



CHITIMACHA TRIBE OF LOUISIANA

FY13-FY16 STRATEGIC PLAN – EXEC SUMMARY

MISSION STATEMENT

The mission statement of the Chitimacha Tribal Council is:

"We the people of the Sovereign Nation of the Chitimacha, in order to proclaim and perpetuate our vision, hereby embrace these beliefs, now and always – Waxt me cun nucmidinaka (we will work for tomorrow)"

- We must preserve and protect our natural resources, our people and all Native Americans;
- We must promote a harmonious and prosperous existence among ourselves and within our community;
- We must maintain the highest level of integrity, honor and authenticity in all our endeavors, and
- We must always exist as a Nation by preserving our cultural heritage."

VISION





CHITIMACHA TRIBE OF LOUISIANA

FY13-FY16 STRATEGIC PLAN — AT-A-GLANCE

CULTURAL/COMMUNITY AWARENESS STRATEGIC PRIORITIES & ORGANIZATION GOALS

1 Community Building and Cultural Awareness: Accelerate the preservation of our heritage through building awareness of the Chitimacha culture, traditions and language within our region.

- 1.1 Culture:** Revitalize and expand on-reservation, community-based programs that are essential to cultural preservation.
- 1.2 Tribal Awareness:** Build awareness of our tribal presence, enterprises and culture/traditions within our region and beyond. "Put us on the map."

ECONOMIC DIVERSIFICATION STRATEGIC PRIORITIES & ORGANIZATION GOALS

2 Economic Diversification: Build our economic engine through leveraging our current enterprises and diversifying into new ones.

- 2.1 Casino:** Achieve budgeted growth in FY13 and slot replacement annually.
- 2.2 Keta:** Achieve budgeted increase in member equity.
- 2.3 RainTree Market:** Achieve budgeted increase over 2012.
- 2.4 Trading Post:** Achieve budgeted revenue.
- 2.5 New Development:** Explore and develop new opportunities such as a Gas Plaza, Real Estate/Housing Development and Off-Reservation Franchises to diversify from gaming and further enhance the economic sustainability of the Tribe.

TRIBAL SERVICES STRATEGIC PRIORITIES & ORGANIZATION GOALS

3 Tribal Services: Continue to serve the population through responsible stewardship of services.

- 3.1 Core/Essential:** Continue to provide essential core services to meet Tribal Member needs.
- 3.2 Ancillary/Support/Secondary:** Monitor, evaluate and operate as funding permits.

TRIBAL OPERATIONS STRATEGIC PRIORITIES & ORGANIZATION GOALS

4 Organizational Efficiency & Effectiveness: Effectively and efficiently operate the tribal government.

- 4.1 Process Efficiencies:** Continue to streamline operations and run the Tribe in a fiscally accountable and responsible manner.
- 4.2 HR Management/People:** Optimize our organizational structure and staffing to better meet the needs of the tribal members.

5 Financial Stewardship: Maximize our prosperity and sustainability through continued financial stewardship.

- 5.1 Financial Policies:** Develop a written and Council-approved financial policy formalizing the funding levels for Tribal savings/reserves, debt coverage and the economic development fund.
- 5.2 Debt/Equity Ratio:** Determine and maintain debt to equity ratio.
- 5.3 Economic Development Fund:** Set aside 10% of un-obligated funds for the Economic Development Fund in 2013. Evaluate and review annually to determine amount.
- 5.4 Facility Infrastructure Fund:** Set aside 10% of un-obligated funds for the Facility Infrastructure Fund in 2013. Evaluate and review annually to determine amount.
- 5.5 Total Net Assets:** Determine and maintain an appropriate level in total net assets.
- 5.6 Fixed Charge Coverage Ratio:** Will not drop below determined rate.
- 5.7 Minimum Reserve:** Maintain established minimum cash reserves.



CHITIMACHA TRIBE OF LOUISIANA

KEY ACCOMPLISHMENTS

Your Tribal Council and staff are constantly working, adapting and creating ways to best meet the needs of our membership. While we usually mention these activities in the Tribal Newsletter as they happen, we thought you would appreciate seeing a listing of some of the key accomplishments that took place between 2010 through 2012.

- Casino changes (new management, new machines, new hours)
- Constructed and opened new hotel – within funds allotted
- Constitutional Amendment – blood quantum changes
- Opened RainTree Market
- Changes at Trading Post making enterprise a profitable entity
- Health Clinic -- new full-time doctor
- Roadway and drainage improvements on the Reservation
- Implementation of Roberts Rules of Order – better management of meetings
- Significant investment and work in the area of Information Technology (security, backups, fiber optics, help desk)
- Code revisions
- Moved Pre-K to school
- No premium increases for CECHP (8 years now)
- Established Tribal Historic Preservation Office (THPO)
- Implemented Internal Auditing Program
- Leasing of land in RainTree for cane production
- Transfer of all educational program policy decisions to the Board of Education
- Maintained exceptional quality of education at the Tribal School and Yaamahana
- More use of the Chitimacha Language
- Sewer Improvement funding received from EPA/I.H.S.

*"We will continue
to work for you."*