

Cherokee Boys Club, Inc.

Dedicated service since 1932

Club Motto: "By Prayer & By Work"



2023 Annual Report



**PO Box 507
52 Boys Club Loop
Cherokee, NC 28719**

Mission Statement

"To inspire and prepare individuals and families to reach their full potential, while embracing and honoring traditional Cherokee Values."



Call Us
828-497-9101



Visit Us
cherokeeboysclub.com

Leadership

Board of Directors

President- Aaron Bradley

Vice President- Donnie Owle

Secretary- Tagan Crowe

Assistant Secretary- Benny Graves

Board Member- Tara Reed-Cooper

Business Member- Doris Johnson

Business Member- Bradley Letts

Student Representative- Luke Climbingbear

Tribal Council Representative- Perry Shell

Department Managers

General Manager, Greg Owle

Finance, Rhonica Via

Bus & Truck, Aaron Bradley

Service Department, Donnie Owle

Construction & Facilities, Sean Lawless

Child Development, Leslie McEntire

Cherokee Children's Home, Sharon Dills

Ray Kinsland Leadership Institute, Tonya Carroll

828-359-5509

828-359-5504

828-359-5585

828-359-5591

828-359-5521

828-359-5570

828-359-5576

828-359-5545





The Cherokee Boys Farm Club was established at the Cherokee Boarding School in 1932. Two years later the Cherokee Motor Club was founded. When the Boarding School closed in 1954, the Cherokee Day School continued the two clubs. The Clubs were combined in 1958 and continued to grow.

On May 4, 1964, The Eastern Band of Cherokee Indians incorporated the Cherokee Boys Club as a non-profit, self-supporting Tribal Enterprise. The Club's Mission has concentrated on the core needs of the Cherokee Community and has been very successful in implementing programs

Club Objectives

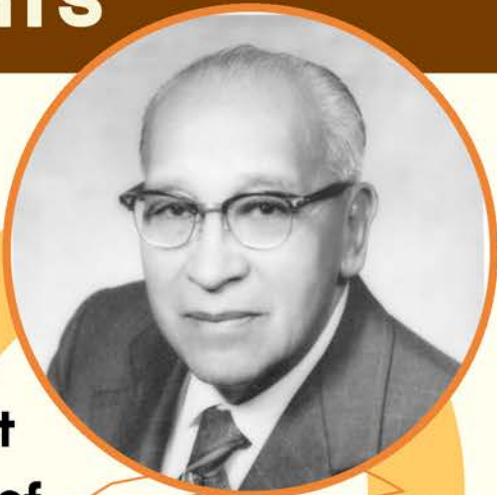
- To provide educational opportunities, vocational and leadership training for Cherokee people, especially the youth.
- To provide employment opportunities for Tribal members.
- To provide services for the Eastern Band of Cherokee Indians and surrounding communities.
- To provide a Children's Home and services to children and families. Today, all divisions of the club combine their efforts to address these goals.



Frell Owl Award Recipients

- 2023 marked the 36th year that the Cherokee
- Boys Club Board of Directors publicly recognize a
- person or persons with the Frell Owl Award.
- Unfortunately, due to the Covid Pandemic, a
- • • • recipient was not selected in 2020.

The Frell Owl Award is given to those that best exemplify the character and accomplishments of the late Mr. Frell Owl, Cherokee educator and civic leader and to those who have significantly contributed to the welfare of Cherokee children and families. Anyone may submit a nomination. Any person or persons may be nominated with the exception of current Cherokee Boys Club Board Members.



Butch & Louise Goings

Butch and Louise are noted as Cherokee Crafts People. Butch is known for his wood and soapstone carvings. Louise is known for her basket making made from the white oak tree.

They both teach their craft work to the students at Cherokee Central Schools and to individuals at their home.

They both like to share their knowledge to the younger generation and encourage them along the way. They both have a peaceful approach to their artistry.

Administration



The Executive Division of the Administration Department is made up of the General Manager and Executive Assistant. Both provide oversight of all Boys Club operations.

In addition to general oversight, they also assist with preparation and maintenance of contracts, board meetings (including maintaining all resolutions), Boys Club public relations, and liaison services between programs served by the Boys Club, which include the Cherokee Central Schools, Cherokee Preservation Foundation, Tribal leadership, and the many programs of the Eastern Band of Cherokee Indians.

The General Manager and his staff, with their combined experience, also provide support and guidance for all the Boys Club department managers. A monthly meeting is held with department managers to discuss their needs and concerns and to give them the opportunity to circulate ideas and strategies. They also provide updates on their department's activities as the Boys Club moves forward together. A monthly Board of Directors meeting is held to present resolutions and concerns of the Boys Club overall. The department managers may attend the Board of Directors meeting to answer questions that they may have about different departments and their activities.

The Boys Club Administrative Department includes the Finance Director, Assistant Finance Director, Human Resources Manager and assistant, IT Manager and assistant, Grants Coordinator, Payroll Officer, two Accounts Payable and Receivable Processors and Receptionist.

They provide finance and accounting, IT technology, and HR/Payroll services for the Boys Club and the Cherokee Central Schools. The Administrative Department strives to operate with efficiency and professionalism. The Boys Club also serves as a fiscal agent for the Cherokee Preservation Foundation as a non-profit, 501(c)(3) organization. Detailed audits are performed by independent certified public accountants each year and annual reports are available upon request.



Cherokee Central Schools

Empower our students, preserve our nation, and ensure our future is the vision of Cherokee Central Schools. On the 14-acre campus nestled beside the Great Smoky Mountains National Park, Cherokee Central Schools lives its mission daily. The district, in partnership with its families and community, develops lifelong learners by providing challenging educational experiences that empower students for cultural stewardship, civic responsibility, future readiness, and academic success in a safe and healthy learning environment.



During 2023, some of those CCS student experiences included grade 5 students publishing two books, Cherokee Heroes and Our Cherokee Culture, hosting Cultural Summer School and ESTEAM Camp, student STEME conferences, and musical theater opportunities with Braves on Broadway and Sister Act, Jr. Additionally, the Cherokee High School Lady Braves basketball team became the NCHSAA 1A State Champions.

The school district enrolls approximately 1400 students, PK-12, and employs approximately 400 faculty and staff. The graduation rate was 83%. The district has been accredited by Cognia for a number of years with its most recent quality assurance review occurring in 2022.

Cherokee Central Schools enjoys a strong partnership with the Cherokee Boys' Club (CBC). The CBC is responsive to the changing needs of the students at Cherokee Central Schools, and it works collaboratively with the CCS administration in numerous ways. As the district's fiscal agent, CBC provides support to the district's finance department, including grants management. The two organizations' Human Resources departments work closely to ensure that our staff are supported. And the Cherokee Boys' Club provides daily bus transportation and bus service for CCS extracurricular activities.

Cherokee Central Schools- School Board

Chair- Jennifer Thompson

Co-Vice Chair- Tara Reed-Cooper

Co-Vice Chair- Melanie Lambert

Secretary- Kristina Hyatt

Roberta Toineeta

Micah Swimmer

Council Rep.- Michael Stamper



Cherokee Central Schools Administration

Superintendent- Consuela Girty

Associate Superintendent- Dr. Beverly Payne

Human Resources Director- Dr. Jo Ray

Finance Director- Howard Wahneta



Bus & Truck Department

2023 Fiscal year was a year with lots of changes; we started the process of moving towards an all-electric fleet of school buses. Of course, with change comes challenges. We had to learn how to drive and operate the new Electric buses. As well as how to maintain charge and any other challenges that came up with the new equipment.

We said Farewell & Happy Retirement to long time employee and Bus & Truck Manager, June Wolfe. We also said Congratulations to our new:
Manager, Aaron Bradley
Assistant Manager, Jennifer Welch
Administrative Assistant, Melissa Ledford.



We worked with HR on a project to promote/recruit School Bus Drivers. We did a weekly Bus Driver Highlight, where we highlighted our School Bus Drivers and asked them specific questions about their jobs and why they enjoy being school bus drivers. You can find these on the Cherokee Boys Club Facebook Page.

We project that by the end of the 2025 season all of our school buses will be electric. At least 5 of the buses will be the GEN 2 buses, which means they will be able to pull up our mountain terrain better than the GEN 1 bus that does well around town. We are also waiting for an electric truck for solid waste and hauling Cherokee Bottled Water. Over the roads trucks have stayed very busy as well. They run to Indiana a couple times throughout the week. Our Charter buses have also stayed busy. We are constantly getting requests for Charter trips for weddings, field trips, and keeping the school going on their sports trips. We are grateful to be able to work with so many different schools and businesses to be able to do charter and over the road truck hauling.

We are looking forward to yet another busy year and making even more connections.

Construction & Facilities

The Cherokee Boys Club Facilities Department had a very busy year in 2023. Our focus continues to be the work we do for the Tribal HIP (Housing Improvement Program). We started working on seven homes and one rehabilitation project for the HIP this year. We completed two of the homes and the remaining work on the additional five homes will take us into early 2024.

Two of the homes we are building will be a part of the Sarah Smoker Housing Community. And the remaining homes will be scattered sites that are on the HIP recipient's own home sites.

The biggest news for us this year is the approval and start of the Tribal HIP Community we are planning for the old Norman Maney Recreation Park. This used to be the home of Mission to the World. Through our planning with a civil engineer, we have identified 24 future home sites. We have started with the site preparations and general layout of the community, and we look forward to starting the construction of the first homes in late 2024 and early 2025. This project is multi-phased and will last approximately five years.

Aside from our HIP projects, we continue to work with the CIHD Tribal program. We help them with site preparation and block underpinning jobs. We continue to offer construction services to the private citizens of Cherokee. Many of these projects have been funded through personal loans with the Sequoyah Fund. Our services were utilized in-house this year as we helped with the planning of the renovation of the Cherokee Boys Club Agelink Child Care Facility. We also helped to procure an additional building to be added to our Campus in order to keep Agelink Open and serving the Community while the original Agelink Building is being renovated.

Overall, it has been a successful and fulfilling year. With many of this year's projects being larger in scale and scope, we know next year will be just as busy. We look forward to the challenges our workload brings and for the future projects on the horizon.



Service Department



The Service Department, consisting of 11 technicians, maintains the Boys Club fleet of 110 buses, trucks, and coaches. The technicians provide all services, repairs, maintenance, parts, paint and body work, vehicle inspection, vehicle washing and daily sanitizing due to the pandemic. The staff operates out of a 16,000 square foot garage providing areas to work on larger vehicles like RV's, tractor trailers and buses. We do maintenance and body work for all Boys club vehicles, EBCI programs, and for the public.

- The Boys Club operates a full-service paint and body shop which includes any insurance work for tribal programs, and the public.
- Our state-of-the-art paint booth is large enough to put a charter coach bus inside, the largest in the area.



The Boys Club has an agreement with the CDOT to provide roadside mowing and trimming for the Reservation roads and back roads. This agreement covers over 400 miles of roadways.

EBCI Senior Citizens and disabled members of the Tribe's home fueling is provided by the Boys Club through MOA's developed with Tribal programs.



Fuel pumps for the Cherokee Boys Club and Tribal vehicles are also handled under this department.

The Service Department collaborated with the tribe to obtain a grant for electric school buses. Currently, there are five school buses on the property. Our technicians are level three certified for repairing these buses. A solar canopy has been constructed as a cost-efficient alternative for charging the electric buses.



Cherokee Children's Home



Cherokee Children's Home had the privilege of serving 13 children within the June 2023-June 2024 fiscal year.

These were children within all counties of Western North Carolina including the Cherokee Indian reservation.



Cherokee Children's Home also had the opportunity to take all of our residents that were with us in July to Myrtle Beach for our annual beach trip. This is an opportunity for some of the children placed with us at Cherokee Children's Home to get to experience the beach for the first time and going on a summer vacation. This is something that every resident always looks forward to. We are privileged to get to do this for them with the financial help of the Cherokee Boys Club, Inc Board of Directors.

We also had our annual golf tournament in August which is our biggest fundraiser of the year. The 39th Annual Golf Tournament at Sequoyah raised \$56,637.

Total donations and contributions were \$35,322.



Child Development



The childcare department has made some huge changes this past year.

- We hired more staff, and teachers to lower our Child/Staff Ratio's.
 - Lowering our Child/Staff Ratio helps us be able to give more attention to the children.
- We have gone from 25 employees to 52 employees.

Agelink:

We are working toward our program goals to becoming a child development program.

- We have hired a behavior specialist, family partnership coordinator, compliance coordinator, and assistant managers for each child center.
- We have moved into the modular building and construction has started on the renovation of the Agelink Childcare Building.
- We have been able to have 6 teachers complete Credential I & II, and the remaining 6 are enrolled. Some teachers have chosen to pursue a degree in Early Childhood, which we are paying for.
- The center has been able to incorporate more activities and events for children and their families (Back to School Bash, Halloween Trunk or Treat, Valentine Parent/Child Dance)
- We have also tried to have more community involvement
 - We participated in the fall festival parade, Staff participated in Week of the Young Child, and the first Autism Awareness Event, and after school kids did a bake sale to raise money for the children's home Christmas.



Snowbird:

- Snowbird has gotten a behavior specialist, family partnership coordinator, a compliance coordinator, and assistant manager who can be in Snowbird every day.
- We have had all our teachers' sign-up for or receive Childcare Credentials. We have had one staff graduate with her Associates Degree in Early Childhood.
- We have participated in Week of the Young Child and Autism Awareness.
- We have fed our parents and grandparents' lunch; we have also provided breakfast in to-go bags for Mother's and Father's Day. We have parent meetings once a month. We have invited parents to come and make valentine boxes with their children, we even had one class tie dye socks for Dr. Seuss week, and one class made sensory bottles with parents.
- Snowbird is working with the Cherokee Language learners and they come and read to our children in the Cherokee Language, as well as giving our students a book. Snowbird Community Library also comes to read and does a craft with our children once a month.
- Kitchen Staff got Serve Safe Certificates.
- Parents and Staff did fund raisers and bought Christmas for our students. Santa Clause and The Grinch came to our Christmas Party and Santa gave gifts and the Grinch stole gifts.
- Ms. Melanie always dresses up for Dr. Seuss week, she was "The Lorax" and "The Cat in the Hat".
- We had 10 students graduate our Preschool Program in 2024 and we have ten more graduating in August.

Ray Kinsland Leadership Institute



The Ray Kinsland Leadership Institute (RKLI) is the umbrella organization for the Cherokee Youth Council (CYC), Youth Cultural Exchange Program (YCEP), Jones-Bowman Leadership Award Program (JBLAP), and the Duyugodv'i Right Path Adult Leadership Program (RP) and is supported by the Cherokee Preservation Foundation (CPFdn). Our mission is to create a community of lifelong, selfless leaders deeply rooted in Cherokee culture.

Our vision is Kituwah people living as Kituwah people: a community of lifelong, selfless leaders focused on preserving and practicing Cherokee culture for the betterment of our people. The foundation of our programming is the seven Cherokee core values developed by community members through a planning process sponsored by the Cherokee Preservation Foundation. They are group harmony, strong individual character, educating the children, honoring the past, sense of place, spirituality, and sense of humor.

RKLI STAFF

Tonya E. Carroll—Department Manager

Martha Wolfe—Administrative Assistant

Tara McCoy— Leadership Specialist, Duyugodv'i Right Path Adult Leadership Program and *Dh̄ysq̄y Tḡoʔm̄* (Kituwah Ways) (ages 18+)

Levi West— Leadership Specialist, Cherokee Youth Council and Youth Cultural Exchange programs (youth grades 7-12)

Chris Reed—Grants & Fundraising Specialist

Cherokee Youth Council (CYC)

For EBCI youth in grades 7-12, the Cherokee Youth Council engaged in a wide array of culturally enriched and leadership-focused activities in 2023, including:

• Promoting Sustainability:

Created a recycling awareness video.

Distributed recycling bins to EBCI Tribal Programs to encourage eco-friendly practices.

• Preserving Cherokee Traditions:

Learned traditional clay processing techniques for pottery.

Gained skills in finger weaving.

• Leadership and Advocacy:

Attended the UNITY Mid-Year Conference in Arizona, expanding their leadership skills.

Presented at the TERO Conference on a panel about intergenerational trauma and

taught rapid reset techniques.

• Collaboration and Networking:

Hosted members of the Mississippi Band of Choctaw Indians Youth Council to share knowledge and experiences.

• Community Engagement:

Visited the Sevierville Solid Waste Facility to explore innovative waste management practices.

Organized "Group Harmony Day," featuring Cherokee traditional games and a youth stickball exhibition fish game.

• Milestone Achievements:

Celebrated five members graduating high school, all of whom have continued to higher education.



Ray Kinsland Leadership Institute (continued)

Youth Cultural Exchange Program

In 2023, the Youth Cultural Exchange Program broadened cultural understanding and connections through travel to Canada and New York, where participants engaged in diverse activities:

• Canada

Attended the Kahnawake Powwow, experiencing vibrant cultural traditions.

Explored Montreal, including a Cirque du Soleil show and a city tour, while practicing communication with French speakers.

In Toronto, visited the Six Nations Polytechnic Institute, dedicated to Indigenous education, research, and cultural preservation.

Toured the Six Nations lands and museum.

Met with a local youth group, sharing the friendship dance and learning from one another.

Tried traditional foods such as corn soup.

Visited the iconic Niagara Falls.

• New York

Toured the Seneca Iroquois Museum to learn about Seneca history and culture.

Attended a social dance, participated in Seneca dances and sharing Cherokee dances to foster cultural exchange.

Jones-Bowman Leadership Award Program

This program for EBCI college undergraduates fosters leadership development and community service. In 2023, four participants completed the program, achieving the following milestones:

• Individual Projects and Experiences:

Traveled to Belize to study environmental and sustainability practices.

Organized a food giveaway to support her community.

Traveled to Puerto Rico to meet with local leaders and learn about their initiatives.

Attended a CDFI Conference in Alaska, expanding knowledge of community development finance.

• Leadership Retreats:

Participated in a summer retreat at Lake Junaluska, bonding with mentors and learning from presenters on Cherokee leadership principles.

Attended a mid-year retreat for reflection and planning.

• Group Project:

Coordinated a free snack bag giveaway to benefit youth in the Cherokee community.

Duyugodv'i Right Path Adult Leadership Program

This program for EBCI adults focuses on developing culturally grounded leadership. Key achievements in 2023 include:

• Participant Success:

Seven participants successfully completed the program.

• Group Project:

Created a magazine featuring Cherokee historical and cultural information, with contributions from each participant, and distributed it at their graduation ceremony.

• Program Expansion:

Launched Dinedi Eginelv, a mentor-based program that pairs participants with community experts to work one-on-one on a cultural topic of their choice, deepening their knowledge and connection to Cherokee traditions.



Financials

2023 Financial Summary

Fiscal Year Ended

June 20, 2023

Revenue:

General Fund: \$1,656,904

Cherokee Central Schools: \$51,429,163

Social Service Fund: \$3,399,211

Total Governmental Funds: \$56,485,278

Revenue (Non-GAAP):

Enterprise Fund: \$9,959,561

Internal Service Fund: \$1,070,893

Trust & Custodial Funds: \$705,565

Total Non-GAAP Funds: \$11,736,019

Expenses:

General Fund: \$2,061,560

Cherokee Central Schools: \$39,150,661

Social Service Fund: \$5,633,937

Total Governmental Funds: \$46,846,158

Expenses (Non-GAAP):

Enterprise Fund: \$11,096,156

Internal Service Fund: \$200,519

Trust & Custodial Fund: \$482,617

Total Non-GAAP Funds: \$11,779,292



In Memory of Past/Present Employees

Past & Present Cherokee Boys Club, Inc. Employee's who we lost in 2023

Richard "Herbie" Lossiah

Date of Hire- August 15, 2012 End of Service- August 6, 2018

Date Passed- January 26, 2023

Herbie was a 6-year employee of the Boys Club and worked as a School Bus Driver, Charter Bus Driver, Fuel Truck Driver as well as on our Mowing and Trimming Crew. Many memories will be shared, and employees will truly miss his sense of humor. We will forever be thankful for the time that Herbie shared with the Boys Club.

Lloyd Carl Owle

Years of Service- 10+ Years

Date Passed- March 11, 2023

Lloyd Carl Owle began with the Cherokee Boys Club, while it was still the Cherokee Farm Club. Lloyd began working in the hayfields and as the Boys Club progressed, Lloyd became a bus driver, the vocational training teacher that picked up students from the Cherokee School and brought them to the Boys Club for training in automotive, carpentry and agriculture. Lloyd achieved the post of Corporate President for the Boys Club before leaving to become a Tribal Council member.

Thomas E. Smith

Date of Hire- August 10, 2015 End of Service- March 26, 2023

Date Passed- March 26, 2023

On March 26, 2023, we said "See Ya Later" to our dear friend Thomas Smith. Thomas was the Assistant Manager of the Service Department for 8 years. He loved people and he is greatly missed by customers and coworkers.

"I'm Happy"

Thomas Smith 02/04/1955-03/26/2023

Allen "Big Fig" Sequoyah

Date of Hire- April 23, 1992 End of Service-April 29, 2003

Date Passed- August 2, 2023

A long-time employee of the Cherokee Boys Club, "Big Fig" spent many years working in the lunchroom, driving a bus, and other services for the Boys Club. We will miss the jokes and laughter he brought to all who were around him.

