

# MENOMINEE INDIAN TRIBE OF WISCONSIN

APRIL 26- MAY 22, 2023

## STRATEGIC PLANNING TRAINING SUMMARY AND EVALUATION REPORT



### Introduction and Overview

The Menominee Indian Tribe of Wisconsin Administration Department provided a series of training sessions in April and May 2023. The training provided background and foundational information regarding the 2023 MITW Strategic Planning process. The training was designed for individuals identified by Program Directors as their alternate participants to support engagement in the MITW Strategic Planning workgroup meetings for the seven pillars.

**“Everything we have comes from Mother Earth; from the air we breathe to the food we eat; and we need to honor her for that.”**

~ Menominee Elder

### Training Overview

The initial training sessions were held in the MTL Boardroom in the Administration Building. The training provided a framework for strategic planning, including successes and progress to date on the goals and objectives that were outlined in the strategic plan adopted by the Tribal Legislature in 2007. The materials also covered common strategic planning definitions and an overview of the process to be used for the development of the 2023 plan. The training was presented in two-hour sessions, with the initial session presented in the morning and the second session in the afternoon. Additional sessions were added to train more supervisors as requested. An additional session included participants from the Court. This session was held on May 22, 2023.

### Participants

Invitations were sent to all Department Directors who then identified participants from within their departments. There were nine participants in the sessions held on April 26-28, 2023, two participants at one additional session held on May , and an additional 14 participants at the session on May 22, 2023. Attendees included:

Sharon Waukau  
Joyce Wayka  
Kenneth Johnson III  
Christa Lyons  
Mike Wescott  
Doris LaTender  
Mary Kramer  
Suzanne Delaski

Eva Johnson  
Raman Peter  
Dawn Turney  
Cori Altmann  
Devin Askenette  
Greg Waukechon  
Joan Grignon  
Reynell Tucker

Tricia Murphy  
Teanna Davis  
Louise Madosh  
Mercedes A. Martin  
Bridget A. Long  
Norman Shawanokasic  
Lory Dixon  
**One Person from IT**

The sessions were facilitated by Brenda Tomow, MITW Administration Tribal Planner and Beckie Murdock, CIC Deputy Director.

## Retreat Agenda

### Morning Sessions

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The morning sessions began with participant and facilitator introductions. The training topics for the morning session included an overview of strategic planning, a review of common strategic planning terms and definitions, an overview of the goals and objectives from the previous strategic plan, and highlights of the next steps for the development of the 2023 MITW Strategic Plan.

### Afternoon Sessions

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The afternoon sessions covered an overview of the 2007 Strategic Plan's successes and accomplishments. The participants had an opportunity to review the Evaluation Report from the Director's Retreat that was held on March 27-29, 2023. This training topic was followed by a discussion on the SWOT Analysis Reports for each pillar, Social, Economics, Education, Health, Judicial, Natural Resources, and Culture/Heritage. The training concluded with a discussion on the Affinity Process, the Workflow for the Workgroups, and the completion of an evaluation form either in-person or through SurveyMonkey.

The agenda for the Judicial session on May 22 followed a similar order, with time to gain feedback from the participants regarding some of the community's needs they recognize from the court's perspective. The same information was covered in a condensed format for the Tribal Court staff due to their time constraints.

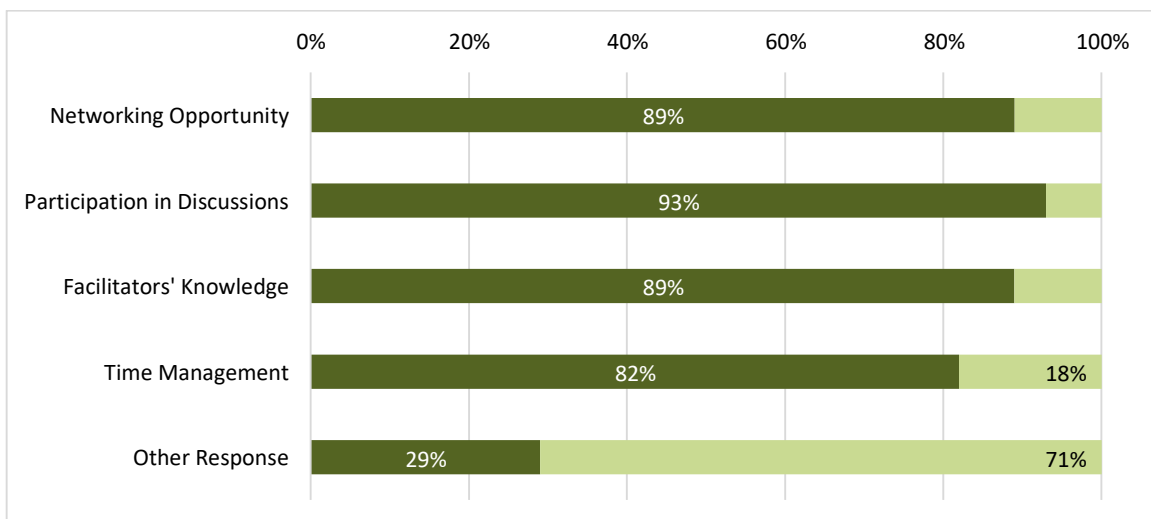
## Retreat Evaluation Summary

### Evaluation Summary Findings

#### Valuable aspects of the meeting:

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Participants were asked to rate the meeting for the aspects they found valuable. The responses are outlined as follows:



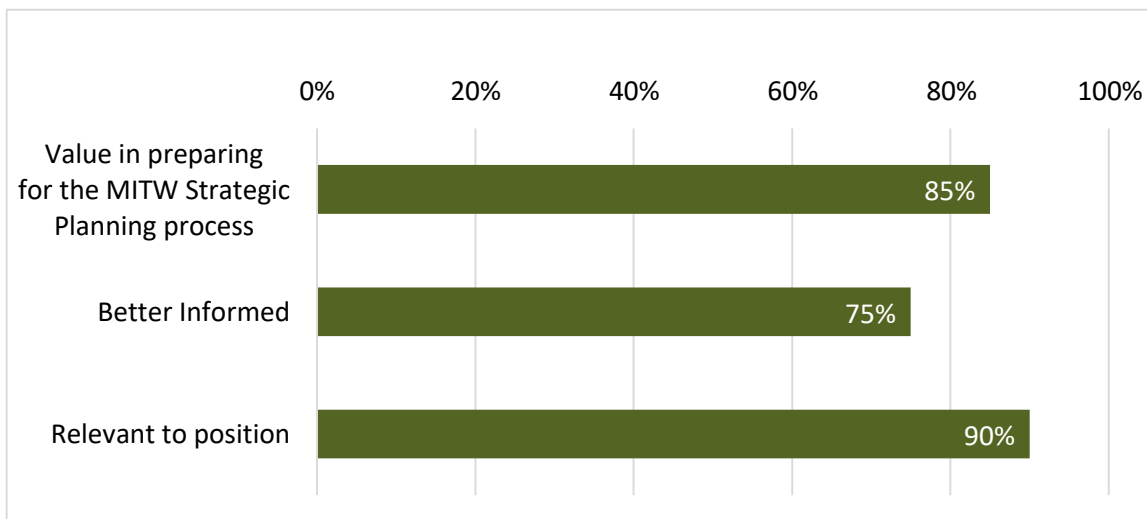
Other responses included:

- ❖ \*\*Fewer People in the second session
- ❖ Concise and informative.
- ❖ Should put more time aside for all comments and questions.
- ❖ The training timeframe was not enough for discussion and communication.
- ❖ It was cause for optimism to be informed of the ongoing desire and effort to help community members.
- ❖ Very informative.
- ❖ The Courts role in the overall planning for the Tribe is important yet must be kept separate per the Constitution.
- ❖ More time for discussion from the people who are boots-on-the-ground. People who deal with community, other departments, and outside agencies.

### Satisfaction Ratings

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Participants were asked to rate the meeting’s overall value in helping prepare for the strategic planning process MITW is going to initiate. Their ratings were combined and averaged. 85% of participants were satisfied with the meeting’s value towards the planning process. 75% of participants feel better informed on the strategic planning process because of this meeting; 25% felt somewhat better informed. Of the 28 participants who completed the evaluation forms, 79% indicated the meeting was relevant to their work.



When asked if they had any additional recommendations for productivity tools that could improve the strategic planning process for MITW, participants provided the following comments:

- ❖ Standard cross-agency planning time.
- ❖ Crossover Partnerships – what workers within agencies can develop for interagency plans of action.
- ❖ Make the planning goals and objectives more accessible. I was unaware of any of the ongoing goals.
- ❖ Visuals, outreach, engagement, messaging, create excitement and buy-in.
- ❖ I feel this training was not relevant to me. I take no place in planning.
- ❖ Better departmental training for staff on what is the role of the Judiciary and its Courts and, as significant, what is NOT the role of the Court. I'm referring to departments both under the legislative and executive branches of government and judicial functions.

The final question asked participants how they felt the training has helped prepare the Tribe to reach their strategic planning goals. Their responses included:

- ❖ Action-oriented, all voices heard and valued.
- ❖ Identification of needs by Directors – all voices being heard AND shared.
- ❖ By trying to reach out to all Tribal members.
- ❖ It informed people.
- ❖ The training was very informative. Getting more people involved will help in reaching each goal efficiently and effectively.
- ❖ Having in-person meetings.
- ❖ People received training and knowledge.
- ❖ It shows where it started, how far it has come, and its successes.
- ❖ Very good.
- ❖ I think it is informative for the Judges and Directors.
- ❖ Informative and communication.
- ❖ I believe it has opened some issues that follow along.
- ❖ Better fluid communication between departments.
- ❖ I acknowledge and believe that substantive work happens at "retreats", however I think there is a perception issue with how they are thought of by community members, me included.
- ❖ Just making the court's departments and offices aware of the Tribe's planning.
- ❖ Hopefully some insight has been gained.
- ❖ Very well.

## Observations

### Location

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The training sessions were well received and provided a framework for the expectations, roles/responsibilities, and strategy for moving the planning process forward. Sessions were held in locations that were accessible to the participants, although some sessions, due to the condensed timeframe, did not allow for full participation by all attendees.

### Participants

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Some departments did not send alternate participants for their directors. This may impact having full participation in the work-group sessions, should the directors not be available.

### Recommendations for the Future

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It may be advantageous to provide opportunities to ensure a process for email or other electronic feedback for the planning process to incorporate additional feedback and recommendations from individuals who, due to their work schedules, are not able to participate in planning sessions. This may be particularly helpful for the Justice workgroup, where engagement and involvement by court staff may be limited due to their court docket and schedule. The same concepts could be applied to other workgroups where attendance has been limited.