with the non-duplication, non-displacement and non-supplementation requirements listed in 45 CFR 2540.100.

Compliance with 45 C.F.R. § 2520.65. Prohibited activities will be clearly stated in each member's contract and restated in each member's AmeriCorps Build Choctaw handbook and reviewed and emphasized during member orientation, and verified by a form read and signed by each AmeriCorps Build Choctaw member. Prohibited activities will be clearly explained and clarified to each member. Explanations and examples of these activities will be provided to members during orientation. Additionally, because members are normally supervised on-site and during community services activities, a project staff member will normally be present with members.

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Program Management

Eric Willis, the director of the Choctaw Housing Authority, will serve as project director. Mr. Willis has previously worked with AmeriCorps programs in Jackson and Meridian, Mississippi. Mr. Willis will devote 10 hours per week to the project.

Two full-time employees will be hired for the Build Choctaw AmeriCorps program. The program director (full-time) will be responsible for:

1. Recruiting volunteers.
2. Developing project activities for the volunteers.
3. Developing work schedules for each volunteer.
4. Developing training plans for each volunteer.
5. Coordinating volunteer schedules with the tribal adult education program.
6. Coordinating training activities with the East Central Community College Workforce Development Program.
7. Coordinating with the tribal transit program which will provide transportation between the job sites, the tribal Manpower Training Center and the AmeriCorps office at the Choctaw Housing Authority.
8. Coordinating the delivery of construction materials and tools to the job sites.
9. Counseling with AmeriCorps volunteers regarding education and career plans.
10. Providing information to volunteers on available supportive services such as child care and health care.
11. Evaluation of AmeriCorps volunteers.

The construction skills instructor will be responsible for:

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1. Overall on-site supervision of AmeriCorps volunteers.
2. Providing instruction to volunteers in construction methods.
3. Assigning volunteers to specific tasks on the job site.
4. Maintaining control of tools, equipment and material at the job site.
5. Preparing lists of tools, equipment and material needed at the job sites.
6. Insuring that materials are used efficiently.
7. Inspection of work performed by volunteers. Maintaining time and attendance records for each volunteer.

All financial activities will be handled by the finance department of the Choctaw Housing Authority.

Members will receive living allowances bi-weekly. These checks will be processed at the same time as the payroll for the Choctaw Housing Authority.

Members of the Mississippi Band of Choctaw Indians, members of other federally recognized Indian tribes, and individuals who are 1/4 or more Choctaw blood quantum are eligible to receive medical services gratis from the Choctaw Health Center.

The Mississippi Band of Choctaw Indians works closely with East Central Community College's (ECCC) Workforce Development Program. ECCC leases space in a former manufacturing plant in the tribal industrial park where it conducts workforce training classes as needed by employers on the reservation and in the community at large. ECCC has committed to supporting the Build Choctaw AmeriCorps project.

Timeline

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This project will begin in September 2010 and continue for three years. The first volunteers should be placed one month after the two full-time staff members are employed.

Measurable Outputs and Outcomes

Our program will address the Opportunity priority.

There are two classes of measurable outcomes:

1. Member development
2. Improved housing

For member development the measures will be:

1. Successful completion of 1700 hours of service.
2. Attainment of G.E.D. certificate
3. Progress toward attainment of G.E.D. certificate
4. Attainment of construction skills certification, such as the Homebuilders Institute Pre-Apprenticeship Training Certificate.

For improved housing the measurable objectives are:

1. Number of new houses completed.
2. Number of houses repaired or renovated

The twenty AmeriCorps members will contribute 1700 hours each. Of this, 1360 will be actually at the job site engaged in construction and 340 will be in the classroom learning through the Homebuilders

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Institute curriculum materials, working toward a G.E.D. or taking vocational/technical or academic courses at a local community college. It takes approximately two man-hours per square foot to build a house (rough estimate). Of this 2/3 is skilled labor and 1/3 is semi-skilled labor. Assuming that the Choctaw Housing Authority is building 1500 square foot houses, then 3000 man-hours per house is needed. AmeriCorps participation would allow for an additional 8-10 houses to be built during the one-year project period.

Plan for Self-Assessment and Improvement

The Build Choctaw program director will prepare a monthly report for submission to the Choctaw Housing Authority board of directors and to the tribal Miko. The report will include the number of volunteers currently in the program; the number of hours worked by the volunteers during the month; the number of volunteers who entered and/or exited the program during the month; and the activities in which the volunteers were involved during the month.

The program director will meet with each volunteer for at least 15 minutes during the month to find out how the volunteer is progressing in the program. The director will ascertain the volunteer's strengths and weaknesses and will supply encouragement to the volunteer.

A member of the staff of the Stennis Institute of Government at Mississippi State University will meet with the program director each quarter and offer guidance on program delivery.

Community Involvement

In August 2008 several staff members of the tribal government and the Choctaw Housing Authority met

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with Judy Stein, the AmeriCorps director at the Mississippi Commission for Volunteer Service. Several options for an AmeriCorps program were discussed. It was decided that involving young people from the area in housing construction would address needs of insufficient housing on the reservation and would provide training and life direction to at-risk young people. Because personnel in the tribal government were not familiar with AmeriCorps, it was decided to apply for a planning grant.

As the process developed, the Choctaw Housing Authority stepped forward and asked to be the applicant for the AmeriCorps project. Staff at the Housing Authority had previous experience with AmeriCorps and felt sure that project would be successful.

During the three year period of this project several units and departments of tribal government will be involved. The Housing Authority will be the lead agency. The Choctaw Department of Employment and Training will provide some funds for supportive services. The Choctaw Health Department will provide medical services. The Adult Basic Education program will assist AmeriCorps volunteers in getting a G.E.D. degree if they do not already have a high school diploma or G.E.D.

Relationship to Other Corporation Programs

In the early 1970's several VISTA volunteers were assigned to the Choctaw Reservation. However, since then there has been no federally funded volunteer presence on the reservation, though church groups have been involved in many projects over the years. One Habitat house was remodeled about five years ago by the local Philadelphia-Neshoba County Habitat group.

The Build Choctaw AmeriCorps program will work with the local Habitat for Humanity chapter. Specifically, it will request that Habitat volunteers having experience in construction trades work with

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the Build Choctaw volunteers. For example, a Habitat carpenter with experience in cabinet-making could demonstrate that particular skill to the Build Choctaw volunteers.

The Build Choctaw AmeriCorps program will observe Dr. Martin Luther King's Birthday as a day of national service in the community.

Potential for Replication

Our program is designed for an Indian reservation. Federally recognized Indian tribes operate under laws which are different than other units of local government. The Mississippi Band of Choctaw Indians is well known in Indian country. Other tribes will be watching the Build Choctaw AmeriCorps program closely to see if similar programs could work on their reservations.

Organizational Capability

Organizational Capacity-Choctaw Housing Authority

The Choctaw Housing Authority was created in 1964 and has managed the tribal housing program continuously. Between 1970 and 2007 the Housing Authority oversaw the construction of 1211 houses funded through HUD funds. Currently the Housing Authority manages 931 housing units. Some of the units are rental and some are being purchased by homeowners. The Housing Authority will, in 2010 and 2011, oversee the construction of an additional 60 units which are funded through regular HUD funds and through ARRA HUD funds.

The rental income from houses managed by the Choctaw Housing Authority in FY2009 was \$1.7 million. The grant income from the HUD Indian Housing Development Block Grant program varies but for FY2009 grant income was \$3.2 million.

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Most of the houses built on the reservation have been constructed by the tribal construction company or through force account by the Choctaw Housing Authority.

The Choctaw Housing Authority is a legally distinct entity from the tribal government although it was created by the action of the tribal council. The Choctaw Housing Authority has an eight member Board of Commissioners appointed by the tribal council. Their terms are four years and are staggered. Its operations are managed by an executive director, Mr. Eric Willis. The Housing Authority currently employs over 60 people who are experienced in maintenance, construction, housing management, contract management and financial administration.

The Housing Authority undergoes an annual audit by an independent accounting firm and is subject to scrutiny by HUD. It has adopted personnel policies, financial and procurement policies and a code of conduct which meet HUD requirements.

Eric Willis is the executive director of the Choctaw Housing Authority. Willis is a 1988 graduate of West Virginia State University with a B.A. in business management. He has worked in the public housing field since 1997 in progressively responsible positions. He joined the Choctaw Housing Authority in November 2007. He was employed from 1999 until 2003 with the Mississippi Regional Housing Authority V (Newton, MS); he was employed from 2003 until 2006 with the City of Meridian (MS) Housing Authority and from 2006 until 2007 with the Capital City/Rebuild AmeriCorps program in Jackson, MS. In both projects inner city youth were involved in housing construction and remodeling. He is familiar with the AmeriCorps mission and programmatic requirements. In his role as executive director, Willis manages a staff of 45 people.

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Mr. Willis will provide direction to the person employed as AmeriCorps Program Director. Mr. Willis will be responsible for developing and assigning projects to the Build Choctaw AmeriCorps program. The AmeriCorps Program Director, a full-time position, will be responsible for assigning volunteers to those jobs.

Loretta Williams is the director of finance. She has been employed at the Choctaw Housing Authority since 1989 in progressively responsible positions and has been the director of finance since 2007. She earned a B.S. in business administration from Mississippi State University in 1998. As director of finance she manages all financial transactions, posting of debits and credits, and preparation of financial statements.

Two staff members will be hired by the Housing Authority to manage the Build Choctaw AmeriCorps program. They will be recruited from the surrounding area. It is standard practice for job announcements to be placed in the Jackson (MS) paper and the Philadelphia (MS) paper. At this time of recession there are many persons usually engaged in construction management and non-profit organizational management who are underemployed.

Organizational Capacity-Tribal Government

The Mississippi Band of Choctaw Indians is a federally-recognized Indian tribe. The present Choctaw governmental structure has been in place since 1945. In that year, a Tribal constitution was ratified, and a democratic form of government was established, with equal representation among all Choctaw communities. The government is headed by an elected Tribal Chief (Miko in the Choctaw language), who serves a four-year term. The Tribal government does not impose any term limits on service. The Tribe also elects an eighteen-member Tribal Council, with those officials serving four-year terms.

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The reservation consists of approximately 33,000 acres of land scattered primarily across six counties in east central Mississippi. The tribal government has approximately 1900 employees. The tribal government operates the reservation school system. There is one high school (Choctaw Central) located in Pearl River. There are elementary and middle schools in Red Water, Standing Pine, Tucker, Bogue Chitto and Conehatta.

The tribal government also operates a health care system on the reservation. The Choctaw Health Center, located in Pearl River, has 12 in-patient beds and several out-patient clinics. In addition, there are field clinics staffed by nurse practitioners in Bogue Chitto, Conehatta and Red Water.

The tribal government also operates the Family and Community Services Department, the Department of Employment and Training, Public Works (water, sewer and streets), Natural Resources Department (forestry, wildlife and game management) and Public Safety (fire and police). Internally the tribe has a Finance Department, Human Resources Department, Legal Department, Public Information Department, Economic Development Department, and Property Management Department.

The tribe is annually audited by an independent accounting firm.

Plan for Self-Assessment

The Build Choctaw AmeriCorps program will undergo an annual financial audit at the same time as the Choctaw Housing Authority. The results of that audit are provided to the CHA board of directors, the tribal council and to the Chicago HUD office.

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The Build Choctaw AmeriCorps program will also invite a staff member from the John C. Stennis Institute of Government at Mississippi State University to evaluate the program on a semi-annual basis. Mississippi State is located 60 miles from the Choctaw Reservation. Several departments at MSU maintain a strong and frequent working relationship with the tribe. Dr. Steve Murray, a long-time consultant to the tribe and retired MSU professor, will be a part of this evaluative effort.

Plan for Effective Technical Assistance

Dr. Steve Murray, a planner/consultant who regularly works with the tribe, will provide technical assistance to the Build AmeriCorps staff. Dr. Murray has worked with the tribe and various tribal entities for over 35 years in the planning office, the tribal manufacturing plants and the tribal construction company.

Staff at the John C. Stennis Institute of Government at Mississippi State are available to provide assistance in program evaluation. Staff with the East Central Community College's Workforce Development Program are also available.

Cost Effectiveness and Budget Adequacy

The Corporation cost per MSY is \$13,000.

Diverse Non-Federal Support

The Choctaw Housing Authority is providing a cash match of \$171,952. These funds are from its general account. They are from rents received from tenants and therefore are non-federal in character. The Choctaw Housing Authority had revenue of \$1.7 million in FY 2009. These funds are used to fund maintenance on houses, staff and special projects such as AmeriCorps.

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Budget Adequacy

There will be 2 full-time employees dedicated to the AmeriCorps program. In addition, other tribal programs such as the Adult Education Program, Transit, Employment and Training, Planning and the Choctaw Health Center will provide services. No charge is shown for offices and classrooms.

Two full-time staff for 20 members should be adequate.

Evaluation Summary or Plan

N/A

Amendment Justification

N/A

Clarification Summary

Programmatic Clarification Items

1. Corrective Action Plan for Timely Exit of members. Since beginning the Build Choctaw Program, staff have been trained in using the member portal. Specifically, how to add members, as well as, exit members from the member portal. This training will ensure timely exits for members who leave the program in the future and with a continuation of the program.

2. Members will be recruited from all age groups and a focus will be on members between the ages 18-30. By increasing the age range, Choctaw Build hopes to recruit more tribal members to evaluate for membership, thereby increasing retention. The members that Choctaw Build will evaluate will be unemployed tribal members that may not have completed high school and lack a diploma or GED, and

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lacks experience and training to become employable. The impact by employment is the same for the age range due to the lack of diploma/GED and experience/training. By increasing the age group focus area, Choctaw Build hopes to recruit members who have other skills to offer, such as leadership skills, mentoring skills, and hopefully a work ethic that will motivate others and lead to better retention.

The Choctaw Build program has had difficulty in retaining members from the focus age group of 18-24 as initially stated. Some of the reasoning behind this lack of retention is due to a lack of work ethic for some individuals, and a lack of motivation for others. A member exited due to obtaining a full-time job opportunity. Since the program has lost several members in the first half of the program, Choctaw Build finds justification to alter the age range target group for future program applicants.

3. The Choctaw Build program has chosen to revise the intermediate output target due to the current economic climate, as well as the fact that the program has exited several members and currently has 15 members enrolled. It is not reasonable to believe that the remaining members will be able to secure full time employment at the end of the program. The Choctaw Build program believes it is more reasonable to expect a portion of the members to secure employment after the program ends. Therefore, Choctaw Build has changed the intermediate outcome target to 6 members for the continuation grant.

Continuation Changes

The Choctaw Build Program for 2010 was enrolled at 100% at the start of the program. Since then, the program has lost four members leaving sixteen instead of the initial twenty members. If the program is continued next year, the Choctaw Build program intends to screen applicants to a higher standard. This will include contacting references to find members with better rates of attendance. We hope this will lead to better retention rates for the program.

The Choctaw Build program has had and will continue to have contact with the AmeriCorps Mississippi

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State Commission. Our members attended the Mississippi National Service Conference for the Central Region in Early October 2010.

Performance Measures

SAA Characteristics

- AmeriCorps Member Population - None
 Geographic Focus - Urban
 Geographic Focus - Rural
 Encore Program

Priority Areas

- | | |
|--------------------------------------------------------------------------|---------------------------------------------------------------|
| <input type="checkbox"/> Education | <input type="checkbox"/> Healthy Futures |
| <i>Selected for National Measure</i> <input type="checkbox"/> | <i>Selected for National Measure</i> <input type="checkbox"/> |
| <input type="checkbox"/> Environmental Stewardship | <input type="checkbox"/> Veterans and Military Families |
| <i>Selected for National Measure</i> <input type="checkbox"/> | <i>Selected for National Measure</i> <input type="checkbox"/> |
| <input checked="" type="checkbox"/> Economic Opportunity | <input type="checkbox"/> Other |
| <i>Selected for National Measure</i> <input checked="" type="checkbox"/> | <i>Selected for National Measure</i> <input type="checkbox"/> |

Grand Total of all MSYs entered for all Priority Areas 20

Service Categories

Housing Infrastructure

National Performance Measures

Priority Area: Economic Opportunity

Strategy to Achieve Results

Briefly describe how you will achieve this result (Max 4,000 chars.)

The Choctaw Housing Authority will recruit members from the community who have dropped out of high school prior to receiving a diploma or who have graduated but are having trouble finding full-time work because of lack of skills. These members will be assigned to assist in the construction/rehabilitation of houses on the Choctaw Reservation. Members lacking a high school diploma will be encouraged to enroll in the tribal GED program. Members will receive training in construction skills through the Choctaw Build Program. All training and construction/rehabilitation will take place on or near the Mississippi Band of Choctaw Indians Reservation.

Result: Intermediate Outcome

Result.

Members of the Build Choctaw program will have newly learned skills that will help them become employable.

Indicator: O15: Members that secure employment.

Target : The target is people in the community who may not have completed high school, who are not enrolled in school, and who are unemployed. The program's goal is to have 6 members secure full-time employment after completion of service

Target Value: 6

Instruments: A test is given to members at the end of each training block to assess what skills have been learned. A certificate of completion from the GED Program will be submitted by those who complete requirements of the GED program. A follow-up questionnaire will be used to track whether members have obtained employment after leaving the program.

PM Statement: Members will learn good work habits in addition to construction/rehabilitation skills. Members will understand the importance of education and will strive to attain G.E.D. status. Members will understand the value that society places on work. Members will exhibit responsibility to their co-workers, families and their community.

Result: Output

Result.

Members will be recruited from the population of unemployed persons in the community. Preferred recruits will be people not enrolled in school and who may have dropped out of high school and wish to gain job skills as well as a GED.

Indicator: O12: Members unemployed prior to service.

Target : Unemployed people from the community who do not have marketable job skills.

Target Value: 20

Instruments: The initial application asks if the applicant has a diploma/GED as well as if the applicant is employed/unemployed. This application as well as the member contract will be used to count the number of members enrolled that were unemployed and lacked marketable job skills prior to entry into the program.

PM Statement: The Build Choctaw program will recruit 20 unemployed persons, provide construction/rehabilitation skills training. At the end of their period of service at least 6 members will find full-time jobs which utilize the skills acquired as members.

Required Documents

<u>Document Name</u>	<u>Status</u>
Evaluation	Not Applicable
Federally Approved Indirect Cost Agreement	Not Applicable
Labor Union Concurrence	Not Applicable