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Prepared by the Principal Chief
Muscogee (Creek) Nation Executive Branch

Submitted to the National Council
Muscogee (Creek) Nation Legislative Branch

FY 2025 Quarterly Report



Muscogee (CREEK) Nation

Executive Office

January 21, 2025

Speaker Randall Hicks and Members of the Muscogee (Creek) National Council:

I am pleased to present the Muscogee (Creek) Nation Executive Branch FY 2025 First Quarterly Report. The report includes performance during this past quarter and goals shared by the departments. My goal is to allow our citizens to see areas where improvement has been made, and to objectively measure our improvements this year.

I appreciate the Nation's departments for their hard work and in compiling this report. It is a great honor to serve the people of this great Nation. I invite further input from the staff and from the National Council for future reports that reflects an even better job of providing information you need in preparing.

Mvto!

A handwritten signature in black ink that reads "David W. Hill". The signature is written in a cursive, flowing style.

David W. Hill
Principal Chief

FY 2025 FIRST QUARTERLY REPORT
October 1, 2024 – December 31, 2024

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DEPARTMENT OF THE TREASURY – Patricia Kilian, Controller

Accomplishments:

During the first quarter, the Treasury Department issued **33,080** accounts payable checks (**20,847** Tribal and **12,233** Health) totaling **\$14,401,526**. The volume of accounts payable checks increased by **2,724** for this quarter. The Office of Management and Budgets issued **553** travel authorizations (**526** Tribal and **27** Health) and **2,792** purchase orders (**1,622** Tribal and **1,170** Health). There were **2,959** employees at the end of the quarter (**1,541** Tribal and **1,418** Health) compared to **3,260** for the previous quarter. Total payroll costs for this quarter were **\$39,035,780**.

At the end of this quarter, the Muscogee (Creek) Nation (MCN, or the Nation) had **173** federal grants/contracts.

At the end of this quarter, the permanent fund had **\$585,322,173**, a decrease from the previous quarter's amount of **\$588,898,862**.

Gaming distributions are received by the 15th of each month and reserved for future fiscal year operating costs. Gaming distributions increased by \$2,736,055 for the periods indicated below. Below is a breakdown of the gaming revenue received from September 2024 through November 2024 (Q1 FY 2025) and the same period for the prior fiscal year (Q1 FY 2024).

Gaming Distributions

	<u>Q1 FY 2025</u>	<u>Q1 FY 2024</u>
Tulsa	\$ 16,339,225	\$ 15,649,426
Muskogee	4,712,984	4,369,508
Duck Creek	3,176,411	2,840,727
Checotah	1,839,078	1,557,565
Okmulgee	1,746,331	1,337,789
Eufaula	740,704	511,189
Bristow	839,645	427,404
Holdenville	185,439	245,593
Okemah	168,110	72,671
	<u>\$ 29,747,927</u>	<u>\$ 27,011,872</u>

DEPARTMENT OF JUSTICE – Geri Wisner, Acting Attorney General

The Department of Justice provided essential services in the 1st quarter of 2025.

Multiple workgroups and collaborative events were held and attended by staff such as the Inter-Tribal Council held each quarter and monthly Multidisciplinary Team Meetings. MCN DOJ was also represented at the Tribal Leader Summit in Washington DC.

Staff have represented the department at multiple trainings and events by attending or speaking at such events as the Tribal In-House Council Conference, NCAI 81st Annual Convention & Marketplace, National Homicide Conference, Awareness to Action Conference, Oklahoma Indian Child Welfare Association Conference (OICWA), The American Society of Criminology Conference, BJA Tribal Consult, VAW Tribal Consultation, NAC 23rd Meeting Inter Tribal Working Group and the Annual Children’s Court Improvement Conference.

Office staff also participated in various webinar trainings, community meetings, and Tribal functions.

Number of Cases Opened		Number of Cases Closed	
<u>Civil</u>			
Consultation and Advice Files	98	Consultation and Advice Files.	126
Civil/Litigation	5	Civil/Litigation	4
Legislation	2	Legislation	2
AG Opinions	3	AG Opinions	3
<u>Family</u>			
Adult Protective Services	0	Adult Protection Services	0
Tribal Juvenile Deprived	6	Tribal Juvenile Deprived	6
Tribal Juvenile Delinquent	9	Tribal Juvenile Delinquent	17
36 Hour Referrals	304	Adoptions	6
<u>Criminal</u>			
Criminal Felonies	418	Criminal Felonies	58
Criminal Misdemeanors	330	Criminal Misdemeanors	30
Traffic Tickets	598	Traffic Tickets	98
In-Custody	550	J&S	592
Summons	257		
Warrants	86		
<u>Legal Services</u>			
Uncontested Guardianships	33	Power of Attorney	12
<u>Child Support</u>			
Child Support Cases	98	Child Support Cases	77
Collections	\$ 493,356.75		

DEPARTMENT OF THE ADMINISTRATION – Shane Holuby, Tribal Administrator

The Department of Tribal Administration consists of several departments including Community Research & Development (CR&D), Facilities, Fleet Management, General Services Administration (GSA) Human Resources (HR), and Information Technology (IT). These departments provide services, support, and information to Muscogee (Creek) Nation employees, tribal citizens, and community centers.

Community Research & Development (CR&D)

Community Research & Development continues to provide technical support, resources, and outreach to the twenty-four (24) Chartered Communities of the Mvskoke Reservation.

- Held the years’ first quarterly training at the Tulsa Indian Community Center; main topics of discussion parliamentary procedure, bylaws, conducting meetings, and taking minutes.
- CR&D continues to maintain oversight of the Dustin, Hanna, Kellyville, Tulsa, and Yardeka. Communities continue to have a steady growth in memberships and participation in activities.
- CR&D welcomed Elder Services’ Maintenance program into its department on October 1, 2024; started a transitional period with the program to maintain the priorities and values of our Elders, along with a continuation of providing essential services. This quarter we were able to provide 30 gutter cleanings, 62 firewood deliveries, and 2 winterizations.
- The Muscogee Nation Resource Center (MNRC) continues to provide resources to citizens who reside in the OKC Metro and surrounding areas. In December, the MNRC Elders were able to attend a Christmas Luncheon the Elder Services Department held. The MNRC will start hosting Language Classes in January with Mr. Joe Coon as the Language Instructor.

Completed work orders	1st
CR&D Maintenance Crew	143
Elder Services Maintenance Crew	91

Facilities

Maintenance/Janitorial: After the opening of the new Tax Commission building, an old building west of the office was successfully demolished. The carpets have been thoroughly cleaned and sanitized for the McCombs, Housing, and Community Services buildings; as well as, the installation of new carpet in room #62 in the McCombs building. After completing the relocation of the Human Resources Department, we were able to paint and restore the walls and prepare the offices for the Elder Services department to be completely moved into Human Resource’s previous location. Mold remediation has been completed at the old Community Services building, the Education and Training Department had to be moved in and out while the project was completed. Holdenville Regional Office renovations is complete and the building is open to our citizens.

HVAC: Winter weather preparation was started before the cold season came through, with air filter changes and heater checks. New units have been replaced and installed for the Community Services and Executive buildings along with a new thermostat installation for the Executive building unit. HVAC unit located at Environmental services had some melted wiring. The repair and rewiring is complete with the help of the electrician. The Safe Space location was switched from propane to natural gas.

Electrician: Cubicles were installed in the Finance building and Holdenville Regional Office. Human Resources was relocated, adjusted the lighting and locations of many of the outlets for

access. Converted a number of light fixtures to LED around the complex to update the lighting system. Street lights will be installed on Alligator Road and the parking lot at E&T building.

	1 st
Completed work orders	158

FLEET MANAGAMENT

Fleet Management provides maintenance for approximately 716 tribal vehicles. Completed 1,072 work orders and 487 vehicle reservations made through Fleet Management Software. Fleet also provides preventive maintenance for our Muscogee (Creek) Nation citizens and employees.

Accomplishments:

- The number of oil changes, tires and other work remains steady, as we continue to focus on keeping the vehicles we service in good operating condition for reliability and safety.
- 27 bids requested and 14 bids awarded. Received POs for 14 vehicles.
- Added GPS devices to a total of 11 tribal vehicles.
- Now oversees 90 GSA leased vehicles.
- Maintenance team completed 520 employee and citizens oil changes and 426 tires were purchased. An additional 212 oil changes were completed, and 110 tires were purchased for departments.
- Fleet rollback tow truck was utilized to complete 4 vehicle tows.

	1 st
Depts, Communities, & Citizens	\$134,137.59
Fuelman	\$46,413.20
Work Orders Completed	1,072
GSA Leased Vehicles	\$125,447.80
PikePass	\$2,936.17
Vehicle repair (outsourced)	1
Vehicles repaired by Fleet	1,072
Vehicle Reservations	487
Vehicle Purchased Savings	\$31,398.00

General Services Administration (GSA)

Accomplishments:

- Inventory of tribal assets by barcoding continues. The value of items inventoried for this quarter is \$2,393,035.73. Inventory was performed at 16 sites.
- A total of 212 items were disposed of in the WASP Asset Inventory System.
- Emergency PPE, cleaning and disinfecting supplies continues to be stored, inventory logged and provided to departments.
- Continued to provide service of sanitizing and disinfecting of tribal offices.
- Mailing of retail items for departments, by providing tracking information, initial pricing details and itemized reports.
- Updates were made to the E-Certify Mailing System through product support guidance, for the management of certified mail.
- New mail machine postage accounts were created to provide detailed reports on the quantity of specific mailings.

- Provided essential shipping guidelines and assistance for Economy, Express, Ground and Freight shipments to and from the Nation.
- Assisted the Church Lawn Mower Program by picking up and delivering lawn mowers, for MCN Ceremonial Grounds.
- Provided assistance with Several GSA Employees assistance departments, by transporting their programs material to distant locations.
- Provided assistance to a department by scheduling a FedEx Freight shipment, from Washington D.C. back to the Nation; staff members assisted with delivering and uncrating a freight item, to a building within the MCN Main Complex.
- GSA worked closely with departments to avoid delays on time sensitive mailings and shipments, by giving careful consideration to the most reliable delivery services.

	1st
Postage Expense	\$66,056.07
Metered Mail	63,079
Express Mail	28
FedEx	33
Certified Mail	2,290
Work Orders Completed	81
Surplus Items (In & Out)	528
Purchase Orders Processed	531
Total Packages Received	2,077
Items Inventoried in WASP	557
Value of Items Inventoried	\$2,393,035.73

Human Resources (HR)

The Human Resources Department is committed to providing effective human resource management by developing and implementing policies, programs, and services. We are dedicated to providing exemplary customer service and promoting a fair, equitable, ethical, and professional environment with competent and courteous staff. Human Resources divisions include Recruitment and Retention, Training and Development, Labor Relations, Policy Administration and Benefits Administration. We are tasked with onboarding new hires, training, policy development and enforcement, benefits administration, leave management, workers' compensation administration, performance management administration, employee records retention and labor relations.

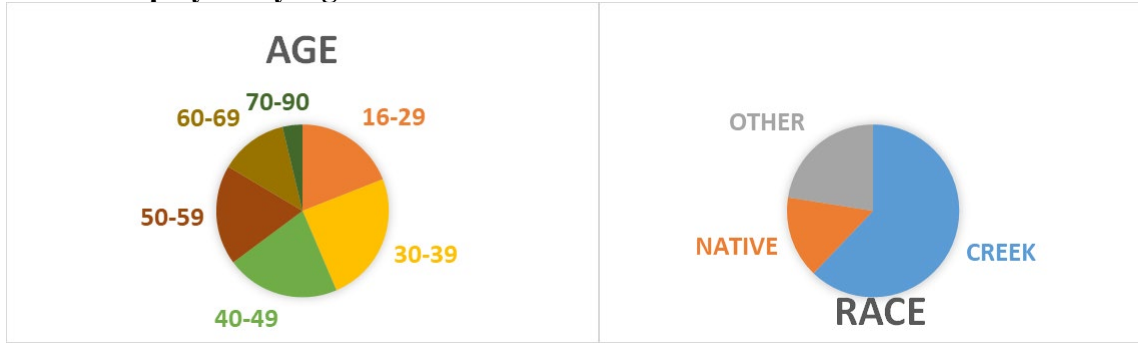
Accomplishments:

- Benefits Administration: Employee benefits audit of over 3000 employees completed including Tribe, Health, and College employees.
- Policy Administration: Updated fourteen policies; HR Policy and Procedures was updated online document with all revisions.

<u>Department/Tribe Statistics</u>	Totals
Active Employees	1494
Active Summer Youth	11
Recruitment/Retention	
• New positions opened	122
• Employment applications received	1522

• New hires (Regular Employees)	59
• Interdepartmental transfers/title changes	93
• Terminations (w/WIA)	56

Active Employees by Age and Race



Information Technologies (IT)

The Information Technology Department provides the Nation with quality technology solutions and support. The Department strives to provide timely support and stable technology systems to address all business requirements while implementing safe and secure best practices.

Accomplishments:

- FEMA Grant – Security Management Analyst position was filled first quarter of FY25 using the Department of Homeland Security Grant awarded to MCN IT. This position is paid through FY28 via this budget.
- Re-designed the fiber network infrastructure and relocated existing network from the Nation campus Telco building to the PPE Data Center located at Industrial Park Rd.
 - Network relocation was necessary to accommodate the CSB project and remove the utility poles on Highway 75 beside the campus property. Service providers which utilized the utility poles for network services were redirected to other points of entry.
 - The Nation’s network resides at the PPE Data Center with the primary connection as Cox Communications and the redundant network is ATT in the event Cox network becomes unavailable our network can failover to ATT network to provide a fluid network connection.
 - Campus owned fiber was relocated on the property to avoid network outages as the CSB project was underway; the fiber was placed for future growth on campus and will not require future relocation.
- Implemented a new firewall “Fortigate” with enhanced security features, intrusion detection protection and reducing security vulnerabilities by 50-70% with these added safeguards.
- Safeguards implemented to enforce “Mandatory Cyber Security Awareness Training”, resulted in 80% decrease for remediation of phishing attempts through employee awareness training.
- IT Program acquired the CCTV surveillance team and developed protocols, best practices, policy and established guidelines for reporting incidents, preparing footage and escalation protocols.
- Help Desk staff is fully staffed with an additional full-time employee housed at Holdenville SRO. This employee will manage Holdenville, Wetumka and all southern regional offices for IT support.
- Work Orders Completed is 3,392.

DEPARTMENT OF HEALTH – Shawn Terry, Acting Secretary of Health

Public Health Occurrences

In the first quarter of FY 2025, MCN Health closely monitored the prevalence of respiratory illnesses, particularly Respiratory Syncytial Virus (RSV), with significant increases in influenza and COVID-19 cases. The current trends are as follows: Eufaula: COVID-19 positivity rate is the highest at 18.9%; CNCH/Wetumka: Influenza rates are notably high, recorded at 16.5% and 18.5%; and Okmulgee & COCH: RSV positivity rates are 26.7% and 22.9%, respectively, with all areas showing an upward trend.

The conclusion is as expected, the incidence of respiratory viruses typically surges during the winter months and following indoor gatherings over the holiday season. To mitigate the spread, MCN Health strongly encourages vaccination (for influenza and COVID-19), frequent hand hygiene, and staying home when feeling ill to minimize transmission risks.

Access to Care

An additional Physical Therapist was added to the Okemah Outpatient Physical Therapy (PT) department in December due to vastly growing patient volume. Inpatient consults for PT also commenced in December.

In October, MCNDH implemented DAXi into our Epic Electronic Health Record (EHR). DAX is an AI-powered tool that helps create patient charts and notes during medical visits. DAX uses machine learning, natural language processing, and automatic speech recognition to record and transcribe conversations between patients and providers during medical visits. DAX can be used in person or during Telehealth visits. DAX can help improve the quality of patient care, patient provider interaction; along with improving provider documentation, provider efficacy and work life balance.

Accreditation

Council Oak Comprehensive Healthcare (COCH) successfully completed its annual DNV survey on November 5th and 6th. All previously identified nonconformities were resolved, and COCH remains fully accredited by DNV. The next annual surveys for remaining MCNDH facilities are scheduled for Spring 2025.

In November, MCNDH finalized the public health capacity assessment as the first stage in public health accreditation. The goal is to file for accreditation at the end of summer/early fall of 2025. This is a one-year process once the initial request is filed. Public Health Accreditation promotes public trust and demonstrates an ongoing commitment to quality and performance improvement.

Licensure Activity

Creek Nation Community Hospital (CNCH) is working towards the implementation of swing bed status and is currently awaiting licensure approval. Once granted, CNCH will be able to accept swing bed patients. A special DNV survey will follow upon approval. With swing bed status, MCNDH will offer a seamless transition from acute to post-acute care. Patients can stay in the same facility as they transition from acute hospital care to rehabilitation, ensuring treatment contiguity and ease of care.

Strategic Planning & Initiatives

In the first quarter, MCNDH monitored trends for uncontrolled blood pressure, diabetes diagnosis, overweight or obese patients, colon cancer screenings, breast cancer screenings, patient experience, top box scores, medical necessity, charge capture, and Medicare wellness.

- The uncontrolled blood pressure measure shows slight fluctuations but remains relatively stable overall at ~17%.
- The diabetes diagnosis measure shows slight fluctuations but remains relatively stable overall.
- There was a decrease in overweight or obese patients from 41.23% in October to 39.60% in December.
- Colon Cancer Screenings increased from 55.93% in October to 61.89% in December.
- Breast Cancer Screenings increased from 55.08% in October to 63.75% in December.

Patient satisfaction responses dropped sharply from 856 in October to 454 in December. The 402 difference in the first quarter response indicates a need for enhanced engagement strategies to maintain consistent patient feedback.

Top box scores represent the highest ratings or responses, such as "strongly agree" or "most satisfied". A fluctuation was observed with a rebound of 81.23% in December. Continuous focus on improving patient interactions can help maintain high satisfaction levels.

Medical necessity decreased from 34 in October to 92.66% in December, reflecting better adherence to guidelines.

Charge capture is the practice of health care providers documenting and recording their performed services and then submitting those charges for payment from a patient or insurance provider. After a patient has completed their visit, the hospital moves on to the charge capture process. Charge capture improved from 79.06% in October to 92.66% in December. A successful charge capture process prevents revenue leakage, helps uncover underpayments, and guarantees proper and timely reimbursement.

Medicare wellness visit rates increased from 8.91% in October to 14.58% in December, suggesting better engagement with eligible patients.

Conclusion: Key successes include improvements in cancer screenings, charge capture, and Medicare wellness visits. However, patient satisfaction and medical necessity scores need attention.

The next steps for improving these trends are investigate the decline in patient satisfaction and implement improvements, focus on enhancing interventions for blood pressure and diabetes control, and refine clinical review processes to ensure appropriate treatment based on guidelines. By addressing these areas, MCN Health can continue to improve both patient care and operational efficiency.

Events

MCNDH hosted the 22nd Annual Pink Party at River Spirit Casino Resort on October 24 with over 600 guests in attendance, which was the largest in MCN history. MCNDH was honored to have Creek citizens as panelists who shared their stories of inspiration and support. MCNDH is grateful for the opportunity to honor survivors while spreading awareness about the importance of early detection in the fight against breast cancer.

DEPARTMENT OF COMMUNITY & HUMAN SERVICES

Carmin Tecumseh-Williams, Secretary

The Department of Community & Human Services (C&HS) encompasses 12 client based social service programs committed to providing services, which promote self-sufficiency, through effective program delivery while maintaining compliance with Tribal and Federal regulations. Maintaining positive relationships with Tribal, State, and Federal entities is a necessity to ensure a comprehensive range of services are available to the youngest of citizens through the oldest. Cumulatively, C&HS expended a total of \$6,827,419.44 in direct client services to assist 25,142 citizens.

Children and Family Services Administration (CFSA) provided \$8,190.00 in direct assistance to families across all programs. CFSA hired two new staff members this quarter, transferred two staff members to a new position filling the Intake Specialist, SRP Caseworker, CFSA Receptionist and CFSA Office Clerk positions. CFSA currently has 52 staff members working in various positions. CFSA will advertise to fill nine additional case worker positions and one (1) case aid position in the coming quarter. CFSA finished the Business Process Mapping with Casey Family Foundations and will review the final draft within the next quarter. CFSA continues finalizing and formatting the updates for policy and procedures in preparation of completing Title IV-E Pre-Printing processes, now developing the newest program policy and procedure for AGPC. CFSA received approval on the CTAS budget modification and a no-cost extension for FY25.

During the first quarter of Fiscal Year 2025, the **Elder Services**, Elder Advocates assisted 90 elders by placing homeless elders in appropriate housing, paid utility cut offs, helped with cooling sources and assisted with other emergency needs. Elder Advocates helped 9 elders with direct assistance for \$2,493.78. The Adult Protective Services workers attended Tribal Court hearings on 14 cases and has 5 APS clients in custody. The APS Program helped 7 elders and spent \$3,222.77 in direct assistance. The Ombudsman Program received 26 intakes on complaints and or concerns, visited 32 nursing home facilities, and 9 Assisted Living facilities. The CHR Program provided 617 transports to Muscogee Nation Health Facilities, 317 transports to Outsourced (Contract Health Referrals) appointments, 743 Transports for Dialysis patients and 122 transports to PRC. The Elder Christmas Luncheon event had total of 617 in attendance (volunteers, Dignitaries, & guest) with 465 being elder participants.

Center for Victim Services (CVS) hosted a number of events across the reservation in commemoration of October as Domestic Violence Awareness Month. In November, CVS used grant funds to support travel for MCN District Court Judge Masters to attend the DOJ Government-to-Government Tribal Consultation in Santa Fe, New Mexico. The Director and FTAP (Firearm Technical Assistance Project) Site Coordinator attended a meeting with U.S. Attorney's Office Northern District to kick-off a new initiative with MCN as "Jurisdiction of Focus". The new project will focus on increasing prosecution of domestic violence offenders. In December, the CVS Site Coordinator provided a presentation on MCN's FTAP for the Inter-Tribal Working Group (ITWG) meeting at the National Advocacy Center in Columbia, South Carolina. The CVS Training Coordinator worked with the Southern Plains Indian Health Board to ensure delivery of Adult and Pediatric First Aid and CPR training for CVS staff at the Okmulgee office. CVS represented the MCN at the 18th National Indian Nations Conference, which is focused on responses to crime in Indian country, in Palm Springs, California.

In the first quarter of Fiscal Year 2025, the **Developmental Disability Advocacy (DDA)** Special Needs grant funded a total of \$137,000 to families of children with developmental disabilities.

Developmental Disability Advocacy has been busy with planning a "Joining Forces" Conference in collaboration with the Oklahoma Family Network. Muscogee Nation is volunteering to be a virtual site for this conference. The program participated in conference calls bi-weekly with Family Voices regarding updates, legislation and funding.

Food Services, Food Distribution Program received additional funding from USDA to purchase turkeys for all clients during the month of November in addition to a variety of supplemental foods for the holidays. The Elderly Nutrition Program held their annual Thanksgiving and Christmas Dinners. The Tiny Village now has a new Manager who will be working with participants in seeking job opportunities, medical care and housing.

In November, the **Social Services** Tribal Energy Heating season started and approved a total of 1,756 citizens. The School Clothing program ended its season on December 30, 2024. A new program season began January 1, 2025. The Social Services Department provided outreach events during this quarter to eight community centers including the OKC outreach center and Off the Reservation meeting in Florida. The department has visited with approximately 1,105 walk-in clients and logged 14,252 calls.

The **Office of Child Care** launched a Stabilization III Grant to active providers. This grant will provide incentives, pay utilities, provide AED, and assist with emergency preparedness. The Subsidy program extended essential families child care coverage through September 2025. The National Council provided Thanksgiving turkey and sides to 3 families per center. Cultural Day was held on October 23rd. In the month of October, each center hosted a family fun day/indoor fall festival, providing a luncheon and games for the children. On November 25th, all children 5 years and older went on a field trip to the First American Museum. On November 15th, a basket weaving class was provided to administrative staff to provide a calm relaxing activity in support of mental health.

Southern Regional Office (SRO) in October, Muscogee Nation Youth Services and Housing began providing services at SRO. The Ombudsman and Adult Protective Services Program also began providing services on Tuesdays & Thursdays, while Employment and Training is present every Monday from 10am-3pm. The Holdenville location opened December 3 servicing 14 citizens and receiving 24 calls for assistance.

During the first quarter of FY25, **Temporary Assistance to Needy Families (TANF)** provided 5 households diversion assistance in the amount of \$5,821.61, ensuring employment of the household continued. The TANF Program also attended various staff development trainings. The Tribal TANF Youth Program issued cultural development boxes to youth containing activities such as making meals, gourds, and grape dumplings. The TANF Program issued blankets, power chargers and flashlights to TANF participants, in addition to handing out holiday vouchers for holiday meals for Thanksgiving and Christmas. The TANF Program assisted 20 TANF participants and non-TANF participants with our nonrecurring benefits, ranging from utility payments and housing expenses.

During the first quarter of FY2025, **Tribal Juvenile Justice (TJJ)** renewed contracts with Sac and Fox and Creek County Juvenile Detention Centers. GSA /Fleet notified Tribal Juvenile Justice that our Tulsa vehicle is up for replacement, and the selection for a new vehicle is being discussed. TJJ's Truancy Coordinator continues to maintain regular attendance at the Northeastern Oklahoma School Resource Officer Group. 2024 was the end of our two-year Performance Based Standards (PBS) Center agreement. TJJ will be discussing whether it is beneficial to renew this agreement. In a meeting with the CTAS grant administrator, discussions were had on either TJJ implementing

a version of the Oklahoma Association of Youth Services First Offender program or continuing to do referrals to their Youth Services and hiring our own facilitator to teach native culture as an addendum to their curriculum. Either way, the grant administrator was confident that our goal was possible and would be easily approved. TJJ plans to include the MCN Cultural Department's input in identifying qualities and skills in implementing the cultural component. Tribal Juvenile Justice is also visiting with the Multimedia Specialist in Public Relations on the building of a TJJ-specific website to make Lighthouse forms, intake forms, surveys, and a resource guide available to the public. This would fulfill the new code requirement of TJJ being responsible for providing an updated Resource Guide every two years to various departments and our citizens.

In the first quarter, the **Women, Infants and Children (WIC)** program began planning for the WIC food package requirements authorized by the USDA in 2024. The food package updates include offering fresh herbs with the fruit and vegetable benefit, changes to the whole grain criteria for breads and cereals, and better flexibilities for participants with food allergies. The WIC program continues to operate on a continuing resolution through the month of March for ongoing federal budget negotiations. WIC does not expect funding or services to be impacted. In the first quarter the WIC program served 6,736 participants and expended \$461,815 in direct services. The development and implementation for the 2025 Summer EBT program year is underway with an estimate of reaching 106,000 students across the Muscogee Reservation this summer.

Mvskoke Nation Youth Services (MNYS) has continued to provide services to our Mvskoke Youth. The program awarded \$20,633.75 in assistance through the Mvskoke Nation Youth Opportunity Grant program. These funds assisted 80 youth with leadership, educational, sports, and personal development opportunities. MNYS also served 252 youth and young adults with 7 resources and outreach items. This Quarter, MNYS had the opportunity to host 6 events while attending 14 community events. The Muscogee (Creek) Nation Miss and Jr Miss have attended 22 community events such as parades, public speaking, groundbreaking, and outreaches.

DEPARTMENT OF EDUCATION, EMPLOYMENT, AND TRAINING

Dr. Kaila Harjo, Secretary of Education and Training

The Muscogee (Creek) Nation Department of Education and Training has started FY25 with outreach events and planning. Our team is entering into year two of our strategic plan and we are excited to incorporate staff development and continued community outreach events. The 1st quarter has brought an amendment to our ARPA legislation that will allow citizens to apply for the Virtual Learning Support Program, and our new initiative, a direct assistance support payment of \$1000 to 2000 full-time Muscogee scholars. We will also be including a school mini-grant to provide up to \$25,000 students for reservation schools to support their Muscogee students. In our commitment to our Mvskoke Scholars, the Scholarship Foundation worked with our Tax Commission to establish a Scholarship Foundation car tag. These tags are now available and the revenue from the tags goes directly to our foundation to support Mvskoke scholars.

The Muscogee (Creek) Nation Department of Education is preparing for the 2025 High School Honor Cord Program, which celebrates graduating Muscogee (Creek) high school seniors. Participants receive a green and gold braided graduation cord with a custom charm featuring the Nation's seal, to wear during commencement and keep as a memento.

The program is available to students both within the Nation's jurisdiction (attending JOM partner schools) and outside, including out-of-state students. Starting January 2025, the department will contact 44 JOM K-12 schools to reserve cords for eligible students. At-large and non-partner school students can apply for cords beginning January 27, 2025, with distribution based on application order.

In FY 2025's first quarter, the Director of Education Community Services engaged in 10 events to connect with citizens and share educational and tribal resources. These included community meetings, resource fairs, and specialized training. Notable activities included attending an Indigenous Student meeting at the University of Arkansas and the Citizens Beyond the Reservation event in Tampa, FL.

Additionally, the department distributed monthly informational packets to Indian communities and collaborated internally to develop marketing materials for programs, events, and employment opportunities. Digital content was regularly created to celebrate student achievements and provide real-time updates on services.

Accessing Choices in Education (ACE)

For FY25 ACE will transition to Muscogee Education Services (MES). This program will primarily be responsible for oversight of all grant initiatives within the Department of Education and Training.

- The ACE program serves American Indian and Alaska Native students within the Muscogee Nation reservation, with 62.2% Muscogee Creek students among those served.
- In FY24, ACE exceeded its goal, providing 3,735 services to 2,741 unique students (137% of the annual goal).
- Services included ACT prep, cultural labs, Indigenous Readers, STEM, fee assistance for college and industry certifications, and more.
- The most utilized services were educational materials, cultural labs, and Indigenous Readers.
-

1st Quarter FY25 Updates (Oct-Dec 2024):

- Served 413 unique students through 416 services, including cultural labs and college fee assistance.
- Cultural labs featured hands-on activities like basket weaving and moccasin making.
- Students designed ribbon skirts/vests, created by local artists, and showcased during Native American Heritage Month events.
- Provided \$8,635 in concurrent college fee assistance to 24 students.

Tribal Breakdown (1st Quarter FY25):

- 47% of the students served were Muscogee Creek.
- Additional representation included Cherokee (35%), Choctaw (6%), Seminole (3%), Chickasaw (2%), and other tribes (7%).

The ACE program continues to prioritize cultural enrichment, academic support, and collaboration to enhance student outcomes, focusing on impactful initiatives as it transitions into its final year.

Native Youth Community Project (NYCP)

The Native Youth Community Program (NYCP) focused on enhancing student resources, cultural learning, and community engagement this quarter. Key activities included:

- **Cultural Events:** Hosted corn husk doll workshops for Indigenous Peoples Day and Cultural Day, monthly cultural nights, and a pumpkin patch trip for Eufaula Dormitory students. Ribbon skirts, vests, and moccasins crafted by students under the guidance of Mvskoke Elder Carol Tiger and a curriculum specialist were showcased during Native American Heritage Month.
- **Holiday Celebrations:** Organized a Christmas pajama party for dorm students, with volunteers from various MCN programs contributing to the event.
- **Academic Incentives:** Increased student enrollment to 218 for the fiscal year. Recognized top students through GPA challenges and rewarded them with tickets to sports events. The next challenge focuses on service-learning hours.
- **Arts & Culture:** Launched the NYCP Arts & Cultural Club, with 64 students enrolled. Monthly kits highlighted Native artists Jon Tiger, Lisan Tiger, and Dode Barnett.
- **Career Readiness:** Hosted the Future Mvskoke Educators (FME) Information Series at OSU Institute of Technology, featuring pathways to education careers and guest speakers from the State Department's Office of American Indian Education.

NYCP continues to support students' academic, cultural, and career development while refining its offerings based on feedback.

Employment & Training Administration

The Employment and Training Program provides an opportunity for Native Americans to obtain the technical/occupational skills and job training to succeed within the workforce. The ETA Program focuses on addressing challenges of unemployment, underemployment, and the economic needs of Native Americans residing in the Muscogee (Creek) Nation reservation by developing an individualized employability plan (IEP). The IEP focuses on the client's short-term and long-term goals and then identifies challenges or barriers preventing them from obtaining their goals.

ETA is focusing on delivering a high-quality service for each workforce participant that will require a more in-depth orientation process. This will ensure that each participant will be prepared before starting with a worksite. This new process will ensure that the workforce participant will have the best chance of achieving full-time employment. ETA also offers youth services through summer youth and the year-round work program for our “at risk” youth within our reservation.

During the 1st quarter, 70% of the Adult Work Experience Program were hired full-time, provided over \$468,130.65 in client support payments, classroom training payments, and tribal grants/incentives and the Summer Youth applications opened December 1, 2024, and the applications close March 31, 2025, with 300 the maximum summer youth applications.

Head Start Program

The Head Start Preschool program is federally funded for 289 children. Our FY24 ended on November 30, 2024, and FY25 began on December 1, 2024, starting the first year of the program’s 5-year grant. The program has successfully provided Preschool comprehensive services for forty-five (45) years to the communities located within the Reservation.

In the first quarter of FY25, the Head Start-Preschool program implemented 16 Individualized Education Plans (IEPs) for children with special needs. Currently, the program has served 297 families, and 317 children and maintains an ongoing waitlist that has 125 families awaiting services.

Child outcome data is collected three times a year, fall, winter, and spring to monitor children’s progress and identify areas for developmental growth. The Fall Outcomes indicate that 3-year-olds scored high in Language, Physical, and Social-Emotional, while the 4-year-olds scored high in Language, Literacy, and Physical.

The National Council contributed turkeys and ingredients for side dishes to benefit 20 Head Start Preschool families for the Thanksgiving holiday.

Higher Education

The Muscogee (Creek) Nation (MCN) Department of Higher Education administers a total of eight grant and scholarship programs. The Undergraduate Program includes the Tribal Grant, Tribal Incentive Grant, Self-Governance (BIA) Scholarship, and Tribal Scholarship (NCA-03). The Post Graduate Program includes the Masters Grant and Doctoral Grant. The Department of Higher Education also provides assistance to student citizens through the Emergency Scholarship Program and the Concurrent High School Student Program.

During the 1st Quarter of FY25, the Department of Higher Education awarded the following supplemental funding to Undergraduate, Post Graduate, and Concurrent student citizens enrolled in an accredited college or university for the Fall 2024 semester:

FY25 1 st Quarter	Academic Year 2024-2025	
Undergraduate Programs:		
Tribal Grant	1,207 Awards	\$2,025,000.00
Tribal Incentive Grant	73 Awards	\$45,850.00
Self-Governance (BIA) Scholarship	251 Awards	\$282,671.00
Tribal Scholarship (NCA-03)	34 Awards	\$34,258.00
Post Graduate Programs:		
Masters Grant	92 Awards	\$156,250.00
Doctoral Grant	87 Awards	\$473,812.00
Other Programs:		

Concurrent (High School) Tribal Grant	92 Awards	\$55,800.00
Emergency Scholarship	13 Awards	\$36,588.14
Total FY25 1st Quarter	1,849 Awards	\$3,110,229.14

During the 1st Quarter of FY25, the Department of Higher Education participated in the following conferences and events: Inter-Tribal Council of the Five Civilized Tribes Quarterly Meeting hosted by Choctaw Nation, MCN Johnson O'Malley (JOM) In-Service Training, the MCN Beyond the Reservation Tampa, Florida Outreach, and the MCN Office of Childcare and JOM Cultural Day. The Department attended the following outreach events: Seminole State College Tribal Fest, Connors State College Resource Fair, and College of Muscogee Nation Higher Education Fair. The Department of Higher Education and the MCN Native Youth Community Project Department will co-host a College and Career Fair on January 29, 2025, both departments have been meeting throughout the 1st Quarter of FY25 to plan for the event. The department staff also participated in the MCN Department of Education and Training Team Building events during October and December.

Mr. Brian Moore, Department of Higher Education Assistant Scholarship Coordinator, received the MCN Scholarship Foundation Volunteer of the Year Award at the Donor's Celebration held on December 11, 2024. Mr. Moore and Ms. Louisa Proctor, Higher Education Grant Advisor, serve on the JOM Challenge Bowl sub-committees and have been meeting with the JOM Challenge Bowl Committees throughout the 1st Quarter of FY25 to plan for the upcoming event.

Vocational Rehabilitation Program

The Muscogee Creek Nation Vocational Rehabilitation Services Program (MCNVRSP) functioned at 7.00 FTE (100% or full staffing) for all three months of the first quarter of FY25. Full staffing allows the program to achieve quarterly and annual goals in a prompt and timely manner.

During the first quarter of FY25, 20 referrals (7 Outreach Recruitment & 13 Outreach Referrals) for VR services were received. These referrals have contributed to 24 applications for services. The MCNVRSP staff carried a total of 79 active cases during this reporting period.

For the first quarter of FY25, the MCNVRSP processed 24 applications for services to achieve 27% of the annual goal, developed 6 individual plans for employment (IPE) to achieve 20% of the annual goal for IPEs, and assisted 8 clients in achieving a successful employment outcome (SEO) or 38% of the annual goal for SEOs.

The MCNVRSP has demonstrated substantial progress in program performance throughout the first 3 months of FY25. As the program continues to be fully staffed, we anticipate continuing to make progress toward achieving and/or surpassing our annual goals for the upcoming grant cycle with regard to both client services as well as outreach.

The MCNVR program has had a busy and successful 1st quarter in FY25. Some notable events that have happened this quarter include all MCN VRSP staff attending and assisting the Tribal Disability Awareness Day (in support of the Wichita and Affiliated Tribes); hosting a collaboration meetings/lunch for Iowa TVR, Apache TVR, Wichita and Affiliated Tribes VR programs; the MCN-VR Director being nominated for the CANAR President position; MCN VRSP participating in the OKTVR meeting in Anadarko; attending and assisting with the Cheyenne Arapaho TVR program Disability awareness event; participating in the Day of Giving at College of the Muscogee Nation; hosting the Disability Employment Awareness Event with support from Cheyenne Arapaho TVR, Wichita and Affiliated TVR, and Cherokee TVR at Langston University Tulsa; participating in a JOM in-service to share program information; MCN VRSP staff taking Tribal

Vocational Rehabilitation classes at the Northwest Indian College; MCN-VR staff attending and participating in the OTI/ORA conference in OKC; MCN-VR Director attending the CANAR Board of Directors work session in New Orleans; consistent sharing of program information throughout the MCN communities; sharing program information throughout the MCN Reservation within area high schools; and MCN-VR Director being elected as President of CANAR.

Scholarship Foundation Program

The Scholarship Foundation raised \$9,662.72 during the 1st Quarter to support the Foundation's Scholarships, Community Research, and Initiatives. This amount includes Employee Giving, Donor Giving, and fundraising projects. The Foundation is extremely grateful for our Workplace Giving Donors from the tribal, health, gaming, and College of the Muscogee Nation divisions. During National Day of Giving, the Foundation held "Toknawv Tuesday", an enrollment drive for our Workplace Giving Program. Collectively, we are excited to have over 100 employee donors entering into 2025.

As a part of our ongoing community initiative strategic goals, Foundation Staff visited with numerous educational communities, and corporate, and nonprofit organizational partners to provide information sessions about the MCN Scholarship Foundation as well as participate in cultural activities; information shared includes our 7871(a) tax status, strategic planning, fundraising events, community projects, and workshops. Additionally, Foundation Staff are actively visiting high schools to build Muscogee students' awareness of the Foundation's scholarship opportunities and provide training workshops on scholarship application planning and cultural presentations. Staff visited Berryhill High School, MCN JOM Cultural Day, MCN Head Start Spook Walk, MCN Mvskoke Nation Youth Services- Youth Empowerment Day, City of Tulsa Indigenous People's Day, Inola Public Schools, Boston Scientific, and Tulsa Will Rogers High School.

Johnson O'Malley Program

Provide annual monitoring of 52 school sites to ensure all programs are complying with federal regulations and MCN policies. Documents required for compliance have been received from 39 JOM school programs for FY25 which 75% of the 52 school programs were compliant by the end of the first quarter.

The JOM In-Service event occurred on November 4, 2024, at the River Spirit Resort & Casino. There were 187 registered attendees, along with 8 resource tables. Handbooks were distributed to all school districts present. Attending school districts received updates and information from several sources, including the Department of Education and Training (DET), Behavioral Health, the College of Muscogee Nation, Tulsa Oilers, and Mvskoke Language and Culture and Humanities. Representatives from Berryhill, Union, Bristow, and Dewar schools conducted presentations. Unfortunately, JOM was unable to provide training for new JOM school personnel and new parent committee members due to severe weather and concerns for attendees' overall safety during travels.

The OKJOM Conference will be held at the Choctaw Casino & Resort on March 26th and 27th, 2025. More details will be provided at a later date.

MCN Challenge Bowl

The committee holds monthly meetings to discuss all aspects of planning for the annual competition. The Challenge Bowl competition dates for FY25 are February 7th for the High School; February 14th for Middle School; and February 21st for Elementary School. The current teams registered are High School 33; Middle School 47; and Elementary School 39.

Eufaula Dormitory

The Eufaula Dormitory has been busy this fall participating in football, marching band, basketball, e-sports, and other activities including a trip to Six Flags Over Texas, Thanksgiving banquet, annual dinner at Golden Corral, viewing of the Christmas light display at Honor Heights Park, participated in the Eufaula Christmas parade and the annual Christmas dinner with many special guests included Chief Hill, several National Council Representatives and a visit from Santa Claus. The students were given their Christmas gifts from the dormitory as well as goodie bags and gifts provided by Narcomy Construction (Jason and Jackie Jackson).

The students have been excelling in both academics and activities completing the first semester with 98% of our students passing all classes. Many of our high school students had high enough grades that they were exempt from all semester tests and were able to go home for the holidays 4 days sooner than the rest of the kids.

One of our students, Kulvne Begay, was recently crowned Jr. Miss Indian Oklahoma. We are so proud of her for this accomplishment.

Reintegration Program (RIP)

The Reintegration Program provided 119 support payments and the program currently has 22 living on-site and 20 living off-site.

The Reintegration Program hosted representatives from New York University (NYU) for a visit to discuss future collaboration opportunities. This meeting allowed for a deep exchange of ideas focused on innovative reintegration strategies, workforce development, and potential academic partnerships. Discussions will lay the groundwork for collaborative efforts in the coming months.

The Reintegration staff attended the Green Country Workforce Development Committee meeting to explore networking opportunities and client class development strategies. This gathering provided a platform to connect with local workforce development professionals and explore new ways to enhance our training offerings and increase employment opportunities for our participants.

The Reintegration Program had the privilege of participating in the Henryetta Community Hallmark Christmas event during the holiday season. This participation allowed us to engage with the community, share the season's spirit, and further cement our connection with the local community. Also, our annual Thanksgiving celebration was a resounding success, exemplifying the fellowship that is integral to our organization. Alongside this celebration, the Reintegration staff organized a food drive to assist ten local families. These families were provided full Thanksgiving dinners and essential items, ensuring they had the resources to enjoy a joyful and fulfilling holiday season.

This quarter, the Reintegration Program completed one Fiber Lineman Construction class and two Fiber Splicing classes. Including twenty-one total graduates. Additionally, a new Fiber Splicing class began in December and will conclude in the second quarter of 2025. These training programs are central to our efforts in preparing participants for employment in high-demand sectors like telecommunications and fiber optics.

The Reintegration Program began networking with Texoma Contracting Inc. to explore future training and employment opportunities. This partnership is expected to provide valuable job placements for program participants, especially in the expanding fiber optics industry.

The program successfully applied for and received a Youth Opportunity Grant from FHI 360. This grant will allow us to develop new initiatives aimed at providing young individuals with the skills and opportunities needed to succeed in the workforce.

Our greenhouse celebrated Indigenous Day by giving away 189 plants to local community members. This initiative honored Indigenous culture and contributed to local sustainability efforts by providing plants to beautify homes and foster a connection to nature.

The Reintegration staff met with the Women's Justice Commission to explore potential networking opportunities and discuss ways to support women tangled in the justice system. This discussion laid the groundwork for future collaborative efforts to address the unique needs of women in reintegration.

We visited Intertribal to announce the progress of our program and highlight upcoming projects. This visit strengthened our partnership and ensured that Intertribal is aware of the impact and success of the Reintegration Program.

Throughout the quarter, Reintegration staff visited the following community centers for their monthly meetings. These visits helped build stronger relationships with local leaders and ensured that the Reintegration Program's services are accessible to individuals across the region: Yardeka, Checotah, Koweta, Dewar, Bristow, Hanna, Morris, Okemah, Okmulgee, Twin Hills, Wetumka, and Wilson.

The Reintegration Program is excited to look ahead to the continued development of our License Plate Production Facility on our campus. This new facility is a significant opportunity for providing workforce development to program participants and generating sustainable employment opportunities. As plans move forward, the facility will serve as a hands-on training ground, equipping individuals with skills that can translate directly into future job opportunities within the state's production systems.

The wellness center building foundation has been completed. Steel beams have been erected to complete framing and the saferoom is also finished. We are on pace to have a completion date during quarter three of FY25.

DEPARTMENT OF INTERIOR AFFAIRS
Trenton Kissee, Secretary of Interior Affairs

Division of Agriculture and Natural Resources

Accomplishments:

Looped Square Ranch: Herd breeding stock numbers are: 574 bred cows, 215 yearling replacement heifers, 93 yearling steers, 286 spring calves weaned, 127 fall calves on cows, 54 fats on feed, and 22 registered bulls. Total cattle: 1,371. Cattle are home for the winter and feeding season.

Ag Youth Program: Q1 for the Ag Youth program involves livestock projects, leadership camps, and State fairs. Students were assisted at numerous local, county and State fairs with their livestock, including show prep, hauling and coaching. Billy also assisted with USFWS Archery contests and hosted the first MCN Ag Youth Speech Contest since the pandemic. Financial Assistance: Livestock—\$35,950 on 54 students; \$1,424.90 on FFA attire, and 4H Leadership camps.

NR/Fencing Program: Looped Square Ranch: 2900 linear ft of new fence, 1300 ft of repairs on existing fence. Duck Creek: 50 ft of new fence, removed and replaced braces and two new gates. Fountainhead: re-fabbed existing gate, replaced hinges and re-hung gates at entry. Removed 1 mile of old fence on Looped Square Ranch. Mulched 2 miles of fence line for new fence construction.

Looped Square Meat Co.: We currently have 18 FT and 2 PT employees. In Q1 the meat processing facility made \$579,398.32, up 101% this fiscal year over last. We served 4,331 customers this quarter.

Wildlife Program: For the 2024 season, 476 permits were issued to citizens to hunt DANR lands. For 2025, 54 have already been issued. 365 Wildlife The rollout of the 5-Tribes Wildlife Management Agreement has been great, led by our team at MCN. 1700 pounds of fish were also stocked in partnership with US Fish and Wildlife. Spotlight surveys were complete on all properties and that data can be obtained by reaching out to wildlife@muscogeenation.com.

Revenues FY 2025	1st Quarter
Livestock sales	\$96,478.17
Meat Company	\$579,398.32
Total	\$675,876.49

Arbor Care Service and Risk Management Programs

Accomplishments:

The Muscogee (Creek) Nation Risk Management department oversees the Tribal Property, Liability, Auto insurance policies and Arbor Care Service. The Risk Management mission statement is to create and maintain a healthy work environment for staff members, contractors, vendors, guests and tribal citizens. This office will track and maintain data from all programs related to Risk Management.

Major activities:

- **ACS:** Works emergencies in all areas of the MCN jurisdiction as needed. All calls and requests for ACS department handles each one promptly, courteously and in the timeliest manner as possible. There were 158 work orders taken care of in the 1st quarter, which included 43 emergencies, 9 special and 106 regular work orders. There are 154 current open work orders. ACS handles all sites as needed in special cases on daily basis. Other duties assigned are handled as needed to assure the program runs efficiently and effectively as possible. There were 126 total requests that came through ACS for this quarter.
- **Insurance:** Currently there are 23 insurance claims being processed to date. There are 21 vehicle and 2 property files currently open. There have been 13 claims closed in this quarter. There was a total of 16 reported incidents for information only turned in 1st quarter of FY25. Distribution for the supplemental payments is being requested for vehicle claims as needed. New vehicle insurance verifications will be issued upon receipt of the ID's to be distributed for FY25 coverage. Each new concern/issue is adequately handled as needed by the MCN insurance holder or thru the MCN Risk Management office. The hail damaged vehicles from one of the hard rain and hail storms is being completed to date. An appraiser has issued estimates and scheduled repair dates to get the claim completed and closed.
- **Risk Management:** There is a total of 293 items that came through the Risk Management office in the 1st Quarter of FY25. Included in this amount were 119 items pertaining to Risk and Insurance issues during this quarter. There were 113 miscellaneous items that relate to incoming phone calls, emails, meetings etc. that may refer to insurance issues and/or questions, claims, proof of insurance, insurance repairs, estimates, updated driver's license, emergency information, Health and Safety items, purchasing, payables and any other situation that may need attention. Risk Management has the Analyst position to fill for the Fiscal Year 2025. All positions continue to assist with all general office duties, accounts payable and insurance claims as needed. Risk Management has been approved for FY25 funds to continue on with daily activities within the Nation.

Tribal Driveways Department

Accomplishments:

Continued upgrading driveways and open/closing burial services for tribal members. This program has worked very hard to make sure that every citizen's need is met. Cement contractor in process depending on weather availability.

FY 2023	1st Quarter
Applications on File	28
Completed Applications	40
Applications Inspected	28
Ceremonial Grounds Done	00
Cemetery's Completed	02
Burial Opening/Closing	25
Total Loads of Gravel	42
Gravel Expenditures	\$8,078.31
Tin Horn Expenditures	00
Cement Completed	03
Cement Expenditures	\$15,895.00

Office of Environmental Services

Accomplishments:

- Work continues on the EPA 106 and 319 Clean Water Act grant (CWA 106) for grant compliance and deliverables. Lab equipment is calibrated, water samples collected, monitored and uploaded into Open Waters database to EPA. Required reporting to EPA are all current and good standing.
- Staff participated in the Land Code Development meetings with DOI.
- Staff participated in educational outreach during the MCN Cultural Day at the MCN Omniplex.
- Staff continues to participate with Olsson Engineering on the EPA PPG Drought Contingency Planning meetings.
- Staff continues to meet and participate in monthly Comprehensive Climate Action Plan grant meetings (CPRG). Quarterly Reports were submitted.
- Staff attended the Inter-Tribal Council of the Five Civilized Tribes meeting in Durant OK.
- Staff presented at the CMN Symposium, Growing Power: A Climate, Nutrition & Food Sovereignty Summit.
- Staff hosted our quarterly Green Team Meeting.
- Research continues on the McIntosh County wind turbine projects.
- MCNOES hosted our Annual America Recycles Day event. This was a free event open to the public which included a shred truck and white goods collection. Our e-waste collection totaled 13,665 lbs. of electronics!
- MCNOES worked with the United Keetoowah Bank Historic Preservation department and planted rivercane behind Looped Square on Eagle Creek for erosion control and filtration.
- The Ambient Air Quality Program (AAQP) received our new mobile monitoring trailer to measure air quality within the reservation.
- Staff attended the Fall 2024 Regional Tribal Operations Committee (RTOC) meeting in Norman OK. Chief Hill and other MCN staff were in attendance.
- Monthly Underground and Aboveground Storage Tank inspections were conducted as required at all MCN locations. Inventory is continually updated. Staff training and education continues.
- Orphaned Well staff continue education and training with multiple companies, tribes and vendors. Inventory and data base of orphaned, plugged, active, abandoned wells and spills on tribal trust properties are ongoing. Staff are purchasing equipment to begin clean up, remediate and cap wells. Research continues on Carbon Capture/Carbon Credits.
- Work continues to identify, collect information and complete right of entry forms, for solid waste dumpsites, within the reservation for cleanup under the EPA GAP grant.
- Dumpsters and Porta Johns are provided to our various Ceremonial Grounds, Churches, Communities, MCN Departments as needed and requested. The demand for services has increased, as well as the costs of provided services.
- Okemah Lagoon closure is complete. Duck Creek Lagoon closure is 90% complete.

Solid Waste Dumpsters Provided	1Q Total
MCN Communities	8
Ceremonial Grounds	6
Churches	16
MCN Departments	21
MCN Citizen Rentals	10

MCN Recycling Center Projects in Pounds	1Q Total
Plastics #1 & #2	1,375
Mix Paper	1,676
Aluminum	38
E-Waste	13,665
OCC Loose/Cardboard	43,279

Geospatial Department

Accomplishments:

The MCN Geospatial Department continues to support the MCN Enterprise GIS and the platform that houses geospatial and non-geospatial records. Staff supports the work on the GIS Platform that provides departments across the nation a space to collaborate and work with others as well as provide mapping/data solutions with tribal information. The platform consists of 91 total users. Other Geospatial Department requests/projects include drone flights, mapping, data management and other data technology related needs. A ticketing platform is in place to ensure adequate response and support is available for all requests.

Staff had training/meetings/workshop/collaborations that totaled 237 activities for the quarter. Geospatial Dept. Staff reported the amount of individual activity for the quarter below

Work Flow Completed	1st Quarter
Maps Produced	222
Departments Assisted/Tech Assist	51
Activity/Projects – Geospatial	266
Activity/Projects – Brownfields	113
Activity/Projects – Data Management	139

Brownfields 128A Tribal Response and BIL: Staff wrote and submitted funding proposals for a competitive community wide assessment grant and the regular 128a appropriations for the next fiscal year. Staff worked on the regular 128A, Technical Assistance (TAG) and Bipartisan Infrastructure Law deliverables for the quarter as well as the semi-annual reporting. Staff received the new Brownfields funding in the amounts of \$683,333 and \$89,020 for FY25 and it was approved through the National Council. Staff conducted outreach events along with MCN events and collaborated with stakeholders.

National Information Exchange Network: Staff attended and presented at the Tribal Exchange Network Conference in Spokane, Washington on October 15-17. Staff continued to work on the second year of the three-year Exchange Network grant. Progress was made on the Recycle tracker application and work continues with Environmental Services. Staff participated in regular calls with the Tribal Exchange Network Group partnership during the quarter.

Data Management Projects: Staff completed work on the RecMan (Project and Records Management Application) Project Management collaboration tool and implemented the final pieces of the application and ready for use. Staff continues to develop and maintain systems for Arbor Care, Tribal Driveways, Senior Services, Oil and Gas, and the GIS platform. Staff worked on a process to better support all phases of development and operations/maintenance through a more comprehensive review. Staff assisted with reformat of the current Geospatial website and provided technical assistance to other departments.

Federal Roads Department

Accomplishments:

Road Force Crew has been placing gravel on multiple roads in McIntosh and Hughes County that go to churches and ceremonial grounds.

MCN Physical Rehabilitation Center originally consisted of overlaying an existing 60,000 sq/ft parking lot for the MCN Health Department. After starting excavation, it was determined that 2' to 4' of over excavation was needed to adequately stabilize the subsoil. Due to patient and employee parking, the work is being done in 3 phases. Phase II and Phase III were completed on November 1, 2024.

- Gravel on Happy Camp Road was completed on October 4, 2024.
- 266 Native is working on the MCN Complex Parking Lot. At this time, 266 Native is 85% complete.
- Had a Pre-Construction Meeting for Bristow Airport Road on November 26, 2024. Construction will begin in January 2025.
- Had a Pre-Construction Meeting for Ash Road Bridge on December 10, 2024. Construction will begin in January 2025.
- Three Ponds Drainage, Roads and Driveway construction began on October 1, 2024 with McGuire Brothers Construction. At this time, 20% of the project is complete. *Work in progress.*
- MCN Road Force Crew began digging Shale Pit and preparing to improve Prairie Bell Road November 12, 2024.

Muscogee Nation Transit Authority

Accomplishments:

Transit has transported 11,229 passengers, while traveling 68,331 revenue miles. Our team of dedicated employees has always gone above and beyond to serve our tribal citizens and making miracles happen on a daily basis. We strive to provide greater access to tribal services for our citizens in need. We provide for medical access, work access, mental health access, educational access, and so many more necessary and needed points of access for those without vehicles or other modes of transportation to get where they need to go. It has been our goal at Transit to make sure that our disabled and elderly community members are our priority we have create opportunities for our elders to get out and socialize and do the things they need to on a daily basis. We have a team of highly trained individuals that complete trips safely and securely each day.

The Charter Services team has logged 7,971 revenue miles while transporting 1667 passengers.

Our Transit Services team is dedicated to providing safe, reliable transportation, we are committed to continuing our journey of excellence into the future.

We are looking forward to the new year and continuing to serve our citizens, our communities, and anyone in need of transportation during 2025.

Transit Rides FY 2025	1st Quarter
Okmulgee Office Passengers	10,108
Wetumka Office Passengers	1,121
Ride-To-Work Passengers	1,554

Trolley Route Passengers	324
Veteran Route Passengers	71
Charter Service Passengers	1,667
Revenue Miles	68,331

Tribal Construction Department

Accomplishments:

- Bristow Indian Community Center
 - Federal Roads to mobilize for dirt work 1/6th, Contractor has been selected
- Sapulpa CDC – Retaining Wall
 - Work being done, lots of rock so it is slow but it is moving along
- Wetumka CDC
 - Pulled electrical wire Friday, June 28th. Primary power to the site is up and running this week. Interior finished being completed. Site paving completed. Exterior painting continuing. Should be complete the next few days.
- Okemah CDC
 - Interior sheetrock is at 50% mud and tape. Exterior finishes being applied now. All site paving complete
- Eufaula CDC
 - Interior framing being done now. Site utilities being completed. Bus Barn is erected.
- Citizen’s Services Building
 - Grade beams are complete. Basement being poured, plumbing and electrical has been completed.
- Reintegration Wellness Center (Fish Out of Water)
 - Slab complete, Saferoom finished, standing steel now
- Glenpool Activity Center-Phase II
 - Demo has begun, waiting on PO’s for material
- Domestic Violence Shelter
 - Contract has been signed, waiting on Grand and funding
- Medical Center ED Expansion
 - Interior framing complete, sheetrock, tape & mud, painting, ceiling grid started
- MCN Visitor’s Center
 - 100% construction documents by mid-January
- Okmulgee Veteran’s Cemetery
 - Funding Pending
- Pine Building First Floor Reno (DOH)
 - Complete
- Recycling Center
 - Met with Environmental to go over Budget and Fire Code. Currently in the hands of Environmental
- Salt Creek
 - Finished construction 12/18, got Certificate of Occupancy 12/30
- Texanna Smoke Shop (New Facility)
 - New cost estimate has been submitted and waiting for community to submit for an Appropriation from NC instead of Loan Fund

Life Safety

- Numerous alarm calls, the number is shrinking as we make strides in upgrading our equipment.
- Multiple requests for code information
- Working on AED upgrades have been on hold as we wait for the new year’s budget money to be loaded
- Completed ADA inspections of all MCN Facilities
- Weekly inspections of ongoing projects; Plantation, all three CDC’s, the Citizen’s Services Building, Glenpool Community Center and Activity Center, Eufaula Casino, Muscogee College Classroom Facility, Lunch Room Remodel and Reintegration project started.
- Have started plan reviews on the new health facilities in Sapulpa and Holdenville
- Working on annual inspections of all MCN facilities for life-safety including fire extinguisher 6yr and 12yr maintenance. With the addition of our electrical and mechanical inspector in the fourth quarter, we have also begun inspecting existing facilities electrical systems and mechanical systems. We have begun interviewing for the new positions in Safety and in Inspections, hopefully will have positions filled by the second quarter.
- Ordered first installment of the Knox Box Program equipment, will begin installation as soon as the boxes are received
- Ramps Program has completed 15 ramps for various citizens and has an ongoing list
- Completed training with Cloud Permitting and have begun implementation of Cloud Permitting. We have currently issued 13 permits with the new software. Will be progressing in the system in the new year and should have the capability to collect fees from outside entities within the first quarter of next fiscal year.

Realty Trust Services Department

Accomplishments for FY 2025 1st Quarter:

- Attended Tax Conference – Maricopa, AZ – Nov. 4-7
- 396 Total Deliveries of Wood to Elder Creek Citizens, Ceremonial Grounds & Churches.
- Staff attended several National Council meetings.
- Various training – Completed by Employees, HR, IT, BIA, IMT (FISSA)
- **Assisted in the purchase of 2 pieces of property.**
- Community Outreaches – Okmulgee Comm. Elders, Eufaula.
- Attended Intertribal Conference at Choctaw Nation, Durant, OK – Oct. 9-11
- Total Trust acreage is 14,251.64 acres, more or less, at the conclusion of this quarter.
- Awarded Forestry Grant 10/1/24

Accomplishments	1st Quarter
Quiet Title Suits Answered	6
Inventories Completed	51
On-Site Inspections Completed & Annual Compliance Reports	63
Funds Collected for Leases	\$233,451.97
Jurisdictional Checks, Address Checks, DHS, Social Security, Lighthouse, Children & Family, Food Distribution, Impact Aid, Boundary Checks, Reservation Verifications, Verification of Restrictions, DHS Verifications, Social Security Verifications, IIM Verifications, etc.	1,843

Proof of Death and Heirships	191
Funds Distributed for District Probates	\$267,076.97
Properties Placed in Trust (Tribal and Individual)	5
Trust Packages submitted to BIA for Approval	8
Appraisals Completed	23
Title Status Reports Completed	70
Clients Seen in Office	235
Client Calls Received	1,035
Land Title Plant: Documents filed Documents recorded, Scanned documents etc.	2,223
Fencing Projects Completed (Securing 130.57 acres)	5
Trespass Issues resolved	5
PVP Searches (county information)	2.096
Document Notarized	76
Land Referral Svc. Applications Sent out	30
Title Searches	64
Invoices Paid	41

Natural Resource Conservation District

Accomplishments for FY 2025 1st Quarter:

- The Conservation District office is governed by the Natural Resource Conservation Commission consisting of five commissioners: Commissioner A representing tribal trust lands; Commissioner B and C, representing individual Indian restricted or trust surface landowners; and Commissioner D and E, representing fee landowners.
- The District is collaborating with the Oklahoma Association of Conservation Districts (OACD) and the Oklahoma Black Historical Research Project on the CARE (Conservation and Agriculture Reach Everyone) project. The purpose is to increase the number of farmers/ranchers participating in conservation planning and programs to improve soil health, water quality, and the viability of working lands. To determine the resource concerns, surveys are continuously collected. One deliverable of the grant is to identify a champion, whom we still have to select, to serve as a community ambassador. This champion will attend the OACD State meeting CARE champion reception and a field day will be held on their property.
- The Conservation District is also collaborating with the Oklahoma Association of Conservation Districts (OACD) to bring Climate Smart Commodities program, similar to USDA programs, to producers. This program is open to all producers but will focus on selected practices that are deemed Climate Smart by the USDA. Producers will apply, OACD will do all the field work to determine producer needs and eligibility and the Conservation District will assist with practices and implementation and will be the go between for OACD and producers. This project will allow producers to potentially install USDA type practices on their property when they might not qualify for USDA programs.

- The District received funding from Native American Agriculture Fund (NAAF). The grant will provide educational and economic development education aimed at improving the health and skills of Native farmers and ranchers in the area of aquaponics. The aquaponics system is up and running with some work still to be completed. Some experimental growing is taking place and the District is now giving tours and workshops at the facility. The NAAF grant allowed funds to establish aquaponics systems for four citizens. The District called for applications and has identified four applicants who are interested in their own greenhouse and aquaponics facility. Four applicants will receive a personal aquaponics facility. The work on this has begun.
- NACD Stewardship Week is one of the largest national programs to promote natural resource conservation. The theme for this year was “May the Forest Be With You”. The District had 26 poster contestants and 3 essay contestants from Eufaula, Schulter, Gypsy and Dewar Public Schools participating in the essay and poster contests. We utilized social media, email and face-to-face visits to schools to encourage students to participate in the contests. Students winning 1st, 2nd, or 3rd place in our local contest received prizes. Several poster and essay winners also won the area contests and will be moving forward to compete in the State NACD poster and essay contests.
- The District participated in the following events taking place within the Reservation. Deep Fork National Wildlife Refuge with their Archery Camp. This year the District assisted youth to experience a 3-D archery situation. The MCN Cultural Day at the Claude Cox Omniplex with the Bat Cave. Speaking with youth about the importance of bats as pollinators. STEM Day at the Euchee Butterfly Farm with a soil painting exercise and talk about the importance of soil. Over 150 youth participated in this year’s event. Assisted in planning for the first annual Farm to School Summit in Shawnee aimed at bringing resources to agricultural producers interested in getting fresh local meat and vegetables into local schools. Partnered with CMN to bring the Growing Power Conference at the College of the Muscogee Nation, partnered with MCN Ag Youth program to host a youth speech contest and partnered with Olive Branch Aquaponics to host an aquaponics workshop. The District made field visits, collected soil samples, gave out garden seeds, gave presentations at community meetings and outreach events, attending meetings, and left program information at multiple events this quarter as well as assisting other departments as requested. The District also assisted producers with 58 acres of brush management and set out the Board Buster hog trap at one location this quarter.
- The District successfully hosted the Conservation District Annual Meeting this year at the Mvskoke Dome with over 140 attendees. There were information tables, vendors, an FFA youth band, puppet show on conservation, door prizes, dinner, and a key note speaker, Erin Martin with Fresh RX, and lots of volunteers.
- The Conservation Commission meetings are held every third Wednesday of the month. The Conservation Commissioners are Robert Davis, Robin Jenkins, James Allred, Terry Thomas, and Robyn Dill.

Culture & Humanities:

- **Victory for Hickory Ground and The Muscogee (Creek) Nation** – On October 11th a three-judge panel of the Eleventh Circuit Court of Appeals vacated the District Court Ruling in the Muscogee Nation’s fight for justice for Hickory Ground. The Eleventh Circuit’s ruling reopens the Nation’s claims against officials from the Poarch Band of Creek Indians (PBCI), as well as federal agencies including the Department of the Interior, the Bureau of Indian Affairs, and the National Park Service, along with Auburn University and the case will return to the Middle District Court in Alabama.
- **Council Oak Tree Ceremony** – The Annual Council Oak Tree Ceremony was held on November 9th and it was a historic day with the City of Tulsa announcing the return of the Creek Council Oak Tree, Council Oak Park, and the Stickball Park lands back to the Muscogee Nation. Representatives from 13 ceremonial grounds attended the event with MCN leadership, MCN National Council, and Tulsa Mayor’s G.T. Bynum and Monroe Nichols. We thank Mekko Bill Proctor for reading the MCN Proclamation in the Mvskoke Language and National Council Representative Galen Cloud for hosting as the event MC.
- **University of Arizona Sign Unveiling** – The Muscogee (Creek) Nation was invited to name a building at the University of Arizona as part of a Native Languages Sign Initiative. The Mvskoke Language Department and the Mvskoke Language Liaison Department helped name Centennial Hall in the Mvskoke Language. The arts and theater building on campus now has a new sign unveiled on October 12, 2025, that includes a description in Mvskoke: “Nak Vhayvlke Encukofv” which translates to “The House of Art”. The University also hosted showings of the play, *On the Far End* which honors the live and legacy of Mvskoke activist Jean Hill Chaudhuri by Cherokee playwright, Mary Katherine Nagle.
- **Atlanta International School United Nations Day** – Principal Chief Hill, Secretary of Culture and Humanities and Mvhayvlke from the College of the Muscogee Nation Master Apprentice Program attended the Atlanta International School’s United Nations Day and World Fest event to promote the Muscogee Nation, honor Muscogee homelands and to develop a collaborative relationship for exchange of learning and immersion education.
- **Cherokee Immersion School Visit**– On December 16, staff from the Department of Culture and Humanities, Mvskoke Language Department, Mvskoke Language Liaison Program, Euchee Language Program, President Randall of the College of the Muscogee Nation, and the National Council Representative Galen Cloud visited the Cherokee Immersion School. We visited with the administration, toured the campus, and sat in on a 3-4th grade class and the Adult Master Apprentice classes. Our team gained extensive insights in how Muscogee Nation should start planning and preparing for our own immersion school. We look forward to collaborating with the Cherokee Nation on future language revitalization efforts.
- **Outreach** – This quarter the Department of Culture and Humanities attended the Native American Day event in Tulsa and the Indigenous Peoples Day event in Okmulgee on October 14; The Mvskoke Etlwv Festival at the National Museum of the American Indian; Mvskoke Speaker Gatherings at the Okmulgee Indian Community Center, Creek Council House; hosted a Stickball Stick Making Workshop and Mvskoke Sowing class for staff development, prepared Christmas Candy Sacks for students and staff at the Eufaula Dorm and Euchee Language Program Students, hosted a department discussion of the Mvskoke Clan and Kinship system, and presented a Cultural Competency Training for CREOKS in Okmulgee.

Accomplishments	1 st Quarter	YTD
Consultations	16	16
Community Outreach	10	10

Historic & Cultural Preservation:

- **Cemetery Preservation Program** – The Cemetery Crew completed a total of 23 clean-ups this quarter with 12 of those being emergency notifications for proposed funerals. They also completed 23 site checks, assisted 9 Ceremonial Grounds with tree removals, stump grinding, and providing fire wood. The Cemetery Crew also assisted other MCN departments with 7 other projects that include tree clearing and stump grinding for the construction of a new dwelling for a Muscogee elder. An important clean-up to note was for the Wealaka Mission located in Bixby, OK. Further recordation will commence.
- **NAGPRA** – The NAGPRA Coordinator and assistant Coordinator attended 27 NAGPRA consultations with 23 different Institutions. They also attended the MDAH Tribal Summit in Jackson, Mississippi, the assistant coordinator attended SEAC in Williamsburg, VA. One claim letter was sent this quarter to Fernbank Museum. There are planned reinterments for the 2nd Quarter of FY25 including TVA and trips to Washington D.C. for their Etowah collection and other Muscogee related objects.
- **Tribal Historic Preservation Office** – The THPO Program reviewed a total of 997 federal undertakings with 245 of those being TCNS projects and 21 total projects occurring on the Muscogee Nation reservation. The THPO program also attended a total of 31 Government-to-Government consultations with 14 different federal agencies and 2 of those being in-person for MDAH and SEAC. The THP Office will have a new Officer to start the 2nd quarter of FY25.
- **Archaeology Division** – The Muscogee Nation archaeological division remains vacant; however, there have been contracted surveys for the Looped Square Ranch, proposed FCC Cell Towers within the Reservation, and for proposed bridge replacements located across the Reservation.
- **National Library and Archives** – The Administrative Assistant completed 18 genealogical requests as well as answering 82 phone inquiries this quarter. The Admin Asst also attended the 2024 Mvskoke Etlwv Festival in Washington D.C. and the Citizens Beyond the Reservation Outreach Event in Tampa, FL as well as conducting a Cultural Presentation for Weleetka Public Schools. The Historian completed 7 genealogical requests, responded to 13 historical inquiries, and conducted one Mvskoke History and Governance presentation to University of Louisville Sociology students. The oral historian continues to conduct oral interviews for multiple projects. The oral historian is also continuing the Presbyterian School for Indian Girls Project in collaboration with Tulsa University. A Mellon Grant proposal is being composed to digitize TU’s Alice Robertson Collection.

Accomplishments	1 st Quarter
Government-to-Government Consultations	31
Section 106 Project Reviews	997
NAGPRA Consultations	27
NAGPRA Reinterments	0
Cemetery Clean-up/fencing/emergency	23
Cultural Outreach Presentations	3
Library & Archives Visitors/Genealogy	25

Cultural Center & Archives:

Council House: The Council House welcomed a total of 337 visitors from 18 states as well as international visitors from Lebanon. Staff hosted numerous formal tours and presentations including: 1) Western Washington University 2) Ernest Childers Veterans Administration Behavioral Medicine Service doctors, staff, and interns 3) Tulsa Historical Society 4) Sons of Mvskoke 5) Tulsa Global Alliance/International Leadership Program participants from Lebanon 6) Indianola Schools JOM students 7) Beggs Schools 8) Bristow Schools 9) Atlanta History Center exhibit design research contractor. Council House staff in collaboration with MCN Human Resources Dept. continues hosting bi-weekly presentations and tours for MCN new hires.

2024 Mvskoke Etlwv at National Museum of the American Indian – The Department collaborated with the Smithsonian’s National Museum of the American Indian for the 2024 Mvskoke Etlwv. The festival included representation from leadership, outreach departments, and hands-on activities and showcased artwork from over 30 Mvskoke artists. Several events and presentations occurred throughout the museum during the two-day festival. Mvskoke hymn singers, Mvskoke Honor Guard and the Hoktvke Suletawv (Women’s Honor Guard), opened and closed the ceremony each day. Several activities took place on the activity floor including cornhusk doll making, gourd lessons, and necklace making. The Rasmuson Theatre held several presentations. On both days of the festival, a panel discussion on Protecting Sacred Sites and a fashion show were held inside the theatre. The film, “Hesayecv – The Savior” was shown fully in the Mvskoke language. Additionally, the play “On the Far End” was performed by Mary Kathryn Nagle. As part of the Smithsonian visit, staff coordinated tours of the NMAI's Cultural Resources Center for Mvskoke artists and MCN leadership to view Mvskoke cultural material in the NMAI's collections.

Special Projects Coordinator spent this last quarter presenting at schools and events. In October Mr. John Brown participated in cultural day at Wilson school making ballsticks with the students and set up a demonstration table at Sorghum Days in Wewoka. In November, Mr. Brown was in several schools within the reservation for Native American Heritage Month: Coweta, Weleetka, Berryhill, Liberty, Muskogee, Dustin and Beggs. In December, Mr. Brown participated in activities at Twin Hills and was selected to have ballsticks on display at the exhibit at Tulsa International Airport. The 2nd Annual Native Christmas Market took place on Jenks Riverwalk November 23rd. We had over 50 vendors, 20 more than what participated the previous year. Christmas carolers, children’s reading, and live music at the amphitheater stage filled the atmosphere, making it a great experience for visitors. The 4th Annual Mvskoke Art Market applications are open for submission. The Art Market will be held at River Spirit Casino Resort, April 26th and 27th.

Sales for FY 2025	1st – Oct. thru December
Redstick Gallery Sales	\$8,953.20

Mvskoke Language Program

This 2024-2025 academic year, the Mvskoke Language Program is providing language instruction to 6 Head Starts, in-person instruction to 5 schools, virtual and/or hybrid instruction to 14 schools, and instruction to 1 ICC. This results in 67 hours of in-person teaching on top of the virtual portions of the classes and the Zoom classes. An estimate of over 800 students are currently learning Mvskoke at school this academic year.

- **Grants:** The ARPA grant ended on Sep 30th. All videos were uploaded and all needs for the grant met. Final OPR completed by Mgr and Prj Coord. The Mvskoke Program’s YouTube views increased by 18,017 this quarter, as well as 149 subscribers.

- **Program Expansion:** The Mvskoke Language Program’s staff increased from 9 to 15. The program has acquired a new Language Instructor II and I, 1 Hybrid Instructor, 1 Language Coordinator, and 1 Project Manager.
- **Langauges4 and Language App:** The program worked to get the agreement with L4 into consideration at the National Council, but placed it on halt to fully consider options and decisions. The full staff held a meeting and it was settled to move forward with other immersion-based projects as a higher priority.
- **Language Symposium:** The Fall ITC meeting held the first Language Symposium. The 5 tribe’s various language programs gathered and shared information. MLP presented on “Expanding Social Media Presence for Your Language” and “Virtual Language Courses for Native Language”.
- **Language Curriculum Update:** The MLP staff met together and spent half a day updating the curriculum to better suit the needs of students and classrooms. A final meeting will take place around April to cover updating the final half of Mvskoke I based off of teacher observations.
- **Honkv Storytelling Event:** Mvskoke Language Program hosted the 2nd Annual Honkv Storytelling, where families and community members were invited to gathering together, eat food, tell spooky stories, and roast smores. The event was an overall success.
- **Staff Language Development:** MLP 2nd language speaking staff gather together 3 times a week to cover a concept. Staff learn vocabulary and sentence structures relating to the concept and practice conversation. 1st language speakers are encouraged to come and participate.
- **Mvskoke Language Calendars:** The next round of calendars, for the year 2025, started production. Staff visited Elder Nutrition Centers in each district throughout December. On December 27th, the registration opened to the general public.
- **MLP Guides and Procedures:** Begun creating a Guides and Procedures for the program. This is a resource for staff to refer to for different scenarios. The first two include: “Constructive Language Feedback” and “How to Run a Zoom Class.”
- **Health and MLP Partnership:** Met with Health’s Communication Dept and other dept members to discuss how language can be further promoted within MCN Health. The meeting came to a close with 3 main objectives: 1) Mandatory Phrases (completed 12/17), 2) Staff Cheat-Sheet Booklet, 3) Zoom classes promotion.

Mvskoke Language Liaison Program - MVSKOKE OPUNVKV ASOHYEKVICVLKE

Mvskoke Opunvkv Asohyekcivlke vrakkv mvt Este Mvskoke omvlkv opunahoyat momen mvhakv cuko vrakkv vtekakat, pun fulletv, momen Mvskoke Etlvkv vrakkv a-vpvkakak, pun opunvkv vcayecet, momen Mvskoke Opunvkv opunahoyet ohvtvlaken emonkvhanat mvt pun kometv tos. Mv Mvskoke Opunvkv Asohyekcivlke mvt pun opunvkv momen opunahoyvlke mvo nanvke ohfvccv vtloyet, Este Mvskoke Opunvkv Opunahoyvlke nvkvftcet, momen Mvskoke Opunvkv opunayaket vrahrakv vrakkuacet emvpunayet, momen Mvskoke Opunvkv vcayecet Mvskoke Opunahoyvlke emetvlhvmke mv ropotten, sohyekcicet pun punvkv ohvtvlakakat ponahoyet haket sumkekon mvt pun kometv tos.

The Mvskoke Opunvkv Asohyekcivlke relies on “Mvskoke Language Speaker Engagements” to support all program objectives, projects, and other initiatives. For FY25-1st Quarter, the Mvskoke Opunvkv Asohyekcivlke documented the following Mvskoke Language Speaker Engagements consisting of 101 different Mvskoke Opunvkv Speakers, which includes First-Language and second-language Mvskoke Opunvkv Speakers.

Otowoskv Rakko 2024

First-Language Speakers Engagements: 216 (193 in person, 23 digital correspondences)

Second Language Speaker Engagements: 76 (72 in person, 4 digital correspondences)

Ehole 2024

First-Language Speaker Engagements: 164 (130 in person, 34 digital correspondences)

Second Language Speaker Engagements: 41 (34 in person, 7 digital correspondences)

Rvfo Rakko 2024

First-Language Speaker Engagements: 155 (136 in person, 19 digital correspondences)

Second Language Speaker Engagements: 15 (14 in person, 1 digital correspondences)

The Mvskoke Opunvkv Asohyekcivlke continues to promote the Mvskoke Opunvkv by incorporating the Mvskoke Opunvkv into various events hosted by the Muscogee Nation Department of Culture & Humanities.

- In FY25-1st QTR, the Mvskoke Opunvkv Asohyekcivlke's Opunvkv Homahtv translated the Council Oak Tree Ceremony proclamation into the Mvskoke Opunvkv and Vsselanvpe Mekko Bill Proctor provided a Mvskoke Opunvkv reading at the Etohkvlketv Coskv 'Mvpe Nettv (Council Oak Tree Ceremony) on Ehole 9n, 2024.
- The Mvskoke Opunvkv Asohyekcivlke continue hosting monthly Opunahoyvlke Etohkvlketv (Speaker Gatherings) to recreate community spaces through the Muscogee Nation Reservation dedicated to the Mvskoke Opunvkv communication.
- The Rvfo Rakko Opunahoyvlke Etohkvlketv hosted 43 First-Language Mvskoke Opunvkv Speakers at the Muscogee Nation Council House on Rvfo Rakko 5n, 2024.
- The Mvskoke Opunvkv Asohyekcivlke continue to strengthen the First-Language Mvskoke Opunvkv Speakers network by fostering meaningful relationships through, with, and for the Mvskoke Opunvkv. In the FY25-1st QTR, the Mvskoke Opunvkv Asohyekcivlke conducted 21 Opunayv Encukoperickv (Elder Visits) and hosted 7 First-Language Mvskoke Opunvkv Speakers at the Muscogee Nation Department of Culture & Humanities Cuko.

Euclhee Language Department

The Euclhee Language Department had a great start to FY'25, an enrollment of 26 students in the after-school program, with nineteen students attending 75% or more of the days met of the first quarter. The FY25 first quarter started with a field trip reward for the students that had a 60% score on their language comprehension evaluation (Oct) with twenty-three students awarded. In the recent comprehension evaluation (Nov) eighteen students scored 60% or more, those eighteen students were awarded an ice-skating field trip at the end of the December. Nineteen of our students performed Christmas carols on two different stages at the Route 66 Sapulpa Christmas Chute; carols were translated into the Euclhee Language by staff Tamara Wilson. The students also performed for the community Christmas with the staff and students with Euclhee elder Greg Bigler as our guest speaker.

The Department held some community cooking classes in the Euclhee Language in November and hosted a pumpkin pie making class with 17 students/9 community members attending. In December held a pancake/PJ with 18 students/10 community members attending.

We partnered with Sapulpa downtown business CTX coffee to hold a Euclhee language class/session inside of their business.

Staff members attended and assisted with Beggs public schools Native Culture Day and attended the stickball making held by culture preservation at the mvskoke cultural house.

The amount of love, energy out new generation of speakers is tremendous for our never dying language. We are excited to take on whatever the future brings us with our journey in language preservation.

SECRETARY OF THE NATION – Zechariah Harjo, Secretary

Office of the Secretary of the Nation (SON)

The Secretary of the Nation hit several large milestones in Q1 of 2025, including closing out the American Rescue Plant Act (ARPA) State and Local Fiscal Relief Funding (SLFRF) obligation period by the deadline of December 31, 2024. The SON with the Planning Office project proposals, policy directives, and final legislation in the amount of \$49 million to close out the entire award of \$493 million and 28-months of consistent and ongoing work, oversight, implementation, development and management the fund and funded projects. In November, the SON finalized funding agreements with the U.S. Department of Treasury for the State Small Business Credit Initiative (SSBCI) in the amount of \$21.1 million to assist Muscogee citizens and other “socially and economically disadvantaged individuals” with small business operations. The SSBCI award also includes \$1 million in technical assistance funding to provide business development courses and outreach that will be implemented by the Mvskoke Loan Fund. Additionally, in December the Secretary received notice from the National Telecommunications and Information Agency (NTIA) that the Nation’s Tribal Broadband Connectivity Program (TBCP) Round 2 application was awarded in the amount of \$41.2 million, concluding 24 months of continuous work and development of the Secretary of the Nation and Tribal Utility Authority’s project proposal.

The Office of the Secretary of the Nation also participated in a number of other project development operations, economic development, public speaking engagements, and much more in Q1, including, but not limited to: meeting with Tulsa mayor-elect, Monroe Nichols, to discuss policy initiatives; meeting with Glenpool mayor, Joyce Calvert, to develop a wastewater line project; providing technical assistance and business development for the Nation’s subsidiaries; speaking at Georgia State University’s Indigenous Peoples Month event; visiting and reviewing the Nation’s landholdings and business opportunities in Macon, GA; attending the annual NAFOA fall conference; and speaking at the Native CDFI Network (NCN) Clean Communities Investment Accelerator (CCIA) conference.

Contracting and Employment Support Office (CESO)

CESO currently has 317 total certified vendors, including 17 new vendors and 42 renewals. The Office sent out 33 Request for Proposals on behalf of various departments. The Office participated in a number of national conferences and events, in addition to preparing and developing the CESO code of law for proposed revisions in 2025. The Office is also preparing to host the 2025 CESO Vendor Fair in April.

Grants Office

During this quarter, the Grants Office submitted 14 new grant applications totaling \$11,548,371 for 13 different MCN departments, programs, and agencies. It assisted in processing 17 grant awards for a total of \$16,290,417 benefitting 11 MCN departments, programs, and agencies. Additionally, the Office provided consultation and compliance assistance to various MCN departments concerning budget processing, performance reviews, compliance, and other grants-related activities.

Office of Government Relations

The Office of Government Relations made progress on various initiatives in Q1 of 2025, attending several key events and trainings to kick off the new fiscal year. Highlights include: attending the Inter-Tribal Council of the Five Civilized Tribes and its’ subcommittees; visiting with the Monroe Nichols transition team to provide input for their new Director of Tribal Policy and Partnerships; analyzing the Project 2025 policy agenda and proposed Trump-administration transition priorities.

The OGR also coordinated and facilitated the sponsorship of two events taking place in Q2: The Speaker's Ball, hosted by the Oklahoma Speaker of the House; and the Oklahoma State Society of Washington D.C.'s Inaugural Ball. Additionally, OGR engaged with political candidates and elected officials. The Office continues to build and maintain relationships with relevant governmental, business, and political entities to foster productive working relationships.

Office of Self-Governance

In Q1, the Office of Self-Governance was established as an independent office by Chief David Hill and approved by National Council. Carson Ball transitioned to the role of Self Governance Manager and Grayson Brown was hired on as the new Self Governance Coordinator. This quarter the office prioritized MCN's compact growth and management, the transition of presidential power, and government relations; the office has attended and advisory meetings and workgroups such as Tribal Interior Budget Council (TIBC), Tribal Self Governance Advisory Committee (TSGAC/SGAC), and Oklahoma Intertribal Tax Association (OITA). Additionally, the office worked with the Grants Office to submit Tribal Climate Resiliency (TCR) Awards and is currently investigating the viability of MCN's civil enforcement capabilities in tandem with the Attorney General, Tax Commission, and SON.

Planning Office

The Planning Office had a busy and productive first quarter, assisting the Secretary of the Nation with projects and assignments ranging from project planning, process development, economic development, organizational research and development, and the completion of the ARPA SLFRF obligation period for the Nation's \$493 million allocation. This includes a \$22 million wastewater line project, revolving fund and subsidiary assistance up to \$10 million, and the completion of ARPA SLFRF legislation in the amount of \$49 million. The Planning Office also attended the annual fall NAFOA conference, presented at the Inter-Tribal Council of the Five Civilized Tribes Commerce Committee, visited and reviewed the Nation's landholdings and business opportunities in Macon, GA, and much more. The Office is poised to implement new and revamped project development and management protocols in 2025.

Tribal Utility Authority (TUA)

During Q1, the Tribal Utility Authority (TUA) collaborated with IT, Gaming, Health, and Tribal Ready (grant consultants) to complete scheduled site visits within the Muscogee Nation. The TUA has also been working closely with Colusa Indian Energy to draft initial designs and seek funding for improved power generation facilities at River Spirit Casino and Duck Creek Casino. This quarter, the Office excited to announce that the Nation's Tribal Broadband Connectivity Program (TBCP) Round 2 application was awarded at \$41.2 million. The Office also finalized the locations for all six towers and conducted boundary surveys for each site alongside Realty, Gaming, and contracted consultants. The TUA anticipates beginning the TBCP tower and fiber buildout in FY25 Q2. Finally, the Office is excited to welcome Brock Hogan as the new Director of Broadband Operations and Interim CEO and Denise Gutman as the Grant Coordinator. Mr. Hogan will focus on protecting TUA's interests and enhancing vendor relationships and Ms. Gutman will focus on implementing the myriad of grants and federal funds the TUA has been awarded.

**DEPARTMENT OF COMMERCE – Jeff Fife, Chief of Staff, Acting Secretary of
Commerce**

Office of Commerce

In Q1, Commerce participated in a number of meetings, conferences, professional engagements, and business opportunities, culminating in several key investments and federal awards that support the Nation’s business operations and future developments. Chief among these investments was an \$8.5 million distribution awarded to Onefire Holding Company, LLC for improvements to the Riverwalk in downtown Jenks and the addition of Suite Shots which is expected to open in Q2 or Spring 2025. Suite Shots is a premiere golf entertainment facility, offering high-tech climate-controlled golf simulation bays, indoor golf simulators, private event rooms, bars, and a scratch kitchen featuring menu items created with input from local and regional sources. A Trademark Licensing Agreement was executed between Fargo, TS, LLC, the licensor of Suite Shots, and Ahkopvkv-Cuko, LLC, an entity of Onefire Holding Company, a wholly owned entity of the Muscogee (Creek) Nation managed by the Secretary of Commerce. Ultimately, this investment will create 150 new jobs and much increased business activity and foot traffic for the Riverwalk.

Additionally, in November the Nation received its State Small Business Credit Initiative (SSBCI) award from the U.S. Treasury in the amount of \$21.1 million, including \$1 million in technical assistance, to provide capital to qualified Muscogee citizen-owned small businesses. The Secretary of Commerce and the Secretary of the Nation will manage the Muscogee Capital Fund, LLC and the Muscogee Equity Fund, LLC, and will review and approve all proposals, applications, business ventures, etc. that are requested of the Nation’s SSBCI fund allocation with the assistance of Development Capital Networks (DCN). SSBCI Loan Participation Program funding will be made available to the Mvskoke Loan Fund (MLF) which will exponentially increase the size of loan products MLF can offer to qualified clients. As part of the Nation’s SSBCI programmatic design, MLF will also operate and deploy \$1 million in technical assistance funding for small business development training courses, and public engagements.

Marketing and Tourism

During the last quarter, the Marketing & Tourism department launched multiple marketing campaigns, assisted MCN departments with creative requests, hosted a Christmas event at the Council House, actively worked with State and regional partners, and coordinated Nation sponsored events. The marketing campaigns included multiple tribally owned businesses, incorporated Mvskoke culture, highlighted Native American month, and fostered a positive image of the tribe in the local community. These campaigns included billboards, television segments, sports advertising, social media, radio, and digital advertising. The Department also hosted a Christmas event titled “Christmas at the Council House” in conjunction with Okmulgee Main Street’s Parade of lights. Mvskoke artisans sold merchandise on the Council House lawn while attendees shopped, enjoyed hot chocolate, and learned more about the Mvskoke culture. Other events included a ribbon cutting for the Holdenville Regional Offices and the Pearl Jackson Cross Timbers Preserve MOU celebration.

Marketing & Tourism also assisted fellow departments with creative requests. Creative requests included rack cards, flyers, banners, postcards, logo creation, photography, and other promotional graphics that aligns with current branding guidelines. These standards will be implemented in a new departmental website slated for a January 2025 launch. The department also set up promotional and retail booths at multiple events across the United States such as the Mvskoke Etvlvw festival in Washington D.C. and the Tulsa State Fair.

Mvskoke Loan Fund (MLF)

The Mvskoke Loan Fund had a very busy and productive start to FY25, as it recorded another historic quarter in loan deployment, renewed its annual CDFI accreditation, received new grant awards, and proposed a website and client portal redesign to provide digital processes and additional payment options for clients. In October, U.S. Treasury announced that Mvskoke Fund was selected to receive a Native American CDFI Assistance Grant. The award totals to nearly \$1.3 million and is the largest amount awarded to any CDFI in Oklahoma for this year. This funding is anticipated to serve up to 30-40 small businesses. Additionally, MLF has partnered with the Native CDFI Network, and will be a subrecipient of an allocation for clean energy lending from the Environmental Protection Agency (EPA) in excess of \$300 million. Approximately \$5.5 million in funds will be distributed to over 63 Native CDFIs, including MLF. A funding agreement is expected to be executed between MLF and the Native CDFI Network in Q2.

In November, MLF deployed \$743,500 across commercial, agribusiness, and consumer products, including the Holiday Employee Loan Program, which received over 700 applications in a one-week period; all eligible applicants were funded. Staff continue to attend multiple in-person and virtual training sessions offered by CDFI industry experts. Three Staff members will be joining an educational program next quarter to become certified credit counselors to increase our level of support provided to clients. Recent staff trainings have centered around clean energy lending, access to capital, and identifying private capital partners for match fund projects. Staff have also attended outreach, community events, tribal and national conferences to improve our knowledge and deepen connections with the financial industry. MLF will also assist the Secretary of the Nation and the Secretary of Commerce implement the Nation's SSBCI allocation, and specifically, will implement \$1 million in technical assistance funding.

Recreation

Recreation started off the New Year with positive feedback and look forward to a year full of events, both historical and new. A list of events that Recreation hosted are as follows: CMN basketball practice, Tess Leblanc Playday at the rodeo arena, the Department of Health OU softball camp, the MCN center for victim services event, the Okmulgee chamber of Commerce Pecan Festival, an ECU vs NSU basketball scrimmage, a Morris youth cheerleading competition, the Devon sports lab basketball camp, the MCN Recreation golf tournament, the CFSA Christmas carnival, and the Jingle Bell Classic. In Q1, the Secretary of Commerce has also been working with the Department to revise and redevelop its operational and organizational policies and procedures. Recreation has also been working with the Secretary of the Nation and the Planning Office to begin construction of new, high quality synthetic turf softball fields and new lighting.

DEPARTMENT OF HOUSING – LS Fields, Secretary of Housing

Admissions Department processed 197 work orders for emergency health and safety needs through the Emergency Repair of Privately Owned Homes. Also, received 15 new emergency repair applications. Down Payment and Closing Program approved 6 families for grants for the first quarter. HUD VASH housed 33 Veterans with rental assistance expending \$86,850. The Elderly Subsidy assisted 83 elders with rental subsidy expending \$147,135. The Elderly Subsidy has a waiting list of 0. There are 375 on the waiting list for homeownership. There were 25 applications received, 10 incomplete, annual updates 12 and denied 4 families. Processed zero applications for Tax sale Prevention. Assisted 70 families with rental subsidy expending \$147,260. Seventy-five applicants are on the waiting list for Rental Subsidy.

Housing Management processed 364 work orders. There were 195 re-certifications processed. There were 1,253 late notices mailed and 7 successorships completed. Inspections completed was 283. Also, there were 24 home visits. Units vacant is 70, move-ins are 9, and 684 terminations and evictions processed. The **Insurance office** received 18 calls and one in office visit. There were 2 work orders with claims. **Land Title and Taxes office** prepared 15 properties to be conveyed from Housing Inventory; 24 conveyance documents pending legal review; and 2024 payment in lieu of tax payment (PILOT) for 9 counties in the amount of \$166,300. Also processed payment for Direct Lend (7); Re-Finance (4); Proceeds of Sale (5) and Sunrise Apartments in the amount of \$18,552. The **ROSS Program** has two service Coordinators. The service coordinators attended nine trainings for the quarter. The staff created flyers and posted on the MCN Facebook page to invite the zero/low-income tenants to the upcoming Tinker Federal Credit Union Workshop. There were 11 that attended the workshop. Also, initiated planning with OSUIT to develop a 6-8-week course focusing on budgeting and job-seeking skills. Met with various MCN departments to build awareness of the ROSS program.

Contract Services issued 9 contracts for major activities such as rehabilitation of housing, rental, and new construction, expending \$420,185. There were 102 work agreements processed for minor repairs, expending \$327,934.31. Minor repairs include electrical, plumbing, heating and air conditioning, handicap accessibility, aerobic system repair, and roofing. There was 8 work order for pest control expending \$13,820.00 during this quarter.

Construction Services received 85 work orders. There were 44 scopes of work completed; 133 evaluate and assess completed; and 66 final inspections completed. The department also received 147 emergency work orders for NAHASDA, Mutual Help, Lease Option, Privately Owned Homes, and rental units.

Force Account completed 265 work orders for the following activities: Electrical – 65; Minor Repair - 45; and Plumbing - 155 with total material cost of \$42,671.24. Force Acct, also, has open P.O.'s to purchase materials and supplies for projects with various vendors.

Development Department didn't acquisition any houses and didn't complete any new construction during the first quarter. One home in Okemah and 7 homes in Henryetta will be 100% complete in the second quarter. The department completed two LWOP rehabs in the first quarter and 5 units are under contract. **Land Purchased** for this quarter is 3.71 acres. The land purchased was in Muskogee and will be used for future construction. **Sunrise Trail Apartments** interior renovation project for Building #2 & #3 is 65% complete. **Akhvse Tutcenen (Three Ponds) Project** has a total of 72 cottages that are complete and the General Contractor is working on the punch list. The **Elders Center (Three Ponds)** and the **Maintenance Building** is at 100% complete and utility services are on line. The **Roads** are being worked on by the McGuire Brothers.

They are working on the roads and drainage project under the direction of the Federal Roads Program. The road and drainage project are 20% complete. The total project is 98% complete. **Alternative Housing Program** has completed 1 unit in Hanna and 1 unit in Haskell. One applicant in Henryetta is scheduled to receive a modular home and one home in Hectorville is ready to advertise for bid. This department received 2.4 million dollars in (Tribal Funds) to assist with Alternative Housing.

Rental Properties provide low-cost rental housing to Native American Families. There are 317 rental units (1937 Act units) located in Checotah, Eufaula, Okemah, and Okmulgee with two sites. Of those, 281 units are occupied and 34 units are vacant due to repairs or rehab and meth testing and 2 units at Taylor are used for COVID. During this quarter, 50 annual re-certifications were processed, 62 annual inspections was conducted, and 257 work orders completed. Checotah built two picnic tables, monkey bars for playground, leveled a sidewalk and added a drain. Also, rehabbed a rental unit. Taylor installed a handicap ramp from porch to road for easy access. Checotah installed a sidewalk and 5 new security cameras. **Rental Apartments** includes Turtle Crossing (Coweta), Sand Springs, Sapulpa, and Sunrise Trails. All of the sites have a total of 84 units with 48 units occupied and 36 vacant. The site managers have processed 10 annual re-certifications, and 10 annual inspections, and 37 work orders. Sunrise Trail's Buildings #2 and #3 are under renovation. Sapulpa is leveling out grounds and adding sod. Sand Springs is clearing brush.

Elderly Rental Program gives preference to those 62 years and over. There are 54 units located in Okmulgee. Fifty-four units are occupied and 0 units are vacant. There were 15 annual re-certifications processed, 0 annual inspection, and 78 work orders completed. MCN Elderly Housing Office is located at the new Annex Building. Pied Piper Pest Control is scheduled for the third Thursday of each month for all 54 units. **Akhvse Tutcenen (Three Ponds) project** units and buildings are complete. The roads are still under construction. The manager has been processing applications and working on the waiting list. The maintenance staff has helped with clean up around the buildings, mowing, weed eating, placing sod down and watering the grounds.

INDEPENDENT STATUTORY EXECUTIVE AGENCIES

LIGHTHORSE ADMINISTRATION – Richard Phillips, Lighthorse Police Chief

Under the direction of Chief Phillips, Lighthorse placed the following goals in the Strategic Plan:

The Lighthorse Department has continued education with law enforcement sponsored programs and has 2,620 training hours including in-house and a total of 280 hours of online trainings.

The department is actively seeking 4 Communication Officers, 9 Policed Officers, 7 new grant funded Police Officers positions and 3 Criminal Investigators. The department has a total of 137 employees; 114 sworn officers and 24 civilian personnel.

The **Records Department** has reported 7,053 Calls for Service for the MCN jurisdiction and other LE agencies. Traffic Stops: 2,966, Arrests: 316, Citations:390, Domestic Violence: 25, Drug/Narc Violations: 26, Suicides 19, Drug/Narc Equipment: 0, Report request: 46

Outside reports received: Reports 175, Citations 33, and Arrests 11.

Jail Analyst: Total (avg month) Inmates: 198. Jail Cost for quarterly: \$1,172,512.00

Communications Department:

Dispatchers have reported the following: NCIC entries (including wanted persons, stolen vehicles, missing persons, stolen article, stolen tags, stolen weapons) 239, Call for Service 7,775.

The department has 70 hours of in-service training including: When Seconds Count-Swatting, Compassion Fatigue, Active Assailant, Safety Skills- Cold Stress in the workplace, Fire Safety and Fire Hazards, police One- Suicide and Crisis lifeline Operations, NAFTA-Field/Communications Officer Training.

Criminal Investigations:

The Investigations Division has processed approximately 30 assigned cases. The division has 202 hours of specialized training in addition to firearm requalification and low light firearm training.

K-9 Division:

The division has reported the following cases/call outs: Felony Narcotic:28, Felony Firearms:18, Arrest:19, Search Warrants:5, K9 Use of Force:0, K9 Apprehensions:12, K9 Call Out:23, Seizures: 0 Vehicles, 17 firearms and \$2,900.00 (cash), Methamphetamine:16 pounds, Fentanyl Pills:1700, Cocaine:430 Grams, Psilocybin: 300grams, LSD: 275 Dosage Unit and Ecstasy: 4 ounces.

Explorers:

The Explorers have 8 members, 7 youth club members and 5 advisors. The department has had 6 meetings. Participated in the following: Parades: Okmulgee, Depew, Morris, Glenpool, Beggs and Mounds, held information booths at Beggs and Omniplex and participated in Veterans Flag Ceremony.

Game Ranger:

Calls for Service: 200

The Game Ranger assisted the following LE agencies: Bristow, Checotah, Eufaula, Okmulgee and Wetumka.

SORNA:

The Department has 1,800+ calls for service, 537 Check Ins, 31 New Registers, 449 Compliance checks, 5 Absconders, Move off Reservation 3, Total Offenders 0, Total active 989, Native Offenders 176- 167 Male, 9-females The SORNA department has 210 training hours.

Special Operations:

The Special Operations unit assisted other LE agencies including US Marshalls, Tulsa County Sheriff's Office, Wetumka Police Dept, BNSF Railroad Police, Okmulgee PD, Muskogee County, McIntosh County.

The LH Drone Team assisted Okmulgee PD which resulted in 3 arrests and assisted OMA on locating an illegal Marijuana Grow in Haskell, OK.

The LH Dive/ERT team assisted in a swift water call out which resulted in the following: 2 deceased subjects.

The Swat team assisted BNSF Railroad Police with 3 search warrants which led to several suspects appended and all stolen property was located and recovered. LH Swat continues to train sixteen hours each month, required by NTOA.

Indian Highway Safety (Grant):

Highway Patrol officers reported: Citations 497, Written Warnings 896, Verbal Warnings 799.
Training Hours: 1 hour

LH Transport Division:

In state transport: 100
Out of state: 5
Hospital: 3
Juvenile transport: 4

Assist: Oklahoma Juvenile Authority
Training hours: 12 (firearm qualification)

DV Department:

Assigned Cases: 40, Meeting attended: Muskogee County CCRT and McIntosh County CCRT

Trainings include: Strangulation: The Edge of Homicide, Open-Source Intelligence and Native American Graves Protection & Repatriation Act/Archeological Resource Protection Act Online Investigations Symposium; SAFE-NOW Domestic Violence and Sexual Violence Prevention Conference.

Probation and Parole Department:

DV cases-230+ Domestic Violence Offenders on supervised probation. Completed 36 DV compliance checks and received 40 new probationers. The department is actively seeking a administrative assistant and a probation officer.

OFFICE OF THE TAX COMMISSION – Mary Mashunkashev, Tax Commissioner

Pursuant to Title 36, Chapter 1 of the Muscogee (Creek) Nation Code Annotated, the Tax Commission was created for the orderly development, administration, regulation of taxation and collection of all of the following taxes: Motor Vehicle Registration Tax, Tobacco Tax, Motor Fuel Tax, Sales Tax, Resort Fee, Liquor and Beverage Tax, and Oil and Gas Severance Tax (in the process of getting codes updated and amended to begin tax collection).

- The Tax Commission now consists of three divisions: The Motor Vehicle Division, Tax and Revenue Division, and the VITA/Income Tax Division.
- The Tax Commission currently has 7 office locations: Okmulgee, Wetumka, Okemah, Jenks, Coweta, Muskogee, and Holdenville.

Motor Vehicle Division

New Tags/Renewals Taxes Collected 1st Quarter.

October	\$342,534.35
November	\$265,802.26
December	<u>\$253,060.58</u>
TOTAL	\$861,397.19

- During the 1st Quarter our Motor Vehicle Department processed 10,439 requests for Motor Vehicle services.
- Motor Vehicle had an increase in revenue of \$21,651.39 from FY24 1st quarter.
- During FY25 1st quarter we hired 1 new traveling revenue agent.
- During the 1st quarter the Tax Commission opened a new tag office in Holdenville. This office is open on Wednesdays from 9:00 am- 3:00 pm.
- Citizens can renew tags in the office, by mail, online at mcentags.com, or by drop box in front of our new building.

Tax and Revenue Division

Tobacco Tax Code

License Fees Collected 1st Quarter

October	\$	0.00
November	\$	400.00
December	\$	<u>3,760.00</u>
TOTAL	\$	4,160.00

- During the quarter, 27 tobacco retailer licenses, 3 cigarette vending machine licenses, and 7 tobacco wholesaler licenses were issued.

Tobacco Taxes Collected 1st Quarter

October	\$	181,775.32	
November	\$	149,652.66	
December	\$	<u>0.00</u>	<i>*not collected until the 20th of the following month</i>
TOTAL	\$	331,427.98	

Motor Fuel Tax Code

- Motor fuel taxes are due quarterly. The 1st quarter is estimated to be around \$650,000.

Sales Tax Code

License Fees Collected 1 st Quarter	
October	\$ 350.00
November	\$ 600.00
December	\$ <u>4,450.00</u>
TOTAL	\$ 5,400.00

- During the quarter, 40 annual sales licenses and 238 temporary sales licenses were issued.

Sales Taxes Collected 1st Quarter

October	\$ 226,189.08	
November	\$ 206,346.36	
December	\$ <u>0.00</u>	<i>*not collected until the 20th of the following month</i>
TOTAL	\$ 432,535.44	

Liquor and Beverage Code

Taxes Collected 1st Quarter

October	\$ 59,969.93	
November	\$ 62,680.58	
December	\$ <u>0.00</u>	<i>*not collected until the 20th of the following month</i>
TOTAL	\$ 122,650.51	

License Fees Collected 1st Quarter

October	\$ 0.00
November	\$ 3,750.00
December	\$ <u>3,125.00</u>
TOTAL	\$ 6,875.00

- During the quarter, 11 annual liquor licenses were issued.

VITA/Income Tax Division

The VITA/Income Tax Division prepares and electronically files free federal and state individual income tax returns for anyone that meets the income requirements for the VITA (Volunteer Income Tax Assistance) or TCE (Tax Counseling for the Elderly) programs.

- During the 1st quarter the Tax Commission hired a new VITA/Income Tax Director, Manager and Tax Preparer.
- The director, manager, and tax preparers completed their trainings and certifications during the 1st quarter
- The Income Tax Division has also established a new tax preparation program independent from VITA/TCE, offering tax preparation at a reduced rate for individuals that do not meet the income requirements for the VITA or TCE programs.
- The program will begin providing income tax preparation services at the beginning of February.

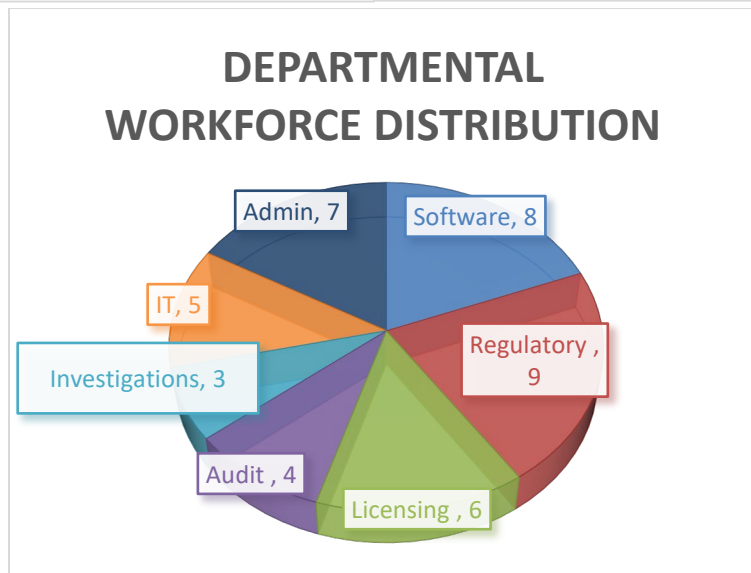
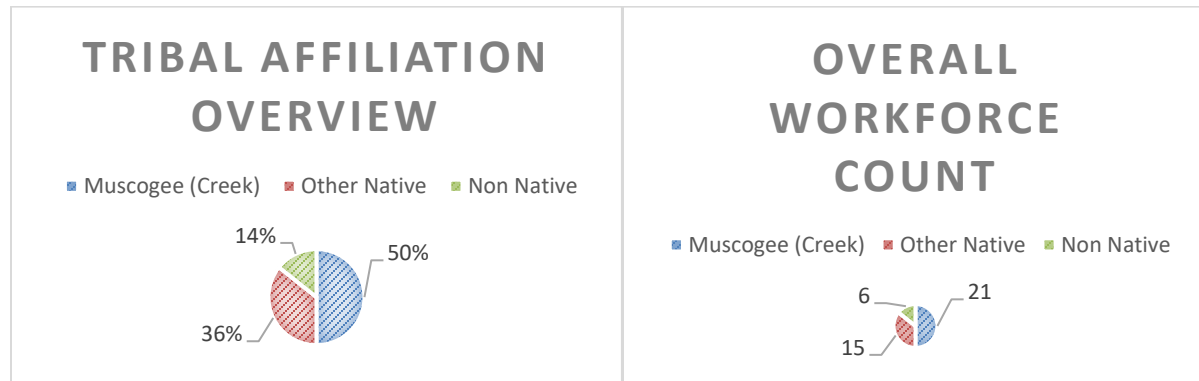
OFFICE OF PUBLIC GAMING – Tracy Burris, Executive Director

The Office of Public Gaming (OPG) is committed to maintaining the highest standards of integrity, accountability, and security in regulating all gaming activities within the Muscogee (Creek) Nation's jurisdiction. Operating as an independent agency, our three-member Gaming Commission, led by the Executive Director, manages the OPG's daily operations.

Our mission is to ensure the integrity and lawful administration of all gaming facilities under the MCN. The OPG is dedicated to fostering strong collaboration with casino operations, tribal gaming regulatory agencies, and the National Indian Gaming Commission (NIGC) to develop and maintain effective regulatory frameworks for MCN gaming.

We are excited to share that Deputy Director Gibson has been honored as the 2024 Regulator of the Year by her peers in the tribal gaming regulatory community.

Workforce Overview



Software

Between October and December, our department facilitated the installation and conversion of 587 Class II and Class III gaming machines across the Muscogee Reservation. Additionally, we supported the casinos in breaking seals for 1,110 machines during the quarter, bringing the total number of machines serviced to 1,697. This activity averaged 18.9 machines per day over the three

months. Compared to FY24, machine installations increased by 4%, while seal breaks rose by 15% in FY25.

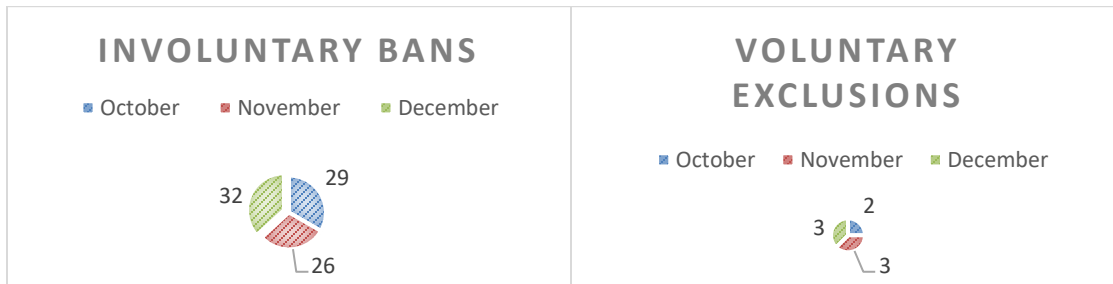
Regulatory

During this quarter, agents across multiple locations observed various casino operations, promotions, and facility inspections, reporting no irregularities. Key highlights include:

- Participated in the NIGC training “Incorporating and Regulating AI” and completed Safety Skills for MCN.
- Successful observation and audits of promotions such as "Sleigh the Holiday in a Lexus" and "25k Giveaway," with no issues identified.
- Facility safety and environmental inspections conducted at multiple sites, all with satisfactory results.
- Support provided to the software department for equipment installations and audits.
- Supervisor oversaw holiday operations, managed agent schedules, processed approvals for deviations and equipment removals, and submitted an applicant for hire.

These accomplishments reflect a proactive approach to compliance, safety, and operational oversight.

Exclusions (Involuntary & Voluntary)



During the reporting period, the following requests were reviewed and processed by the Gaming Commission:

- Patron requests to lift voluntary exclusions: 11
- Patron requests to lift involuntary exclusions: 1
- Patron requests to lift statewide self-exclusions: 4
- Excluded patron requests for jackpot payments: 2

These figures reflect the Commission’s role in managing exclusion-related matters following applicable laws and regulations.

Licensing



During the reporting period, the Licensing Department achieved the following:

- Processed 278 new and renewal employee gaming applications.
- Handled 70 transfer of position requests.
- Issued 98 employee gaming licenses.
- Submitted 107 applicants to the National Indian Gaming Commission for review.
- Processed 160 separations for former employees.
- Completed 34 license verifications for various regulatory agencies.

These activities highlight the department's efficiency in managing licensing and compliance responsibilities.

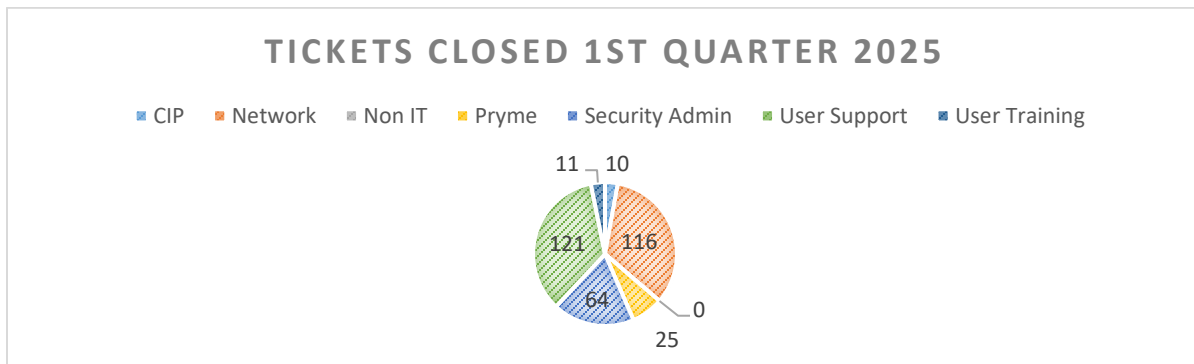
Internal Audit

During the quarter, the Internal Auditors completed 190 audits and reviewed 177 casino operations promotions. Key focus areas of inspection included:

- Promotion Audits
- Progressive Liability
- Employee Variances
- Machine Counts

This quarter, the team identified and addressed several issues related to progressive liability. All identified issues were resolved, with corrective actions implemented to strengthen internal controls and ensure compliance with regulatory requirements.

Information Technology



This quarter, the IT Department achieved significant milestones and completed several key projects, including:

- Closed 347 support tickets.
- Migrated all virtual servers to ProxMox.
- Upgraded Pryme to V5.15.1773.
- Upgraded core switches in both Tulsa and Muskogee.
- Completed SDWAN installation at all properties.
- Kicked off the PrymeAssets Project.
- Implemented security access audits.

In addition to these achievements, the team continued to provide ongoing support for over 50 computers, 30 servers, 60 user accounts, 50 cellular devices, and 50 phone and data lines, ensuring uninterrupted operations.

MUSCOGEE NATION BUSINESSES, LLC – Vivian McCutchen, CEO

The Muscogee Nation Businesses, LLC was formed in 2015 under the Nation’s Limited Liability Company Act as a holding company. The holding company has the following subsidiaries in various stages of development, formation and certification(s) held.

Muscogee Staffing Solutions, LLC- In Operation
Muscogee Arora JV, LLC- In Operation (Joint Venture of Muscogee Staffing Solutions, LLC)
Muscogee Business Services, LLC- In Operation
Muscogee Asset Protection, LLC- In Operation
Muscogee Gold, LLC- Formed Obtaining Cage, UEI
Muscogee Distribution & Logistics, LLC- fully formed, not in operation
Muscogee Manufacturing, LLC- fully formed, not in operation
Muscogee Development Co., LLC-fully formed, Land Holding 35 Acres

Muscogee Staffing Solutions, LLC – HubZone Certified, 8(a) Certified
8(a) Entrance – 10/23/2017 Exit Date-10/23/26

In QTR 1, Muscogee Staffing continued focus on the execution of existing contracts and rigorous bidding on competitive solicitations to meet the required business activity targets (BATS) for the current program year. Muscogee Staffing Solutions, LLC is winding down on the first contract that was awarded in 2020. This Contract will end in Quarter 2.

In QTR 1, MSS submitted 10 Federal proposals and gained 2 new commercial clients. MSS has open employment opportunities that can be applied to directly from the MSS Website, www.mstaffsolutions.net. MSS Commercial attended the following networking events and Business Development efforts.

November 6th, Aerospace- Tulsa, OK
November 7th, Tulsa Tech- Tulsa, OK
November 14th, Tulsa Welding School- Tulsa, OK

Muscogee Asset Protection, LLC – HubZone Certified, 8(a) Certified.
8(a) Entrance- 3/11/2024 – Exit Date-3/11/2033

Muscogee Asset Protection, LLC is working through a backlog of Commercial projects in QTR 4 totaling \$809,422.00. In addition to the execution of existing projects, MAP has also submitted 13 Federal proposals.

Muscogee Asset Protection, LLC’s being new to 8(a) certified has been responding to various RFIs, RFPs, and sources sought notices, and managing existing projects effectively. Muscogee Asset Protection, LLC is positioned for a potential sole source award in FY 2025. This opportunity involves 70 FTEs over a base year with potential to extend for four additional years, bringing the estimated contract value to \$20 million.

Muscogee Business Services, LLC-

In QTR 1, Muscogee Nation Businesses prepared this entity for operation by hiring the CEO and Business Development personnel. Muscogee Business Services, LLC has executed a lease agreement in Logan, Utah due to the proximity of Hill AFB and is in the process of obtaining office space in Midwest City, OK as a strategic PMO near Tinker AFB.

This entity will focus on Cybersecurity, Machine Learning and Artificial Intelligence along with other service offerings. Muscogee Nation Businesses, LLC will begin the certification process in the 2nd QTR 2025. In its infancy, Muscogee Business Services, LLC is completing its start up phase of marketing materials, websites, drafting boilerplate templates for RFI's and already responding to RFP's and sources sought.

Company Census

Total Employees: 234

Muscogee Creek: 24

Other Tribal 07

By Entity:

Muscogee Nation Businesses, LLC: 10

Muscogee Asset Protection, LLC: 8- Corp
12-Federal

Muscogee Business Services, LLC: 03

Muscogee Staffing Solutions, LLC: 201
5 Corporate
152 Contract Employees
44 Temporary Placements

Board Meetings - Muscogee Nation Businesses, LLC held the following Board Meetings QTR 1, FY 2025. Current composition is 4 Members, 1 Vacancy, all current members are Muscogee.

October 24, 2024- Regular Board Meeting

November 7, 2024- Special Board Meeting

November 21, 2024- Regular Board Meeting

December 19, 2024- Regular Board Meeting

All meetings are posted and open to the public.

For the 1st QTR 2025, the distribution made to the Nation will total \$30,000.00.

Upcoming:

- Muscogee Nation Businesses, LLC selected an Audit Firm based on the RFP process and is expected to begin the FY 24 in January 2025.
- Muscogee Nation Businesses, LLC and subsidiaries completed CMMC Certification Level 2 with Level 3 in progress.

OFFICE OF VETERANS AFFAIRS – Grover Wind, Veterans Affairs Director

The Muscogee (Creek) Nation’s Veterans Affairs Services Office (VASO) plans, organizes, coordinates, reviews, submits, and reconciles Muscogee veterans and surviving spouses’ claims for the receipt of earned benefits and services administered through the United States Department of Veterans Affairs (USDVA) and provided auxiliary services for additional support. During the 1st quarter of the fiscal year 2025, the VASO has provided claim support and assisted with related inquiries for veterans and family members,

Other activities:

- Continued to assist veterans and families with new disability claims and disability increases with new claims.
- Made home visits to veterans and/or surviving spouses to assist them in filing disability claims.
- Assisted veterans on a walk-in basis.
- Assist with referrals to other MCN departments and outside resources.
- Hosted monthly Veterans Coffee and Doughnut day.
- Continued to update digital records of veterans served through VASO.
- Waiting for funding source decision for Muscogee Veterans Cemetery.
- Attending Veteran’s funerals as needed.
- Mvskoke Riders participating in Muscogee Veterans cemetery escort and other events to promote the group services.
- Maintaining VASO Facebook with weekly informational updates about program eligibility, veteran’s benefits, community resources, upcoming events, and a virtual tour of the facility and collections.
- Continuing to develop our website to inform veterans and citizens about departmental services.
- Coordinated with the Oklahoma Department of Veterans Affairs (ODVA) to reconcile benefits and claim applications for veterans and surviving family members.
- Looking for grants that will enable us to further assist our Muscogee Creek Veterans.
- Beginning preparation for Women’s Veterans Valentine’s Dinner.
- Beginning planning for Muscogee Veteran’s Honor Flight in 2025.
- Beginning preparations for Suite donations for Veterans Benefit Concert-2025.
- Establishing deadline dates for information sharing with Mvskoke Media.

INDEPENDENT CONSTITUTIONAL EXECUTIVE AGENCIES

MVSKOKE MEDIA – Angel Ellis, Director

Mvskoke Media set record sales in the MM run markets and had a successful first quarter for creative revenue. Both the creative and market sales combined came to \$111,364.68, an increase over last year of \$23,627.46. The department is working on getting a lease approved to provide office space for the News department and formulating a new grant request with the REJ fund. In light of construction the department also toured potential space for its Creative and Mvskoke Market operations. During the first quarter of 25 MMEB voted to amend its code to allow for a board increase in stipends and the staff at Mvskoke Media received a COLA. The News division is expanding its staff and reworking some job descriptions to facilitate a more efficient news workflow.

Mvskoke News

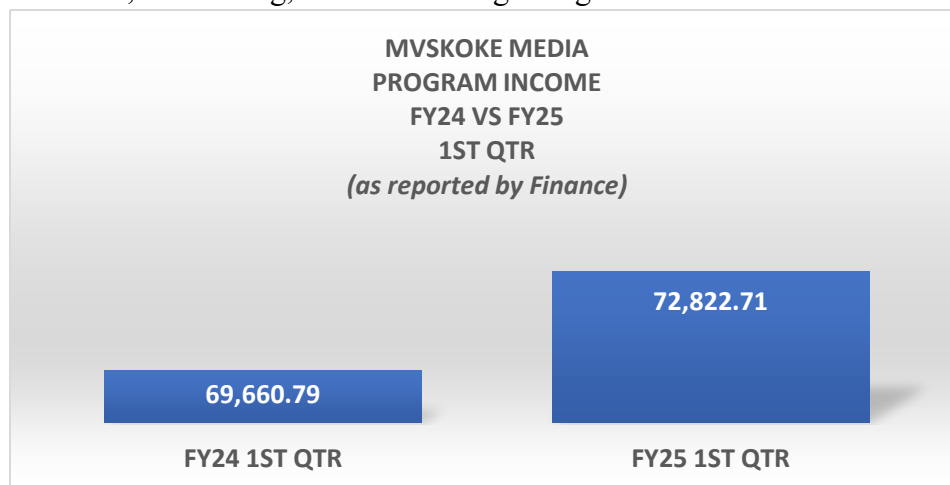
Mvskoke News is currently serving 6,302 citizen households with a copy of the newspaper twice per month. The department serves 364 individual subscribers with a digital newsletter. Currently there are 6,840 subscribers to the Mvskoke Media Youtube channel and 22,245 facebook subscribers. Mvskoke News post reach is 150,819, post engagement is 56,819.

Mvskoke Creative

Total revenue for Mvskoke Creative was \$40,364.07 for the third quarter, of which \$37,176.70 were graphic design and printing services and \$3,187.50 were advertising sales. Expenditures for creative supplies in the first quarter were \$771.82.

Mvskoke Market

The total revenue between the Mvskoke Markets for the 1st quarter is \$71,270.61 and the total that will go to the MCN tax commission is \$3,815.12. The revenue for the Mvskoke Market-Okmulgee for the 1st quarter was \$52,334.70. Sales consisted of \$9,795.12 in cash sales and \$42,539.58 in credit/debit card sales. A total of \$2,959.47 will be paid to MCN tax commission. The gross profit margin is 43.39% and had 3,296 transactions, which consisted of 7,224 items sold over the three-month period. The five top selling items were Blankets, and the Mvskoke Sweatshirt. The revenue for the Mvskoke Market-Okemah for the 1st quarter was \$16,731.91. Sales consisted of \$4,026.63 in cash sales and \$12,705.28 in credit/debit card sales. A total of \$855.65 will be paid to MCN tax commission and \$1,499.08 to the State of Oklahoma. The gross profit margin is 41.90% and 1,328 transactions, which consisted of 2,576 items sold over the three-month period. The five top selling items were Blanket, Travel Bag, and Book – Beginning Creek.



CITIZENSHIP BOARD – Nathan Wilson, Citizenship Board Director

The Citizenship Board office is governed by a Citizenship Board consisting of five members. This office provides services to citizens of the Muscogee (Creek) Nation of Oklahoma or to potential citizens in giving direction or assisting in the lineage verification process of the Muscogee (Creek) people. The mission of this office is to verify the lineage of descendants of Muscogee (Creek) Indians by blood that is listed on the 1906 Dawes Roll.

To date 916 citizens have received Enhanced Tribal Cards.

We attended the At-Large gatherings in Washington, DC and Tampa, FL, as well as, attended two remotes in Oklahoma City, two remotes in Wetumka, and a remote in Muskogee. The Citizenship Office continues to try to find ways to innovate so that we may bring the best possible services to our Citizens and internal departments.

During the 1st Quarter of FY 2025 the Citizenship office has provided services to 9,360 Citizens. We have replaced 2,933 Citizenship cards, replaced 185 CDIB cards, issued 558 new Citizenship cards, 329 new CDIB cards and received 4,373 phone calls. Our Total Tribal Enrollment is 102,820 as of December 31, 2024.

The Citizenship Board meetings are held twice a month. The Citizenship Board Members are: Elizabeth Yahola, Clarence Johnson, Lea Ann Nix, Jason Nichols and Cecelia Wittman.

ELECTION BOARD – Nelson Harjo, Jr., Office Manager

The Election Board is preparing for the 2025 Muscogee (Creek) Nation Elections. This year’s elections will be for National Council Seats B and a tribal question to amend the Muscogee (Creek) Nation Constitution. The Primary Election will be held on Saturday, September 20th, 2025 with early voting on Wednesday and Thursday, September 18th and 19th. The General Election will be held on Saturday, November 8th with early voting on Wednesday and Thursday, November 5th and 6th. For more information about Muscogee (Creek) Nation elections or voter registration please contact the Office of the Election Board.

The following are the registered voter totals for each district of Muscogee (Creek) Nation as of January 1, 2025:

<u>DISTRICT</u>	<u>VOTER TOTAL</u>
Creek	2,195
Kowetv	925
McIntosh	2,060
Mvskoke	1,340
Okfuskee	1,740
Okmulke	4,370
Tukvptce	1,507
Tvlse	3,931

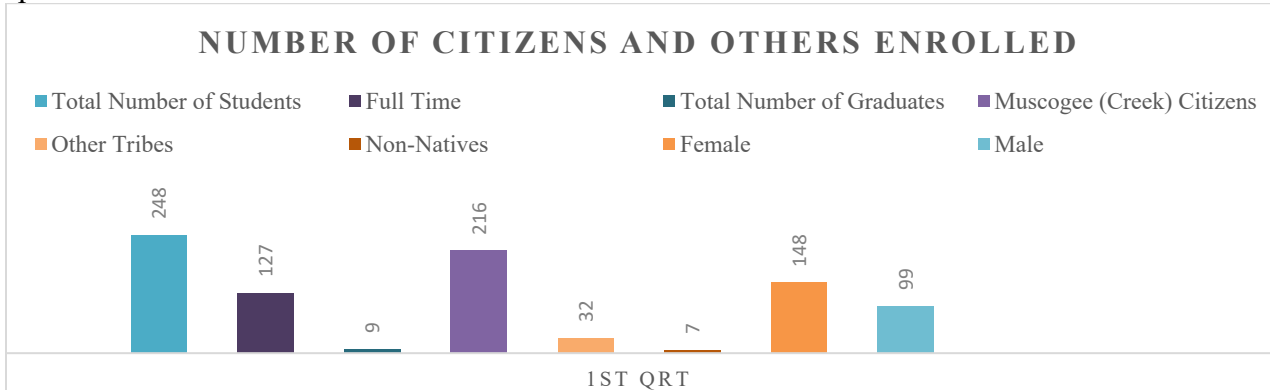
The Election Board: Chairperson - Sara Barnett, Vice Chair - Selina Jayne-Dornan, Secretary - Lucinda Myers, Andrea James, and Ramona Roberts. Manager of the Election Board - Nelson Harjo Jr. For questions or concerns contact the Election Board Office at 918-732-7631 or email us at election@mcn-election.com. The Election Board website can be found at <https://www.muscogeenation.com/services/election-board/>. Please follow us on Facebook @ Muscogee Creek Nation Election Office for the latest information and announcements.

COLLEGE OF THE MUSCOGEE NATION BOARD OF REGENTS -
Monte Randall, CMN President

The College of Muscogee Nation is a trimester institution. To be consistent with the quarterly report the Fall Trimester data will be included as 4th and 1st quarter information. The Spring Trimester data will be included as 2nd and 3rd quarter information. The Summer Trimester data will be included as 3rd and 4th quarter information.

Number of Citizens and Others Enrolled

The college has enrolled 216 Muscogee (Creek) students for the first quarter, 32 students were enrolled as other Native tribes, and 7 non-native students. We had a cumulative enrollment of 248 students for the Fall Trimester of those 248 students 148 were female, 99 were male, and 7 not specified.

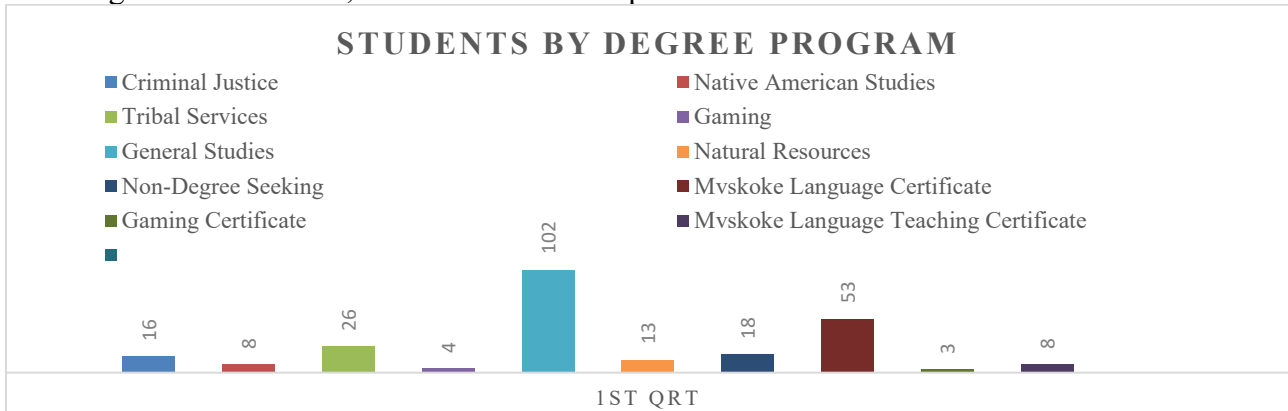


Source: CMN Enrollment Management, Research Specialist 01/2025

Number of Graduates and students by Major

There were 9 graduates during the Fall Trimester in the first quarter of FY2025. During the first quarter, CMN had a total of 127 full-time and 121 part-time students enrolled.

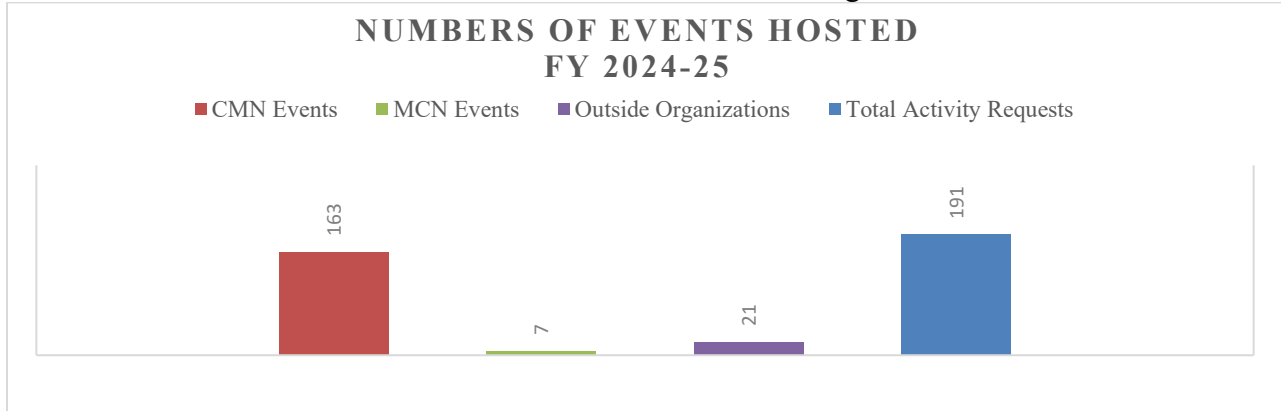
The Fall Trimester enrollment based on six-degree programs and four certificate programs are as follows: Criminal Justice had 16, Native American Studies had 8; Tribal Services had 26; Gaming had 4, General Studies had 102; Natural Resources had 13, Non-degree seeking had 18. The Mvskoke Language Certificate program had 53, Gaming Certificate had 3, Mvskoke Language Teaching Certificate had 8, and Tribal Leadership Certificate had 4.



Source: CMN Enrollment Management, Research Specialist 01/2025

Number of Events Hosted

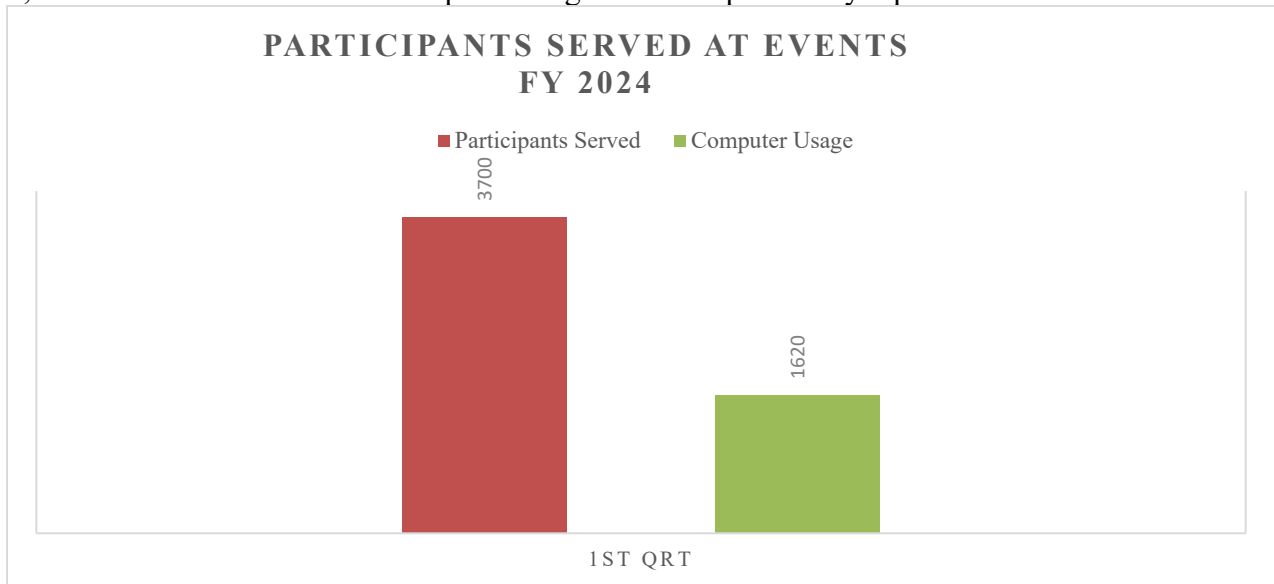
For the first quarter of FY2024, or fall trimester, the number of events held on the CMN campus was as follows: CMN Events 163, MCN Events 7, and Outside Agencies 21.



Source: CMN Executive Assistant's Office, Research Specialist 01/2025

Participants Served at Events

The number of Participants Served during the events hosted in the first quarter CMN indicates 3,700 individuals utilized our campus during the events previously reported.



Source: CMN Executive Assistant's Office, Research Specialist 01/2025



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