ATTACHMENT A
Explanation for Program Changes or Adjustments

Grantee Information
There are minimal changes to this section. One question was moved and will be addressed in the Staffing Section (Section 8). Further this section is pre-filled by federal staff or contractors.

1. Objective Work Plan
Much of this information is prefilled by Federal staff or contractors. Only changes to section headers to align with current ANA terminology.
2. Outputs and Outcomes
2.1 is moved to 2.1.2
2.1.2 is moved to 2.1
Indicator Table is changed to include a line for Federal Staff to pre-fill and a line to capture grant recipient data on actual outputs and outcomes. ANA now served 5-year projects for the Esther Martinez Immersion program and columns are added to allow ANA to capture accurate data for those projects.
2.6 was moved to 2.1.3
2.6 corrected a previous typo
2.7-2.13 was renumbered to 2.6-2.12
2.8 corrected a previous typo
2.10 was reworded for clarity
2.11 was changed to capture both physical infrastructure as well as organizational infrastructure that was created or improved.
2.13 was added to capture how native culture was included in the project activities to increase cultural knowledge in the community
Question 5.5 was moved to 2.14 and clarified
Question 5.5.1 was moved to 2.14.1

3. Project Development
3.4 added information for clarity
3.10.1 was eliminated
3.11 was amended to clarify
3.11.1 was eliminated

5. Project Economic Benefits
5.3 was moved to 5.2
5.2-5.5 was renumbered to 5.3-5.4
Employment Table was replaced by a table from the On-going Progress Report (OPR) (OMB CN: 0970-0452 expiration 9/30/2023). This table will be pre-filled by Federal Staff.
5.6 clarifies with the grant recipient that the table in the OPR is accurate
5.7 was added to capture all jobs obtained as a result of the project

6. Partnerships
6.2 corrected a previous typo

7. Program Specific

Environmental Regulatory Enhancement (ERE)
7.1 corrected a previous typo
7.1.2 was added to capture how native traditional ecological knowledge was included in the project activities

Native Languages
7.5 was moved to 7.4
7.6 was renumbered to 7.5

Sustainable Employment and Economic Development Strategies (SEEDS)
Removed – program no longer supported and evaluated

Native Asset Building Initiative (NABI)
Removed – program no longer supported and evaluated

Initiative for Leadership, Empowerment and Development (ILEAD)
This is a new section for the POAS
7.1 ILEAD Domains: ANA requested applicants to address at least one of four domains. This question captures data related to those four domains.
7.2 Youth Leadership and Development: ANA wants to know how youth increased their leadership skills as a result of the project.
7.3 asks for promising practices in recruitment of youth participants
7.4 asks for promising practices in retention of youth participants
7.4.1 expands on 7.4 on what activities were more engaging
7.5 asks for promising practices over all for implementation of a youth focused project
7.6 ANA held monthly cohort ILEAD calls and youth summits. This question asks about the experience working with a cohort.
7.7 captures the number of unduplicated youth the project served
7.8 captures information on how the project adapted if youth encountered wellness challenges or difficult situations
7.9 asks youth beneficiaries how the project impacted their life
7.9.1 asks if the youth beneficiaries have strengthened their sense of self-confidence, cultural identity or other lifeways
7.9.2 asks youth beneficiaries as a result of the project are they going to be more engaged in their communities
7.9.3 asks if the youth beneficiaries are better prepared for college, workforce or other leadership roles
7.9.4 expands on 7.9.3 for more information

Economic Development
This is a new section for the POAS
7.1 asks if the project was focused on one of the items listed in P.L. 116-261 the Indian Community Economic Enhancement Act of 2020

7.2 Tribal Court Systems

7.2.1 asks if the project increased capacity of the tribal courts with respect to economic development and financial disputes

7.2.2 asks if there was better separation of powers as a result of the project

7.2.3 asks if legal personnel were trained

7.2.4 asks if technical assistance was provided to non-native organizations on tribal law and sovereignty, and what organizations

7.3 Community Development Financial Institutions (CDFI)

7.3.1 asks if a CDFI was created as a result of the project

7.3.2 asks if they currently are a certified native CDFI

7.3.3 asks if so, what type of CDFI is the (created) organization

7.3.4 asks what is the primary focus of the CDFI funded work

7.3.5 asks what barriers are there to lending

7.3.6 asks what barriers to access to capital

7.3.7 asks is the project incorporated cultural or health/wellness activities in improving access to capital

7.3.8 asks how many new savings accounts were created as a result of the project

7.3.9 asks what type of wealth creation was developed

7.3.10 asks what increase in knowledge was gained by project participants in budgeting and/or saving

7.3.1 asks if training or technical assistance was provided in financial literacy

7.3.13 asks if training was provided to CDFI employees. Federal Staff will pre-fill table from the OPR and clarify during visit.

7.3.14 asks if any administrative improvements were made to the CDFI as a result of the project

7.4 Master Plan

7.4.1 asks if the project developed a master plan for economic development or social development

7.4.2 asks what changes were made in tribal organizational policies or economic policies as a result of the project

8. Staffing

8.1 was moved from Grantee Information to staffing

8.1.1 was added to capture the impact multiple program specialists had on the success or challenges of the project

8.1-8.6 was renumbered 8.2-8.7

8.8.1 was added to capture if the organization has a data management professional

8.7 renumbered 8.9

8.9-8.11 was renumbered 8.10-8.12

8.10.1 was added to capture information on ANA trainings or Technical Assistance related to data management

10. Impacts from COVID-19

This is a new section for the POAS

10.1 asks if the grant recipient they utilized any of the federal flexibilities as a result of the COVID-19 pandemic

10.2 asks if the organization experienced challenges specific COVID and if they were able to overcome those challenges

10.3 asks what innovative strategies were developed to adapt to COVID-19