



Five Point Action Plan

CROW CREEK COMMUNITY REVITALIZATION & ADVANCEMENT

"We believe with the opportunity and relevant support, that the American Indian Communities, such as the Crow Creek Reservation, can utilize their intellect, dedication, compassion, and character to reclaim their dignity, self-reliance, and restore their cultural heritage. All of which are such important parts of our nation's history."

Eric Klein, Founder - CAN-DO



Five Point Action Plan

ABOUT CAN-DO



Compassion into Action Network - Direct Outcome Organization

CAN-DO is a 501c3 relief organization dedicated to working on the local level to provide lasting solutions, with full accountability, efficiency, and results. Never before has our world faced such devastation, from environmental degradation to genocide, natural disasters to glaring educational crises worldwide. With the social sectors currently laden with bureaucracies and inefficiencies, with little accounting as to the amount of aid actually reaching those affected by disaster or social strife, **CAN-DO** is committed to working with communities to ensure lasting impact, with absolute transparency, and absolute results.

CAN-DO achieves its goals by first living its values. Through the work of **CAN-DO** on the front-lines, we set the standard for effective, accountable, transparent, and community-based initiatives. Every project has a clearly defined goal and specific measurable outcomes determined in conjunction with the local community that validate the effectiveness of the programs.

Additionally, **CAN-DO** is committed to publishing complete, transparent accounting of all funds donated for each and every project and working with the donors at every level of the programs through **CAN-DO's Virtual Volunteer™ Programs**. **CAN-DO** understands that the challenges of this world are far greater than our capacity to execute on projects. Therefore, we believe that our largest impact is the development and expansion of the **CAN-DO Network**. The **CAN-DO Network** is a community of social entrepreneurs, philanthropic organizations, socially responsible businesses, and program partners who are committed to working together to "*Get it Done,*" truly putting compassion into action.

CAN-DO identifies, encourages, supports and develops each organization in the **CAN-DO Network** to ensure maximum positive change worldwide, each organization committing to **CAN-DO's Pledge of Accountability & Results** to ensure maximum outcome for the communities we serve. We are committed to providing a platform to highlight this constructive change through **CAN-DO Productions**. Lastly, the **CAN-DO Network** will continue to evolve as the industry marker for effective philanthropy and community-based change.



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INTRODUCTION TO CROW CREEK

The people of the **Crow Creek Sioux Indian Reservation** in South Dakota have long been known for the sacrifices they have made to defend our nation as part of the armed forces. However, today the tribe faces indiscriminate human rights violations that have impeded their development and forced the members of this reservation into poverty paired with countless years of discrimination which have institutionalized nearly insurmountable barriers to employment opportunities, economic development, and capacity building. Currently, the region faces an unemployment rate between 75-80%; the annual household income stagnates at \$5,000 - 11% less than the national average.

Working closely with the community of **Crow Creek**, **CAN-DO** has developed this strategic **Five Point Action Plan for Community Revitalization and Advancement** to address the critical issues facing **Crow Creek** today, at the community level. This program addresses immediate survival needs while promoting long-term sustainability and improved quality of life through integrated, community-led solutions

The direct documentation and assessment process is essential for **CAN-DO** to establish the most effective and efficient approach for lasting relief to the impoverished community of **Crow Creek**; preserving their dignity, restoring their self-reliance, and revitalizing their culture. Your investment in community-led solutions promotes livelihood development, cultural restoration, community empowerment, environmental preservation, and long-term economic stability. Right here at home.

The evidence is undeniable. Deep shame surfaces in the reality of the blatant abuse and human rights violations that occur here, in the United States, on a daily basis. Socioeconomic disparity and the fundamental denial of equal opportunity have generated a community of Americans on a burning decline. Electrical power companies illegitimately manipulate prices and disconnect heat during arctic winter months. Lack of plumbing, clean water, and access to fresh, unprocessed foods has led to staggering rates of illness, disease and death.

With our nation's head turned, the community has been blatantly denied the opportunity to work, run their businesses, or be self-reliant resulting in soaring poverty rates, deteriorating educational facilities, and deficient health services. And yet the people of **Crow Creek** are determined to reverse his situation and regain their self-reliance.

There are numerous systemic issues that must to be addressed on the **Crow Creek Reservation** now. **CAN-DO** is focused on working with the local community to meet their immediate survival needs while promoting long-term sustainability, improved quality of life, and community revitalization through comprehensive, community-led solutions. **CAN-DO** has launched a national awareness campaign to mobilize individuals, companies, organizations, and government to join together to address these egregious violations of human rights, while developing and implementing sustainable solutions utilizing the skills and ability of the people in the region. Thorough accountability and effective engagement of partners such as yourself enables local people to enable themselves. Together we can build a community- based model to revitalize this community and restore our nation's heritage.



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COMMUNITY OVERVIEW



Crow Creek Overview

Reservation: Crow Creek Reservation; Buffalo, Hyde, and Hughes Counties

Division: Santee, Yankton

Bands: Mdewakanton (*People of Spirit Lake*), Ihanktonwan (*People of the End*)

Land Area: 125,591 acres

Tribal Headquarters: Ft. Thompson, SD

Traditional Language: Dakota

Enrolled members living on reservation: 1,230

Total Number estimate of residents: 2,439

Major Industry: Agriculture

Average Annual Household Income: USD \$5,000

Average Unemployment Rate: 75-80%

Life Expectancy: 44 (*male*), 47 (*female*)

Infant Mortality Rate: 200 x the national average

Charter: None; **Constitution and Bylaws:** Yes

Date Approved: April 26, 1949

Name of Governing Body: Crow Creek Sioux Tribal Council

Number of members: six (6) council members

Dates of Constitutional amendments: February 25, 1963, June 23, 1980, February 4, 1986

Number of Executive Officers: (1) Chairman



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PROJECT OBJECTIVES & DESCRIPTION

Title: Project Crow Creek - 2009 A Five Point Plan for Revitalization & Advancement

Region: Crow Creek Sioux Indian Reserve, South Dakota

Countries of Benefit: USA

Source of Finance: Donations/Grants

Budget:

Duration:

Accountability Mechanism: VirtualVolunteer.tv/CAN-DO.org

Purpose of the Project

The people of the **Crow Creek Sioux Indian Reservation** in South Dakota have long been known for the sacrifices they have made to defend our nation as part of the armed forces. However, today the tribe faces indiscriminate human rights violations that have impeded their development and forced the members of this reservation into poverty paired with countless years of discrimination which have institutionalized nearly insurmountable barriers to employment opportunities, economic development, and capacity building. Currently, the region faces an unemployment rate between 75-80%; the annual household income stagnates at \$5,000 - 11% less than the national average.

Working closely with the community of **Crow Creek**, **CAN-DO** has developed this strategic **Five Point Action Plan** for Community Revitalization and Advancement to address the critical issues facing **Crow Creek** today, at the community level. This program addresses immediate survival needs while promoting long-term sustainability and improved quality of life through integrated, community-led solutions.

CAN-DO's 5 Point Plan

This integrated, community-led system includes:

- * Infrastructure, Sustainability, and Alternative Energy Solutions
- * Sustainable Agriculture & Community Gardens
- * Health & Nutrition
- * Cultural Pride & Community Involvement
- * Education & Entrepreneurship

Issues Addressed by the Project

1. American Indian Rights/Human Rights
2. Women's Empowerment
3. Poverty Eradication
4. Sustainable Energy
5. Education, Entrepreneurship & Economic Development
6. Child welfare
7. Health & Nutrition



Five Point Action Plan

GOALS & ACTION

Goals

1. Raise awareness of the critical nature of the issues at the **Crow Creek Reservation** and mobilize the teams and resources necessary to effectively execute the projects.
2. Address the immediate survival needs of the community.
3. Work with the community to introduce relevant, long-term solutions for sustainability, economic growth and cultural preservation.
4. Effectively scale through:
 - Monitoring, assessment of impact, preparation for replication;
 - Selection, mobilization, and preparation of subsequent communities as candidates for project replication;
 - Training of the Crow Creek Community Team from the pilot location to export and implement in the targeted regions;
 - Connect communities through VirtualVolunteer.tv to support effective implementation, build capacity, and increase community interaction.

Plan of Action

With a long-standing track record and proven approach to providing lasting solutions with full accountability, efficiency and results, **CAN-DO** approaches the crisis on the **Crow Creek Reservation** at the local level. Dedicated to listening to the voice of the people, **CAN-DO** has launched a national awareness campaign to address the urgent human rights abuses taking place in the South Dakota region. It is crucial that while funds are raised, that the immediate survival needs of the community are effectively met. The project is a **call to action** - everyone's help is needed to make it happen.

Our core action steps include continuing to mobilize support and national awareness while implementing each integrated phase of the program, as detailed in the subsequent sections. We concurrently continue to monitor and assess our progress to ensure all programs are effectively addressing the key needs of the community while laying the groundwork for effective program replication in subsequent communities.

By performing the detailed assessment process in the local region, **CAN-DO** was able to determine key projects based on their severity, potential for reversal, community involvement, long-term impact, and viability. In addition, with the participation of the residents, including an enthusiastic youth contingent, these vital projects focus on making 'hopes' a reality and restoring the *American Dream* to its people. Together, we will shine a deserving national spotlight on the struggle of the people at **Crow Creek** and eradicate these reprehensible injustices, building a more sustainable future.



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ACCOUNTABILITY & TRANSPARENCY MECHANISM

VirtualVolunteer.tv

We have and will continue to document this entire process live, in real-time through our **VirtualVolunteer.tv** program, creating a new standard for accountability and transparency through technology. **VirtualVolunteer.tv** uses the most advanced internet broadcasting technologies to provide the first online, interactive, real-time video website that allows anyone anywhere in the world to directly participate in these critical relief efforts. This was experienced live on June 11, 2009 by leaders such as **Senator McCain, Senator Casey, Senator Dorgan, and Senator Udall** who were able to directly interact with members of the **Crow Creek Community**.

Utilizing our proven approach to providing lasting solutions with full accountability, efficiency and results, **CAN-DO** is addressing the critical needs in the relief and humanitarian aid sector with the development of **VirtualVolunteer.tv**. The site further maximizes the impact of aligned organizations in the humanitarian and philanthropic sectors through enabling their members to benefit from **VirtualVolunteer.tv's** proprietary network of channels, resources, sponsorship opportunities, and community activation tools; facilitating connections, fostering collaboration, and maximizing results.

With additional applications ranging from powerful educational programs that directly connect students globally to promote cultural exchange to providing full assessment tools for insurance agencies relief organizations, from creating powerful opportunities for innovative **Corporate Social Responsibility (CSR) Programs** to connecting families with survivors, and much more, **VirtualVolunteer.tv** directly fulfills **CAN-DO's** mission to change the face of philanthropy.



ACTION CAPTURED

Using standard video cameras or inexpensive web cams, an event is recorded in real-time. The signal is then fed directly into a High Speed Uplink Device for transmission.

HIGH-SPEED UPLINK

Signal is uplinked digitally through state of the art broadcasting technology. Wireless streams of LIVE video can be facilitated for up to 6 hours, eliminating the need for a satellite truck or heavy equipment.

IMAGES PROCESSED

Once received in the Control Room, individual camera feeds are cued and mixed live, as well as graphics, overlays, tickers & titling being added. Pre-recorded segments can be mixed with live feeds and PIP (picture in picture).

AUDIENCE ENGAGES

The general public, donors, corporate sponsors or anyone with a high speed internet connection can tune in to events as they unfold & interact via chatroom with responders on the front lines of the effort.

VirtualVolunteer.tv

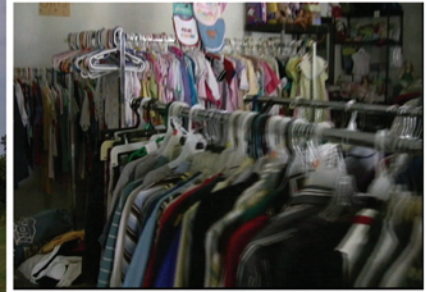
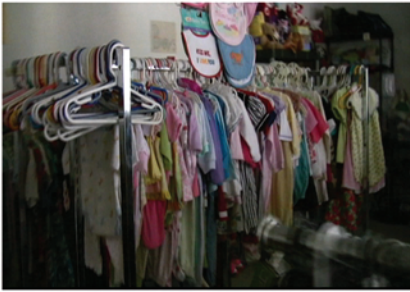


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PHASE I

PHASE 1 COMPLETED SEPTEMBER 9th 2009

Community Thrift Store



Peter Lengkeek is the visionary behind the **Community Thrift Store** and sees it as an instrument to help the community get back on its feet through restoring their dignity and pride.

As a social entrepreneurial endeavor, the **Community Thrift Store** provides income generation opportunities and the ability for the community to have the resources required to survive at prices they can afford.

Food Pantry

Improve living conditions, health, and nutrition through improving access to nutritious foods while simultaneously providing additional revenue channels for the community. This will also serve as a means of production for their cannery business which is directly linked to the **Community Garden**.

Partners: CAN-DO, Tree of Life Ministries

Budget: \$20,000



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PHASE II

PHASE 2 COMPLETED SEPTEMBER 28th 2009

Community Garden/Greenhouse

The **Community Garden Program** improves people's quality of life by providing a catalyst for neighborhood and community development, stimulating social interaction, encouraging self-reliance, producing nutritious food sources, reducing family food budgets, promoting sustainable economic development, and conserving resources.

Community gardening improves people's quality of life by providing a catalyst for:

- *Neighborhood and community development
- *Stimulating social interaction
- *Encouraging self-reliance
- *Producing nutritious food, reducing family food budgets
- *Provide an additional source of income and an economic base with employment opportunity as well as "green collar" job training

CAN-DO has developed the **Community Greenhouse Initiative** to provide a replicable, community-based model that provides fresh, locally grown fruits, vegetables, and herbs for the local community while also promoting an additional source of revenue. The **Community Greenhouse** will provide a model of **BACKYARD BUSINESS** where the community members are able to nourish their own families and have a sustainable source of income. The **Greenhouse Initiative** extends to local families who express interest in building and learning how to operate their own greenhouses, and then have the opportunity to introduce these skills to neighboring communities.

An environmentally-sound greenhouse helps to provide a much needed nutrition element to the local diet. The **Greenhouse Initiative** will provide raw unprocessed fruits, vegetables and grains year round. The underground "*Root Cellar*" component of the greenhouse will allow for late harvest vegetables to be consumed through winter months and, where possible, brought to market for resale. It is our hope that in addition to feeding the community, the greenhouse program will eventually lead to the resale of native Dakota heirloom and specialty items in the national marketplace.

The Greenhouse's environmentally-conscious design incorporates a below-ground root cellar for late-season drying and winter storage. In the interest of maintaining a warm growing climate, the greenhouse is aerodynamic and well insulated to protect from the high winds and extremely low temperatures of the South Dakota prairie. We have chosen a straw-bale construction to support and insulate our greenhouse with a thick polycarbonate solar panel to passively heat the micro-climate. The Greenhouse should provide an extended growing season to allow for the early planting of seedlings and sprouts in the early spring for spring planting. After the harvest in fall, the greenhouse will be utilized in the winter months as a drying space and underground root cellar.



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PHASE II (cont)

By listening to the needs of locals in the **Crow Creek** region, **CAN-DO** developed a comprehensive plan to maximize the interest in managing individual and community accessible greenhouses.



This project included:

- Construction** – Completed through the contribution of community labor & donated materials.
- Community Training** – Contributing partners and donors training locals in greenhouse operations and management.
- Local Management** – The development of a community committee to promote capacity building & collaboration.

Sustainable Agricultural Development – Virtual & Actual Community Tool Sheds

CAN-DO will launch our Virtual and Actual **Community Tool Shed Programs** that support effective development of productive, sustainable agriculture on reservations through shared access to tools, resources, and knowledge that strengthen farmers, increase yields, and produce profits. These programs support economic development, sustainable agricultural production, the management of natural resources, access to nutritious foods, leadership development, and access to market through innovative private sector partnerships. This program will provide a community-held cooperative farm tool program, access to agricultural education through our **VirtualVolunteer.tv** program that links farmers to leading agricultural organizations and companies, mentorship programs, and cooperative marketing programs for their products.



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PHASE III

PHASE 3 - CURRENT PROJECT

Veterans Lodge & Memorial



"We come from a long line of warriors. We all served. It's who we are. We protect our people and our lands. It's the honorable thing to do."

American Indians have participated with distinction in United States military actions for more than 200 years. Their courage, determination, and fighting spirit were recognized by American military leaders as early as the 18th century.

Lead Organization: CAN-DO

Partners: The Crow Creek Community & The Carlson Foundation

Budget: Not yet determined

The Veterans Lodge provides a gathering place for local member veterans to facilitate conversation and identify issues important to them and serve as a common place of various social activities and mental health services for members and their families.

The **Crow Creek Veteran Memorial** will consist of nine flags, each representing a war in which representatives from the **Sioux Tribe** served. Etched into the bronze flag poles, will be the names of each man, woman and child who has served, or is currently serving in the military. Each flag carries a symbol of a particular war, honoring the service **Sioux Nation's** contributions and service to our great nation as a whole. The field is organized with Flags as a timeline of each community member's time of service... moving from the most recent to the oldest, with each flag featured in its unique placement within the collective field.



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PHASE III (cont)



The construction of the **Crow Creek Veteran Resource Center & Memorial** is a part of a unified effort to restore the **Sioux Nation's** heritage and re-ignite positive change within and throughout the Native American Community. In the center of the flags will sit a statue of an proud **Sioux Warrior** coming back from battle, waving a buffalo hide over his head, a symbol that the warriors were returning home from battle.

The simple but elegant display, each person's name is a permanent inscription of one's service. contributes to the atmosphere of peace and remembrance; a symbol of growth and community enhances each visitor's personal experience.

American Indians have volunteered to serve their country at a higher percentage in all of America's wars and conflicts than any other ethnic group on a per capita basis. They have earned and should receive the full recognition of their service to the nation. The Veterans' Lodge of the **Crow Creek Reservation** to honor the service of these brave individuals. The building will be in the shape of a circle keeping with the culture and tradition. The **Crow Creek Veteran Memorial**, is a tribute to the **Crow Creek Sioux Tribe** in South Dakota and the extraordinary value of their wartime service to our Nation. The Veteran Memorial will serve as a catalyst for social change, uniting communities to honor all of the Native Americans, and their compatriots who have bravely served. Flags are a symbol of pride in the Native American Culture.

(The sketch in the background is from Peter Lengkeek's brother, a Vietnam Veteran)



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PHASE IV

Youth Activity Center Gymnasium
VANHOOTEN + FRYE
ARCHITECTS



PHASE 4 - Youth Activity Center

Problem:

Due to the complete lack of recreational facilities for the children and youth of the reservation, the community has expressed the deep necessity for a youth activity center to support the project's overall goal of community empowerment and development. Without constructive outlets for their energies, there are high rates of substance abuse, suicide, and depression amongst the youth. The rate of suicide among American Indians aged 10-14 is almost four times higher than other minority groups. The facilities and youth development programs that are there have been condemned and even lack basic electricity.

Solution:

CAN-DO aims to work with the community leaders to build self confidence and a real understanding that positive change is possible in the minds of the children through the development of the **Youth Activity Center**. The **Center** will provide opportunities for young people to develop their physical, cultural, spiritual, emotional, social, and intellectual abilities through character building, recreational programs, leadership development, and inter-generational relations.

To the **Lakota** people, strong emotional, mental, spiritual, and physical well-being is critical in rearing self-sufficient children who can go on to lead productive adult lives. A **Youth Activity Center** is a critical component in that development to help strengthen the next generation and the community's cultural heritage. With the integration of cultural traditions and strong family and community bonds, the youth are able to keep their minds, bodies, and spiritual selves healthy, thus reducing the rates of depression and suicide.

- Community-Built** – Locals are eager and prepared to begin as supplies are donated.
- Community-Run** – The center will be community driven and focused.
- Youth Empowerment** – Classes, computers, activities, mentoring, language classes, cultural heritage activities.

CAN-DO aims to work with the community leaders to build self confidence and a real understanding that positive change is possible in the minds of the children through the development of the **Youth Activity Center**. The **Center** will provide opportunities for young people to develop their physical, cultural, spiritual, emotional, social, and intellectual abilities through character building, recreational programs, leadership development, and inter-generational relations.



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EDUCATION

Education



CAN-DO is working closely with **Brandon Sazue**, Tribal Chairman and School Board Chairman of the **Crow Creek Sioux Tribe/Crow Creek Tribal Schools**, to support the construction of expanded school facilities for the Reservation. The school's gymnasium was condemned in 2004 and the school's dormitories burned down in 2005, leaving inadequate facilities for the **Crow Creek Tribal School**. Since the time of the gym condemnation, enrollment numbers have continued to decline substantially. There is a continued lack of adequate living quarters for faculty and staff.

Half of the American Indian population in South Dakota is under the age of 24 and it continues to grow. The **Crow Creek Tribal School** provides many of the students with the necessary stability to learn and become productive members of the community. Chairman **Sazue** is working with the Senators of South Dakota to ensure that the development of new facilities serves the needs of the Reservation to provide an effective education to its students in a safe learning environment.

The current plan that has been put forth does not account for all students - both the dorms and classrooms are insufficient for the current student enrollment and lacks adequate housing for faculty. Chairman **Sazue** has proposed an effective plan that encompasses these issues, thus reducing long-term costs that will be incurred eventually if not handled in the immediate construction phases.



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PHASE V

PHASE 5 - Mentoring Program

This program is dedicated to promoting education, community development, income generation opportunities, and most importantly, inter-generational relationship building.

Passing information and skills from generation to generation has been a core component of American Indian culture for centuries. By developing the **Mentoring Program**, CAN-DO seeks to restore these practices resulting in the strengthening of the next generation through capacity building and skill transfer and the community in its entirety. The mentoring program also provides the opportunity for youths and communities to preserve the skills of traditional cultural artisanship which helps to develop awareness and respect for these traditional cultures.

These skills help to develop vitally needed jobs based in ethical business practices, as well as enabling them to be the cultural stewards for their community.

Women's Outreach

Early Native American societies revered women as the life-giving force to future generations. They were the foundation and the pride of Indian culture. Many songs and myths passed down from generation to generation, as the phrase, "*Mother Earth*" when making reference to gifts provided by nature. Because life begins with birth and mothers nourish that life, it seems fitting that numerous Indian legends tend to include women when referring to their origin.

The ultimate achievement for a woman in Native American societies is being a mother and rearing a healthy family. Even though many Indian women attained distinctions as religious practitioners, "*medicine women*" and skilled artisans in craft work, in no way did these tasks affect their role as bearers and raisers of children.

This program is dedicated to supporting the status of women by promoting women's education, community development, and income generation opportunities.

Partners: Peter Lengkeek

Budget: Work in progress



Five Point Action Plan

PHASE VI

PHASE 6 - Energy



Problem:

Despite the fact that both a hydroelectric dam and wind generators are in the immediate vicinity - both built on tribal land - the **Crow Creek** residents are billed a third more than the regional average for their electricity, with average monthly bills exceeding \$300. **CAN-DO** has been asked by the community to negotiate a solution to the frequent electrical disconnections taking place in the frigid winter months.

Because of the sensitive, legal nature of this issue, we have called upon our representatives to put an end to these abuses. **CAN-DO** has contacted representatives at all levels of government to mobilize them to take immediate action.

CAN-DO has concurrently launched a national awareness campaign to build broad public awareness to address these critical issues.

Solution: Alternative Energy

CAN-DO is working closely with Chairman **Brandon Sazue** on the **Parity Bill** which addresses the core issues that have caused the current energy, water, and economic crises faced by the Reservation. The **Crow Creek Sioux Tribe** consists of 225,000 acres located in Central South Dakota. The Western boundary is the Missouri River. In 1944, when Congress enacted the Flood Control Act and authorized implementation of the Missouri River Basin Pick-Sloan Plan for water control, two of the dams, Fort Randall and Big Bend, flooded over 16,000 acres of the Reservation's best and most productive land. It was also the land where the majority of their people lived. The cost to Crow Creek - in human and economic terms - was astronomical. The ensuing forced relocation has continued to affect the very fabric of the Reservation and rippled down through generations.

Chairman **Sazue** is supporting legislation that creates the framework to address these grievances while concurrently working with **CAN-DO** to research and implement clean energy sources that will create long-term self-sufficiency and energy independence.

Complete documentation is available upon request. Please email Eric Klein at ek@can-do.org or Chairman Brandon Sazue at brandonsazue@hotmail.com.



Five Point Action Plan

MICROFINANCE

Microfinance

Microfinance provides a transitional step in restoring self-reliance through extending incremental loans to gradually help community members strengthen their financial literacy, management skills, and loan repayment capacities. **CAN-DO** is looking to integrate micro-finance into the **Crow Creek Revitalization** program to assist in the sustainable economic development. The Micro-enterprise strategy has been key to economic development in the neighboring **Pine Ridge** community, creating over 800 jobs for area workers and helping lift many families out of poverty. New businesses mean that residents can do more shopping close to home which further strengthens the local economy.

November 2009

We need your involvement, input, and contribution to bring this project to life. The programs listed in this project outline are continuously growing and evolving. We will be updating this overview regularly as new organizations, individuals, and teams join us. Budgets, video documentation of progress, photos, and other detailed information will also be made available regularly at www.can-do.org.

We need your help to revitalize this community and demonstrate that together, we CAN get this done!

Eric Klein
Founder, CAN-DO

**Compassion into Action Network
Direct Outcome Organization**

Disaster Relief/Community Revitalization
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www.can-do.org
www.VirtualVolunteer.tv
EIN/Tax ID: 20-1489454



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CODE OF ETHICS

In having the opportunity to work in the **Crow Creek Reservation**, we are committed to upholding the culture, community, and respect of the people, the environment, and the traditions therein. As we embark upon this community revitalization effort, it is imperative to have a comprehensive **Code of Ethics** to which we all commit for the benefit of the community, the participating organizations, and to uphold the integrity and results of the programs.

We hereby pledge to:

1. Work in collaboration with the **Crow Creek Community** and aligned organizations to reestablish and develop sustainable resources, socially and economically, and maintaining consistent and regular communication with all parties involved to ensure the highest levels of professionalism, efficiency, and efficacy. Communication is vital to also ensure that there is no duplication of efforts or unnecessary overlap.
2. Provide an opportunity for organizations to work together in a collaborative manner, regardless of faith, for the betterment of the reservation and the betterment of humanity.
3. Provide an opportunity for concerned individuals to serve the **Crow Creek Community**. Any organization or individual should be accessible and responsive to the members of the public who express interest in the affairs of the organization.
4. All groups and individuals agree not to distribute religious material, preach, or in any manner proselytize while on or working with any members of the **Crow Creek Community** or the aligned organizations. It is imperative to commit to recognize the need to address the critical issues of the community as the top priority while respecting the difference of others, be it race, creed, religion, belief systems, or any other matter.
3. Volunteers can not take photographs or video tape without the consent of community leaders and/or parents of children under the age of 18.
4. All volunteers and groups commit to upholding the highest levels of environmental respect and stewardship on or around the reservation.
5. All programs created through this model need to be designed to be easily created and sustained by the local community with outside guidance and collaboration consistently available. All such programs are not to be designed for the economic benefit of the organization, but purely for the benefit of the people of the **Crow Creek Reservation**.
6. Always focus on empowerment, training, and knowledge transfer and teach rather than *"handout or give."*
7. Keep all commitments and not make any promises that can not be fulfilled.
8. All people engaging in this program commit to preserving personal freedoms of both themselves and others and upholding the Universal Declaration of Human Rights.
9. All operations respect the rights of beings of all races, religions, creeds, ideology, languages, and status - including that of the environment and indigenous species.
10. To understand the history of exploitation that has occurred in this community and to pledge to stop this from happening in any way possible through maintaining vigilance, respect, and caution when cooperating with local communities to improve the conditions.
11. Any organization or individual(s) engaged in promoting public participation in the community's affairs, should be diligent in assuring that the activities of the organization are strictly non-partisan. All organizations also must uphold transparent accounting practices and ensure ethical, efficient management of the project's allocated resources.

Signature_____ Date_____





Sustainable
Agriculture &
Community
Gardens

Infrastructure,
Sustainability,
and Alternative
Energy Solutions

5 Point Action Plan

Cultural Pride
& Community
Involvement

Education,
Entrepreneurship,
& Economic
Development

Health &
Nutrition



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APPENDICES

The following documents were provided by **Brandon Sazue**, Chairman of the **Crow Creek Tribal Council**. Further documentation is available that supports these programs and is available upon request.



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PROJECT CROW CREEK

NOTES

