

# Brandi L. Liberty



Iowa Tribe of Kansas & Nebraska  
United Houma Nation

## \$136 million

in federal, state, and foundation grant awards with concentration in NAHASDA, IHBG, ICDBG, and housing priorities.

## Leader

in housing and development projects across Indian Country, from strategic planning to construction oversight.

## Integrator

of values, people, strategy, connections, and systems that solves problems, builds movements, and creates lasting change.

## 1 Specialties

- NAHASDA / ONAP Housing Systems
- IHBG + ICDBG + Title VI
- Tribal Housing Development Delivery
- Housing Operations & Asset Management
- Federal Grants Compliance & Management
- Housing Authority Governance, Capacity Building & HR Systems



## About Brandi

**Chief Executive Officer | NAHASDA Housing Systems Expert | Values-Driven Strategist | Funding Architect | Capacity Builder | Advocate for Sovereignty**

Brandi Liberty leads The Luak Group, a Native woman-owned firm providing high-trust consulting to Tribes and TDHEs. Her work centers on NAHASDA compliance and tribal housing development systems, supported by \$136M+ in awards and direct experience developing and strengthening program guidance, monitoring readiness, and capacity-building tools for Indian housing implementation.



## Why Tribal Communities Trust Brandi

Brandi leads housing and community development engagements that honor tribal sovereignty while producing measurable outcomes—award-ready applications, monitorable workplans, and buildable scopes that move projects from concept to construction and closeout.

Her approach strengthens housing authorities by leaving behind repeatable systems—NAHASDA-aligned policies, templates, SOPs, procurement tools, and implementation checklists—so staff can sustain compliance, improve performance reporting, and reduce HUD findings long after the engagement ends.

# Capabilities Statement

## Funding Architect | Fundability Architecture & Competitive Application Packaging



### Role Summary

A Funding Strategy Architect delivering fundability architecture and submission-ready application packages for competitive and discretionary funding across sectors. This role extends beyond narrative drafting by integrating scoring strategy, evidence development, conceptual budgeting, implementation sequencing, compliance positioning, and final assembly into a single, coherent package—reducing reviewer uncertainty and increasing award competitiveness.

#### 1 Core Capabilities

- NOFO interpretation + scoring architecture
- Evidence planning + attachment strategy
- Program/project design + outcomes
- Multi-phase funding strategy development
- Package integration + submission QA

#### Key Differentiators

- Solo senior delivery from kickoff through submission
- Truth-based feasibility and scope discipline
- Reviewer confidence engineering (proof + coherence + readiness)
- Proactive client coordination to close documentation gaps
- Handoff-ready foundation for technical and program teams

#### Results Snapshot

- \$137M+ awarded across competitive federal/state/foundation funding
- Known for converting limited inputs into complete, defensible submissions
- Multi-sector work beyond housing (program development + implementation design)

#### 2 Primary Deliverable

A complete, submission-ready application package: score strategy, evidence/ attachments, conceptual budget, implementation schedule, compliance alignment language, and final QA for internal consistency and defensibility.

#### Technical Budgeting & Cost Reasonableness

- Develop or rebuild conceptual budgets using defensible assumptions (unit-cost logic, infrastructure, soft costs, contingency)
- Normalize budgets to funder categories/forms and allowable activities
- Cross-document alignment so quantities, totals, leverage figures, and dates match everywhere
- Optional rollups by phase/site/grant and full build-out funding gap analysis for long-term strategy

#### Implementation Sequencing & Compliance Alignment

- Critical-path schedules based on real dependencies (environmental approvals, procurement, design, implementation)
- Compliance-safe narrative framing aligned to program rules and fund release readiness
- Amendment-ready schedule and narrative updates when phases shift

### What This Prevents (Why This Role Wins)

This approach prevents the most common causes of point loss and technical failure: unsupported claims, missing thresholds, inconsistent numbers, unrealistic schedules, weak cost reasonableness, attachment mismatches, and compliance misstatements. It increases reviewer confidence by presenting an execution-ready plan - not a concept.

# Capabilities Statement

## Strategic Planning Architect | Mission-Driven Planning & Implementation Roadmaps



### Role Summary

Lead structured planning processes that convert community priorities into actionable, adoption-ready plans by integrating facilitation, data-informed assessment, governance alignment, and performance measurement. Apply a disciplined, transparent methodology to surface trade-offs, document decisions, and align leadership and staff around measurable goals, resourcing assumptions, and implementation accountability.

#### 1 Core Capabilities

- Strategic planning facilitation for tribal councils, boards, and TDHEs
- Mission, vision, and values framework development
- Needs and priorities assessment
- Capacity assessment and gap analysis
- Action planning with timelines and outcomes

#### 2 Primary Deliverable

A board-ready strategic plan package: executive summary, situational analysis, goals and objectives, implementation roadmap (actions, owners, timelines), governance/accountability structure, and performance measures.

#### Key Differentiators

- Indian Country expertise: sovereignty, compliance, and culturally grounded engagement
- Facilitator + writer: direct delivery from discovery through adoption
- Implementation discipline: resourcing and accountability systems
- Funding planning that translates priorities into grant-ready concepts

#### Results Snapshot

- 16+ years supporting 100+ tribal nations and entities
- 270+ trainings and technical assistance engagements delivered
- \$136M+ secured in awarded grants (fundability lens for planning)
- Strategic plans and roadmaps for housing, governance, and justice systems

#### Planning Methodology, Implementation, & Facilitation

- Pre-session discovery interviews, document review, and issue mapping
- Baseline data scan (ACS and administrative data) with rapid survey options
- Workshop facilitation with real-time capture, validation, and decision points
- Drafting, iterative review, and adoption support (resolution-ready language upon request)
- Goal-to-action logic: objectives, tasks, owners, milestones, dependencies
- KPIs and a practical reporting cadence for leadership and staff

#### Needs & Capacity Assessment

- Program and housing inventory, service utilization, and barrier analysis
- Organizational capacity review: staffing, workflows, internal controls, procurement
- Compliance and risk scan aligned to 2 CFR Part 200 and funder readiness

### What This Prevents (Why This Role Wins)

This approach prevents non-implementable plans: unclear ownership, unresourced priorities, misalignment between leadership and staff, and goals that cannot be measured. It increases follow-through by producing an execution-ready roadmap - not a binder that sits on a shelf.

# Capabilities Statement

## Tribal Housing HR & Workforce Systems | Compliance-Ready People Operations



### Role Summary

Support Tribal housing entities by building compliance-ready HR systems that protect the organization, strengthen workforce performance, and reduce operational risk—without losing the cultural and governance realities unique to Tribes and TDHEs. My work emphasizes clear authority, consistent documentation, and repeatable processes that staff can sustain long after the engagement ends.

#### 1 Core Capabilities

- HR Systems for TDHEs/IHAs
- Performance Management & Corrective Action
- Organizational Restructuring & Capacity Building
- Workplace Conduct & Risk Response
- Compliance Integration
- Training & Leadership Support

#### Specialized Tribal Housing HR Services

- Housing Authority Governance + HR Alignment: ensuring HR decisions follow tribal policy, board authority, executive authority, and delegation controls (reduces “process challenges” and instability)
- Field Staff Role Clarity (Maintenance/Construction): duty scopes, conduct expectations, scheduling/accountability structures, and labor-standards awareness to prevent recurring conflict and misinformation
- Housing Operations HR Support: occupancy/frontline staff workflows, resident-facing professionalism standards, documentation systems that protect the housing authority while supporting residents
- Implementation-Ready Tools: templates and checklists that staff can use immediately—disciplinary memo formats, performance tracking tools, onboarding packets, supervisor scripts, and file indexing

#### 2 Primary Deliverable

- HR policies + handbooks
- Position descriptions + performance standards + evaluation tools
- Supervisor toolkit (coaching and corrective action plans)
- Chain-of-command and organizational clarity packages
- Monitoring/audit readiness file structure

#### Key Differentiators

- Housing-first HR: HR systems designed around how TDHEs actually function—limited staff capacity, multiple funding streams, high compliance exposure, and essential resident services.
- Documentation discipline: clear, defensible records that stand up under board scrutiny, audit review, and external oversight.
- Stability-building approach: strengthens internal controls, clarifies authority, and reduces repeat conflicts that drain housing operations.
- Integrated compliance lens: aligns people operations with federal grant management realities (allowability, documentation, and monitoring readiness).

### Why This Works In Tribal Housing

Tribal housing entities operate under high visibility, limited staffing capacity, and layered compliance demands. This model builds HR systems that match those realities: clear delegation, practical workflows, and consistent documentation—so leadership can act decisively, staff know expectations, and programs stay on track.