

**NATIVE AMERICAN TRAINING INSTITUTE
Medicine Moon Initiative**

**STRENGTHS, WEAKNESSES, OPPORTUNITIES & THREATS (SWOT)
ANALYSIS**

STRENGTHS, ASSETS & RESOURCES:			
Fort Berthold	Spirit Lake	Standing Rock	Turtle Mountain
<p>FORMAL SUPPORTS/SERVICES –</p> <p>Private/Tribal/State Programs:</p> <ul style="list-style-type: none"> • Boys and Girls Club - presence in the communities • CFP Addition, building and staff • Diabetes Wellness Center • Parshall Detox Center • Parent aides provide parenting classes, intensive in-home 	<p>FORMAL SUPPORTS/SERVICES –</p> <p>Tribal/State Programs:</p> <ul style="list-style-type: none"> • WIC- • Early Headstart • I.H.S. Mental Health • Early Childhood Tracking • Fuel Assistance • Domestic Violence Program • Recreation program in every site/district on the reservation & is open every night. • Boys & Girls Club • Senior Services & meal delivery • Domestic Violence program for Women & Men • Youth Drug & Alcohol Aftercare Program • Youth Aftercare Cultural Camp • Wiconi – Halfway House for Men & Women • Group Home for Teenagers that can't go into Foster Homes. 	<p>FORMAL SUPPORTS/SERVICES –</p> <p>Tribal/State Programs:</p> <ul style="list-style-type: none"> • Workers are from the communities so they know the families they work with. • Workers are very dedicated and committed to the families; they have a vested interest in seeing families do well because they are part of the community; they go above and beyond work; they work for not the best salaries because they believe in what they do. Team players; work well as a team in crisis. • Workers are not like the non-Indian system where they don't get involved with families ("enmeshed"). • Workers are educated here (tribal colleges) and know a lot about the families here. All are trained in wraparound. • Workers work well with bringing out the positive with the families and children. • Using mentors • Also have a resource in Juvenile court 	<p>FORMAL SUPPORTS/SERVICES –</p> <p>Private/Tribal/State Programs:</p> <ul style="list-style-type: none"> • Mentoring Program • PATH • Sacred Child Program • Nurturing Parenting Program (16 week course w/transportation, meal, daycare by social worker & other participants) fun activity rather than class. Outcome measurements. Cleo Keplin through Village Family Services & Lake Region. Held at TMCC (Identified 5 different areas for various age groups) • Good Workers • Family Focus – Family preservation using wraparound with full family, not just child • Parent aides: provide transportation, assist with follow-up and home visits to assess further needs, attend meetings with parents, look for resources to help families fill needs, come to house, check on us. Positive experience with parent.

<p>Schools/Education:</p> <ul style="list-style-type: none"> Schools are the main hub in the communities and know the students and families Babyface program in Mandaree and Twin Buttes - early literacy and reading programs, works with parents to help them communicate with child better and early prevention for school problems. Alternative programs in our communities that help teens (e.g. White Shield Alternative School), helps kids who can't go to school on a regular basis or have other issues, helps kids stay in school; tutoring. GED program Fort Berthold Community College New Headstart building in New Town and Parshall Coach raised money for girls to go to basketball camps all over the region. Native American Science Fair, national – started in White Shield <p>Employment & Training:</p> <ul style="list-style-type: none"> Tribes have summer JOBS programs for youth Emergency loan (wake fund) Academic carnival for youth on Fort Berthold (involve students, parents and school administration). Increasing economic opportunities (e.g. casino and bridge project, Mandaree data centers: MHA Systems, Fort Berthold Development, small business development) for people to have jobs. 	<p>Schools/Education:</p> <ul style="list-style-type: none"> Four Winds School Four Winds –21st Century Program has a after school program & family night once a month School sport programs <p>Employment & Training:</p> <ul style="list-style-type: none"> Casino sponsored transportation for casino workers Casino sponsored customer transportation to and from Devils Lake & surrounding area. <p>Infrastructure: Domes</p>	<p>Schools/Education:</p> <ul style="list-style-type: none"> Working with school social workers; delinquent kids have a resource at the schools 	<ul style="list-style-type: none"> Village Family Services: home visits, family therapist, parent is taught to do family rules that family follows, taught discipline skills (time-out vs. spanking), domestic abuse counseling in home, refer children that are physically or sexually abused to see counselors in human services departments; alcohol and drug counseling, call you and see if have any problems, target population is children at risk. VOCA – Victims of Crime Assistance, Women's Shelter Attendant Care for high risk youth, for children who have suicide ideation: like an emergency shelter at that time. Provides a 72 hour cool down period. Mental Health Services: Free pamphlets. Free education pamphlets – STDs; underage pregnancy etc Turtle Mountain Child Welfare Staff who are certified in Wraparound – admin. assistants, secretaries, case managers, mentors, all child welfare staff Foster Care Coordinator PATH, provides extensive training, therapeutic Foster homes. How to work with therapeutic needs, first aid, CPI, Indian Child Welfare Act Boys & Girls club Chippewa Youth Services – find sponsors for children.
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<p>NATURAL SUPPORTS & COMMUNITY ASSETS:</p> <p>Cultural strengthening activities:</p> <ul style="list-style-type: none"> • Communities are often all of one tribe; homogenous. Similar histories and cultures (e.g. agricultural). • Communities are also good at providing cultural activities, schools helping preserve language. • Circle of Life and Boys and Girls Club cultural camps • Traditional people who are able to hold sundances and sweats, healing ceremonies, namings, coming of age ceremonies • Family reunions • Clanships and extended family systems • Traditional societies (e.g. Dead Grass, Antelope, Sahnish, Enemy Women, Posses, Kit Fox, Mandaree regulators, etc.) • Schools have Indian clubs • Arikara Corn festival recognize youth and adult community contributions <p>Community Assets:</p> <ul style="list-style-type: none"> • Unity riders promoting sobriety and engaging youth • Communities are small, people know each other and can communicate well with each other • Parshall clinic and wellness center, wellness activities • Stores in smaller districts that provide for basic necessities. • New Town Community Center (gym, 	<p>NATURAL SUPPORTS & COMMUNITY ASSETS:</p> <p>Cultural strengthening activities:</p> <ul style="list-style-type: none"> • Language program (Volunteer) • Pow wow committee • School & Church sponsored cultural activities <p>Community Assets:</p> <ul style="list-style-type: none"> • Close proximity to Devil's Lake (City) • Informal – Foster parent group • Quilting Sessions at Home • Rodeo Club • Girl Scouts • Alanon 	<p>NATURAL SUPPORTS & COMMUNITY ASSETS:</p> <p>Cultural strengthening activities:</p> <ul style="list-style-type: none"> • Spirituality • Have very good spiritual people in the communities that could come in and help families in their homes (smudging, praying, etc.). Community people having input. <p>Community Assets:</p> <ul style="list-style-type: none"> • Working with the Tribal Council, sometimes we may disagree but they are supportive of the needs of kids; council members help when they can to help kids. Even community members provide that help when they can and all believe that children are sacred. • Dedicated foster families. Take teenaged kids and kids that nobody else will take and don't give up on the kids when others have. Developed a relationship with kids placed there. Other families will take babies in the middle of the night and care for them. Families get paid but it's not enough to cover the expenses and work that goes into caring for these children. 	<p>NATURAL SUPPORTS & COMMUNITY ASSETS:</p> <p>Cultural strengthening activities:</p> <ul style="list-style-type: none"> • Pow-wows, • grandparents, extended families • TM Heritage centers • TM I.H.S. hospital has artifacts; • School cultural activities <p>Community Assets:</p> <ul style="list-style-type: none"> • Fight on Drugs (against meth use and abuse) education against drug abuse through pamphlets, active efforts to reduce problem. Everyone needs to be educated. It is just now hitting homes. • Newspaper is positive because helping to communicate to the community. • Knights and Daughters of Columbus • Women's Wellness • Community Wellness • Men's Wellness <p>Faith Based Services & Support:</p> <ul style="list-style-type: none"> • Catholic church doing summer youth program; • catholic school • coffee house • Teenagers Encountering Christ • Quest • Natural Family Planning – sponsor couples • Catholic Sisters and Daughters
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<p>offices, tribal education program, etc.).</p> <ul style="list-style-type: none"> • All of the communities have community centers • In each community, there is some type of daycare for parents that work • Camps for volleyball, basketball, etc. • Community volunteers (e.g. Boxing club). • Families that sponsor memorial type events (e.g. basketball tourneys, feeds, etc.). • When families need resources (e.g. medical care, etc.), communities do fund raising and offer donations to help families. <p>Faith Based Services& Supports:</p> <ul style="list-style-type: none"> • Catholic church brought in group from Minnesota of young people who interacted with reservation youth at summer camps • Episcopal church does this too. • Bible school in summer. 			
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WEAKNESSES, SERVICE/SUPPORT GAPS & CHALLENGES:

Fort Berthold	Spirit Lake	Standing Rock	Turtle Mountain
<p>Weaknesses:</p> <ul style="list-style-type: none"> • Need more communication and information dissemination for all of the services that are available. Many times, people in rural areas aren't aware of what is available. • Domestic violence and other codes need to be updated. Don't have laws updated and brought current and used. There should be committees that address these codes. • Now there is a fee for services, many families can't afford the fee for evaluation (\$80/\$85). 	<p>Weaknesses:</p> <ul style="list-style-type: none"> • Need for more resources for Foster Parents, i.e. beds, room, food, space, clothing, higher maintenance payments for Foster parents. • Taking care of teenagers, need for additional resources for foster children for special occasions, i.e. graduation, (placements hardly have anything), sports, school activities • Foster parents need more background information & history of child when coming into a foster home. • Six month waiting period for background check to be completed by State (Gladys Karn's office) • Need for further consequences for parents who are abusing/neglecting their children. 	<p>Weaknesses:</p> <ul style="list-style-type: none"> • How do we know that foster families are dedicated? Had experience as foster parent but didn't have worker talk about child with family (history, home visits, progress, etc.). Example: foster girl said she was the first foster mother who asked her about herself. 	<p>Weaknesses:</p> <ul style="list-style-type: none"> • Family members who work for agencies in TM that impact child custody decisions based on family biases rather than what is fair and impartial child welfare decisions. • Child Welfare needs to educate community on their policies, procedures and protocols • Foster care licensing is slow for tribe. 1 foster care worker. Must do background checks which is time consuming • React to crisis, there have been no CW staff meetings. • Security measures at Child Welfare office, threats everyday • No Social Security Doctor in Rolette County, representatives come from Minot to make determination of disability. Limited time for this, 2 hours per week.

<p>Gaps in Services & Supports:</p> <ul style="list-style-type: none"> • No 1-800 numbers for services; not everyone has long distance phone services. • Tribe needs family guidance center, facility with counselors for families with satellite or main offices in each community. • Parent resources to improve healthy living (e.g. written/video resources, training, one-on-one etc.), someplace to ask questions, get information and referrals if possible • Only two communities have Babyface Program, could be expanded to other communities. • More outreach programs or workers to come into homes rather than having people travel far. • Tribe needs medical facilities, can't get sick on weekends or after hours. Need more EMTs or CHRs or some services for other times. Can't always get assistance when you need it. • Need for crisis centers (e.g. medical, mental health services, etc.); hotline maybe. • Surveillance, more police or law enforcement. • Need someone to explain to parents of kids with disabilities that they have rights, don't have to put kids in separate classes. Also explain grief process and what parents are going through when a child is diagnosed. Help them process their feelings and get educated. Improve process by having child in the room. 	<p>Gaps in Services & Supports:</p> <ul style="list-style-type: none"> • More education on birth control & self-respect – Teenage pregnancy prevention & education • Lack of after hours child day care • Need to develop Juvenile Justice System, there is only a Judge, Clerk of Court and one Probation Officer • Need for Therapeutic Foster Homes • Lack of Foster Homes for Teenagers with emotional and behavioral needs. • Need for more Child Welfare staff • Need for more Foster Homes • Foster parents need support to deal with emotionally challenged. • Need for information to prepare Foster child when coming into care, e.g. handbook (foster parents, birth families, & foster children) • Need for Anger Management training for Foster Parents • Need for assistance in developing Safety Plans for Foster children • Need for more local, frequent, & intense counseling/therapy for sexually-abused children. • Foster parent feel isolated when dealing with high risk, high need children – Need for Foster parent training in this area. • Need for community education on the effects of drugs, alcohol, methamphetamines & cigarette withdrawal • Need to develop child welfare protocols & policies related to meth 	<p>Gaps In Services & Supports:</p> <ul style="list-style-type: none"> • More staff who can do home visits with foster homes and find out this information about kids/homes; quality assurance. • Follow-up plan; still need to go in and find out how the foster families are helping kids. • Needs to be a liaison to see how homes are and how kids are treated. 	<p>Gaps In Services & Supports:</p> <ul style="list-style-type: none"> • Need for training: conflict resolution, anger management, drug and alcohol to include meth, domestic violence • Men's shelter • Homeless shelter – median age on reservation is 23 years old.
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<ul style="list-style-type: none"> • Have an alcohol and drug center in the communities where they don't have to be on a waiting list for counseling or treatment. Have a lot of kids that need a new start and the treatment centers are important for kids. Currently, have only one youth counselor that goes out to all communities. Kids need to go when they see the need because they could change their minds in the time they are waiting. • Need AA or Ala-teen in the communities • With all our technology, some type of facility could be established for people to access information or play games, work on school work, etc. If some parents could have laptops that have information so they can take this information with them rather than having to drive in and go to a lot of different places to find this. • Tribe could have this information on the website; community website that has community events, etc. • Need for shelter or safe house for homeless, children and women/men of domestic violence; youth shelter. • Community training on threats to communities and families (e.g. meth, other drugs, gangs, etc.). • Almost no services for unruly and delinquent youth; juvenile justice system needs development and enhancement • More training on mandatory reporting and child welfare reporting procedures, etc. (e.g. parents "guess" who reported, often wrong but still believe it...). 	<p>Challenges:</p> <ul style="list-style-type: none"> • Lack of self-esteem, self respect & self-identity • Domestic violence & sexual abuse – Men as abusers and women as victims including children • Drugs & gambling • Gang Involvement • Youth know how to manipulate systems • High turnover of Child Welfare staff • Need for enforcement of Indian Child Welfare Act (ICWA) 	<p>Challenges:</p> <ul style="list-style-type: none"> • Have an office of this type on the South Dakota side. Will make a better opportunity to meet the needs of the families and children there (most of the reservation is on that side). • Need help on the South Dakota side. The foundation of the home is the value system. • Where does the parents come in? The parents have to take care of their children. We have enablers because we don't address the parents that are not taking care of the children. When grandparents come in and raise their grandchildren and the parents aren't taking on the responsibility. Need "tough love". • There is a lot of alcohol that goes through here that breaks down families. • Lot of good programs on Standing Rock but they don't always get out into the poorer communities. Only available in some places. We can have all the money and programs but if they don't get into the poorer communities, they don't do any good. • Foster families are there because extended family or parents don't want to deal with these children. • Kids in the "system" don't learn trust. People who were part of the boarding schools never knew who or how to trust. No such thing as love in those places. Can't even sneeze without being punished. Example: guy who took group of kids ("misfits") and played sports with them, etc., and kid got award because of this support. 	<p>Challenges:</p> <ul style="list-style-type: none"> • State and federal laws relating to foster care licensing regulations; grandparents and extended families are not allowed licenses. They are not receiving any funds for taking care of children. • Who you know and who you are related to impacts whether legal charges are enforced • When a child is returned to an unsafe environment and home. • Parents endangering children because of driving while under the influence of alcohol or other drugs • Teenagers do not have consequences for risk behaviors, and threaten to call child welfare on their parents • Lack of community intervention and prevention of teenage pregnancy, often times there is an adult male who takes advantage of a minor. • Lack of financial resources. • High staff turnovers, high staff burnout, moral is low, high stress, most times must go above and beyond what you are required to do. You have to go to court. • High Caseloads (i.e, 2 caseworkers, 95 for one, 120 for other) band aid effect. • Multiple meetings for court, and hearings, speedy trials, judge may not be there • High unemployment 65% • 750 households on TANF, • 950 households on GA. • 500 households without vehicles
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<ul style="list-style-type: none"> • Community and family training that shows reporting in a positive light (reporting is protecting a child) rather than a negative (“telling on” someone). • More training on all issues to parents and foster families, families that are “at-risk” or borderline (e.g. children with special needs, license to be foster parents, post adoption training, mandated reporting, etc.) • Handbook for foster parents, parents (all Tribes together). • Follow-up training for foster parents, parents (Extending our Families and NDNAFPA). Sometimes we feel like we’re dropped after adoption. • Add another adoption piece of training for foster parent curriculum. <p>Challenges:</p> <ul style="list-style-type: none"> • Lack of and more positive tribal leader involvement and participation, a councilman should be here • Serious lack of people who are willing to provide foster homes and be adoptive parents; hardly any currently. • Need more volunteers; people get overextended and burned out. More training to get more people involved.. • Need a facility for it; right now, have to come to New Town for it. Nothing in the communities (White Shield). • New risk of meth; continued issue of inhalants, etc. Environmental issue of toxic waste after creating these drugs. Meth related policies for child welfare. Risks of exposure, etc. • Parshall should be considered one of the 		<ul style="list-style-type: none"> • Need to bring out the language on the reservation. It’s really important to our culture. Our families need to know where they come from. We need to stress that we go out of our communities to marry into other tribes because of inbred. Need to educate our Indian people. • Need to know the clan system. Our ancestors watched that to prevent any birth defects or handicap in a child. That is where the blood line is important. Really knew the social system. Clan system is phased out. “know your relatives, tiospaye.” 	<ul style="list-style-type: none"> • Title IV-E is administered through state for tribal children and they control what happens to them, Rolette County does the intake and they get funding for it, but TMCW does the work. • Discrimination by Rolette County workers, intake, eligibility decisions, culturally biased decision making • No Child Left Behind Act – holds students to education standards that may cause children to be pushed out of school.
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<p>Fort Berthold schools but they don't allow a lot of the programs as the other schools for Native American students (e.g. cultural programs/activities). Parshall students often get left out; need more support for this.</p> <ul style="list-style-type: none">• Money could be used for things parents want. Who decides how money is spent? E.g. school bought floor instead of hiring more Native teachers.• Discrimination that exists toward Native people			
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OPPORTUNITIES:

Fort Berthold	SPIRIT LAKE	STANDING ROCK	TURTLE MOUNTAIN
<ul style="list-style-type: none"> • Recognition of volunteers in communities, need to do more of this • Domestic violence is providing community meth training (end of September). • American Indian Relief Society/Fund – provide personal items, clothing, etc. to community members. • Domestic violence is working on getting safe visitation centers. • Schools are presenting AIDS training for youth in the schools. • Training opportunities for communities through NATI. • CFS possible grant re: adoption 	<ul style="list-style-type: none"> • Healthy Start gets a truck load of resources for Family & also for Seniors from the American Indian Relief Fund – How can one benefit? • Casino provides money to support services that apply for funding through proposals. – Child Welfare should tap into this source of funding. • Child Welfare should explore money for transitional Living for Youth aging out of Foster Care (Independent Living funds) • Otto Bremer Foundation funds projects in this geographic area. • MMI is opportunity for technical assistance • Start accessing Medicaid reimbursement & maximizing Title IV-E 	<ul style="list-style-type: none"> • Some of the young people don't have parents to go to to learn about being parents so sometimes they go to extended families. We still have tiospayes to go to and use when the parents aren't there. • Don't just wake up one morning and decide to be foster parent. Foster parents have something that the family doesn't provide. Example: child who got hugs and kisses from home when there was no touching in their own natural home. • Like the traditional concept that grandparents took the first born child in the family and raised them. Children then had traditional language and knowledge that they could pass on. Wish this could be brought back. • There is hope for our people. We need to wake up and open our eyes. Think about who we are, be proud of who we are. • Spiritual teachings is the basis of the home. Get all the young mothers and have elders or/and traditional people come and talk to them, maybe they will find themselves and who they are. Lot of our young people don't know our values. Lot of children don't know their family tree. This is where you can bring moral and values back into their lives. "Language 	<ul style="list-style-type: none"> • Medicine Moon Initiative – opportunity to change, community involvement, implement electronic management information system • Northwest Area Foundation – to develop a 5 year plan to decrease poverty on reservation • Uniband – more contracts, begin rehiring up to 50 • Walmart – market feasibility study, identify consumers, employment • Native American Training Institute • Turtle Mountain Community College • Tribally controlled Tribal Child Welfare, things could be worse • Opportunity to bring in protective services and priorities for the disabled population. Provide opportunity for labor, legal advice, coordinate services, improve access to services, civil rights protection • Safe Schools Initiative in TM Public School • No Child Left Behind educational grant program

THREATS:

<ul style="list-style-type: none"> • Methamphetamines • Moccasin grapevine; malicious gossip • Lateral violence • Alcohol abuse • Gambling • Domestic violence • Child abuse, neglect, violence, sexual abuse • Poor leadership skills; negativity; elected officials who are unethical; use power inappropriately; nepotism • Housing; fixing houses already have • Unemployment • Pollution • Drop out rate for youth; teen-age pregnancy • Not enough social services – not enough caseworkers; couldn't get help • Tribe has sluggish policy for hiring new workers; causes hardship when positions remain unfilled – has direct negative effect on families. • Fear factor of young women for reporting rape or sexual abuse or other violence; gang rape, incest • Bullying in the community and schools 	<ul style="list-style-type: none"> • Flooding • Methamphetamines • Drugs & Alcohol • Indian Child Welfare Act (ICWA) Worker called to another state – No Collaboration between ICWA Office & Tribal Child Welfare • Financial Difficulty due to lack of coordination, It's impacting Bureau of Indian Affairs (BIA) 638 Child Welfare funds. 	<ul style="list-style-type: none"> • Lack of spirituality • Bingo, parents at the casino leave kids in car • Drugs, alcohol • Abandonment • No role models • No goals • No financial stability • Gang problems, don't fit in at home, they look for gangs to join to fit in • Parents not having any parenting, not know how to be parents. • Girls that come from single mothers that don't know how. "Babies having babies" • Marriage doesn't have the strength that it used to. Not teaching. The father is gone. Divorce. • No morals and values – traditional values, i.e. respect elders (swear, throw tantrums), don't say please or thank you • No love for the discipline – hear parents tell their children with commands. Always a command, "do this". You are not teaching them anything with that command. Just like they are in the military. Saw a mother hit a child, and she said to shut up and hit him again. Confusion. • Saw a child fall down and cry and mother got mad. 	<ul style="list-style-type: none"> • Drugs and Alcohol • Gambling Addiction • Dependency on Welfare/Public Assistance • Temporary Assistance to Needy Families (TANF) sanctions including General Assistance (GA) sanctions if there is no place to work, children are removed if there is no income or food • Foster Child maintenance payments can jeopardize food stamps and commodities for the entire family because it is counted as family household income. • Benefit capped child – child who is born to parents who receive SSI and TANF, this child is denied any financial services Counted for only Food Stamps and Medical Assistance, no additional assistance. • Child Care – for a family who wants to get a job, can only apply for three children. Cannot babysit children in family homes, child cannot get child care.
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