

Dear Menominee Tribal Members:

As Chairman it is my pleasure to report that fiscal year 1994 has been another great year of growth for the Menominee Indian Tribe. Numerous new projects were completed and others were advanced to the final planning stages, while new economic development opportunities and off-reservation economic possibilities are at a new high. At the same time, we are progressing on some legal fronts which offer some monetary rewards to the Tribe, as well as some that would damage the reservation environment, should we lose.

Completed new facilities include the new Maehnowesekiyah Treatment Center, the College of the Menominee Nation, the Menominee Hotel, sewer and water facilities and the electrical sub-station for the Middle Village (a single and apartment housing project, now in the final planning stages) and the expansion of the Menominee Clinic, which provides additional space for a doctor, dentist and traditional healing services.

The other project nearing completion is the Community Based Residential Facility (planned for completion in mid-January). Middle Village, and the Wolf River Ranch project are moving along rather quickly too. It is anticipated that the mobile home section will be ready for occupancy next spring.

Meanwhile, we have nearly completed the purchase of 400-plus acres of prime land just south of the Wolf River Ranch. In addition, we have encouraged Menominee Tribal Enterprises to purchase a 60 some acre plot of wooded timberland near the center of the addition which will increase the size of the Menominee forest. The land, nearly all to the east of County Highway G, includes a farm house and is a complete farm. It is centrally located to the Reservation, and is suitable for development as residential or industrial sites or both. The infra-structure of sewer, water, electrical and other needs already exists to the adjacent property at Wolf River Ranch. In Madison, efforts are underway to convince the Wisconsin Legislature to annex all of this Shawano County land to Menominee County.

The latest opening was for the Menominee Hotel. This facility has been a dream for years, and has finally reached fruition. The 100 room facility is connected to a restaurant that seats 250. The hotel employs 25 people, while the restaurant, which is open 24 hours a day, employs 77. Employment at the Casino/Bingo facility is now 497.

Speaking of gaming, Menominee Game Plan's Agreement with the San Carlos Apache Tribe continues to be working well, despite the election defeat of Chairman Harrison Talgo. We are providing training in the areas of gaming, management and service for employees as well as training for the Gaming Commissioners, security and safety. Continued efforts are underway to reach agreements with several other Tribes.

The Tribe's Treaty Claims efforts have been on hold for the past several months for strategic reasons. Attorney Bruce Greene has prepared a draft complaint to be filed in federal court against the State and named officials in the Wisconsin Department of Natural Resources. The complaint would initiate the process of adjudicating the Tribe's usufructuary rights. If successful, the State would be required to respect the Tribe's rights and would no longer be free to subject tribal member's hunting, fishing and gathering off the reservation to state laws and regulations. Tribal members, however, would be subject to tribal regulation. It is also likely that some state laws would apply, provided the State could satisfy certain tests articulated by the United States Supreme Court in similar kinds of cases.

The Tribal Legislature has not yet authorized the filing of the complaint. Assuming it is filed, it would require a significant amount of time and resources to adjudicate the Tribe's rights. And, once the district court gives its ruling, it is quite certain there will be judicial appeals. The entire process could consume three to five years.

On April 1, 1993, the Tribe filed a motion to intervene in opposition to the relicensing of the Balsam Row Dam which is located about 2 miles south of the Reservation on the Wolf River. The Tribe has recommended that a subsequent license, should not be issued to WP&L (Wisconsin Power & Light.) The Tribe's principal objection to the dam is that it impedes the path, both upstream and downstream, of several natural resources. In particular, it (along with the Shawano Paper Mill Dam) prevents the return of lake sturgeon to their historic spawning grounds at Keshena Falls. The Tribe has raised several concerns which must be satisfied by FERC (Federal Energy Regulatory Commission) before the Tribe will withdraw its opposition to the relicensing application.

Our attorneys were able to convince the Department of the Interior that a significant portion of the project pool is located within the Reservation. The Department of the Interior notified FERC that because that is the case, the Secretary has the authority to develop terms and conditions for inclusion in the license to protect the interests and uses of the Menominee Indian Tribe on the Reservation. Those terms and conditions are presently being worked on.

Our opposition to the Crandon Mining Project continues. The Tribal Legislature has resolved to petition the "United States Government to take appropriate measures to permanently stop the Crandon Mining Company from conducting any mining operations in Crandon, Wisconsin." In order to commence mining operations, Crandon Mining Company must obtain numerous environmental, construction and building permits from federal, state and local agencies. Presently, we are using all possible efforts to stop the Crandon Mining Company in its attempts to obtain those necessary permits.

Nii Win, the consortium which the Menominee Tribe helped fund and in which we actively participate, is continuing its efforts. The Oneida Tribe and all of the Chippewa Tribes in the State have now joined in this effort. A recent statewide telephone poll conducted on behalf of Nii Win revealed that 43% of the voters polled are against any new mining in Wisconsin; 33% favor new mining and 24% are undecided. However, when asked if new mining is worth the environmental risks, 59% said "No"; only 24% said "Yes" and 17% remained undecided. Analysts believe the poll shows that mining has little support in Wisconsin and that it may be possible, although expensive, to pass a statewide moratorium referendum on mining, based on environmental concerns.

On another environmental matter, when Congress adopted the Comprehensive Environmental Response, Compensation and Liability Act of 1980 (CERCLA), it created a mechanism whereby natural resource trustees can assess damages to natural resources resulting from the release of a hazardous substance and recover damages associated with that release. The Department of the Interior has begun a process known as a Natural Resource Damage Assessment (NRDA) for the Fox River Valley. Several large paper companies have been named as potentially responsible parties for the release of PCBs into the Fox River. The PCBs were used in connection with recycling carbonless paper before anyone knew of their danger to human health and the environment.

The Tribe has the right under CERCLA to participate in the NRDA as co-trustee of natural resources located in the affected area. The Tribe has opted to exercise that right and is a co-trustee along with the U.S. Fish and Wildlife Service. The resources the Tribe seeks to protect are the same resources which are the subject of the Tribe's treaty reserved usufructuary rights to hunt, fish and gather, discussed earlier.

The litigation of the Menominee Tribe's termination claims is well underway. The complaint was filed on February 1, 1994 in the United States Court of Federal Claims. Our claim asserts that termination caused the Tribe severe and irreparable, economic, social and cultural damage and that the Bureau of Indian Affairs mismanaged the Tribe's property prior to termination. The claims were originally brought in the Court of Claims in 1967, but were dismissed on the grounds that they were too late or beyond the court's jurisdiction. However, in 1993 Congress passed what is called a legislative reference to the court, which directs the court to report to Congress as to whether legislative relief is warranted despite the fact that the claims had been dismissed on technical grounds.

Since the claims were filed, tribal attorneys, Hobbs, Straus, Dean and Walker, have assisted the Tribe in hiring expert witnesses to document the Tribe's claims. They also have conducted depositions of elderly members of the Tribe, who lived through the termination era. Those dispositions were recorded on video to perpetuate the testimony for the trial.

On September 27th, the tribal attorneys met with Judge Eric Bruggnik (the Judge assigned to the case) and the government's attorneys to determine the procedure for handling the various issues in the case. The government announced its intention to argue that the claims were barred under the "statute of limitations" because they arose so long ago. Because this is a legislative reference case, our attorneys advised us that the government's position is not well founded. It is expected that the attorneys for the federal government will file a motion on this point in the near future.

It seems clear that the Justice Department is going to fight these claims with all of its resources and that a decision on them may be many years away.

Another legal highlight of the fiscal year involved the legal work on the Menominee Tribal Resource Conservation and Recovery Act. (RCRA) Pilot Project in conjunction with the adoption of the Menominee Tribal Hazardous Waste Ordinance. The Menominee Indian Tribe is the first Indian Reservation in the United States to gain provisional delegation of 40 Code of Federal Regulations Sections 260 to 263 from the Environmental Protection Agency. This project, upon final approval, will delegate to the Menominee Indian Tribe partial delegation of EPA authority to regulate hazardous wastes on the Menominee Indian Reservation in accordance with federally mandated minimum standards. All legal paperwork regarding the final delegation was submitted to the Tribe in August. Final delegation of the EPA authority is expected during the 1995 Fiscal Year.

I am attaching a seven page report (Appendix a page 74) on the sizable impact that gaming has had on our Tribe since 1987. Please take the time to read this information. (Appendix a) I think you will find it most interesting. The major growth and impacts, as you will see, have taken place since 1991 during my tenure as Chairman. I am honored to have been (and to be) Tribal Chairman at a time when the Menominee people are beginning to make great strides and prosper again. It is heartening to see many Tribal members getting their lives turned around because of our gaming income. We are seeing a decline in many of our social problems - unemployment, alcoholism, drug abuse, even family violence and I believe it is because we have economic development opportunities that we've not had before. The future looks bright.

However, we are in a tenuous time. We must be careful to not become too complacent, too arrogant or too isolationist now or in the future. Our livelihood is tied directly to the outside world and the non-Indian community in a way it never was before. Let us not forget that, and whatever we do, let's not thumb our collective nose at the hand that feeds us.

GLEN MILLER
CHAIRMAN

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a) IMPACT OF GAMING REVENUES

b) FINANCIAL STATEMENTS

1994 TRIBAL LEGISLATURE DIRECTORY

GLEN T. MILLER, CHAIRMAN P.O. Box 1 Keshena, WI 54135	TERM-95	799-5113 Office
HILARY WAUKAU, SR. VICE-CHAIRMAN P.O. Box 82 Neopit, WI 54150	TERM-96	756-2365 Home
MARGARET R. SNOW, SECRETARY Route 3, Box 83 Suring, WI 54174	TERM-96	414-842-4608 Home
LORENE A. POCAN HCI Box 74 Neopit, WI 54150	TERM-95	799-3861 Office 799-3631 Home
ROBERT E. DEER 201 East Fairview Green Bay, WI 54301	TERM-94	608-267-0812 Work 414-336-2367 Home
FREDIA M. BERGEON P.O. Box 208 Keshena, Wi 54135	TERM-95	799-4577 Home
LOUIS J. DIXON P.O. Box 641 Keshena, WI 54135	TERM-97	799-3463 Home
JOHN H. TELLER P.O. Box 122 Keshena, WI 54135	TERM-97	799-3846 Work 756-3137 Home
LESLIE PENASS P.O. Box 532 Keshena, WI 54135	TERM-97	799-3846 Work

10/5/94 Freida Bergeon replaced Richard Awonohopay who resigned 9/15/94

1994 COMMITTEE LISTING

SOCIOECONOMICS

Social Services
Day Care
R.N.I.P.
Tribal Clinic
Housing
Maehnowesekiyah
Food Distribution
Recreation
C.A.P.

COMMUNITY DEVELOPMENT

Land Use
Planning
Environmental Services
ANA
Economic Development

GOVERNMENT AFFAIRS

Codewriter
Tribal Police
Conservation
Prosecutor
Tribal Courts
Telecommunications
Motor Vehicle
Tax Commissioner
Probation

ADMINISTRATIVE REVIEW BOARD

Personnel
Insurance

MENOMINEE CULTURE

Logging Museum
Pow Wow

EDUCATION COMMITTEE

1. Education Division
 - a) Headstart
 - b) Education Department
 - c) J.T.P.A.
 - d) J.O.M.
2. Tribal School

COMMITTEE APPOINTMENTS

Lorene A. Pocan
Margaret Snow
Luke E. Beauprey
Lucille B. Chapman
June Miller
Francis Walker, Alternate

COMMITTEE APPOINTMENTS

Kenneth "Paddo" Fish
Robert E. Deer
Hilary Waukau, Sr.
Marilyn Warrington
Keith Tourtillott
Kerry Chevalier, alternate

COMMITTEE APPOINTMENTS

Shirley A. Daly
Richard Awonohopay
Robert E. Deer
Wendell Kenote
Jonathan Wilber
Clara Fowler Otto

COMMITTEE APPOINTMENTS

Hilary Waukau, Sr.
Shirley A. Daly
Luke E. Beauprey
Margaret Otradovec
Pete Penass, Sr.
Wendell Kenote, alternate

COMMITTEE APPOINTMENTS

Richard Awonohopay
Lorene a. Pocan
Margaret R. Snow
Wendy A. Boivin
Myron Pyawasit
Royal Warrington

COMMITTEE APPOINTMENTS

Lorene Pocan
Margaret R. Snow
Richard Awonohopay
Orman Waukau, Jr.
Yvette Snow
Mary Wayka, Alternate

ADMINISTRATION FOR NATIVE AMERICANS

Laurie Reiter, Director

ECONOMIC DEVELOPMENT

The Economic Development Department consisted of two separate departments throughout the past few years. These departments were: (a) Economic Development, provided assistance to serve "INDIVIDUAL" tribal members wishing to develop small businesses on the Menominee Reservation; and (b) The Business Development department which provided assistance with all **Tribal** developments. This report is a reflection of Economic Development only.

The Economic Development Department is referred to as "The Private Sector Initiative". The 1993 Fiscal Year was funded with tribal and federal monies. The bulk of the funding for 1993 came from the Administration for Native Americans (ANA). As of September 30, 1994, the funding term ended and the program is now 100% funded by the tribe.

Since its conception, news article announcing "The Private Sector Initiative" in May, 1992, there have been over one hundred thirty five (135) requests for small business assistance. Due to the policy of confidentiality, client names and business ideas cannot be revealed. However, in general terms, business assistance requests have varied from business plan development, marketing research, financing, to on going financial management. Each individual was guided through a standard process in order to compile and organize all the various types of information required by financing institutions. The business ideas presented were in various stages of development. Some individuals had only an idea, while others were already operating their business when they came into the office for management assistance. The following provides a measurement of assistance provided in FY 1992 -1993, and FY 1993-1994:

Totals	<u>1993</u>	<u>1994</u>
Number of Requests		86
Actual Businesses Started.....		3
Actual Jobs Created		10
Financing Secured.....		\$56,500
Business Plans Completed.....	10	20
Educational Sessions Held.....		10
Local Labor Force (wages).....		\$119,270
Income to Tribe.....		\$ 10,258

ATTORNEY

William Kussel, Program Attorney

The Program Attorney is responsible to serve in the capacity of staff attorney for the Program Managers and as such provides legal assistance to the Tribal Programs and administrative staff relative to their scope of work.

Fiscal Year 1994 was the third budget year for this program which was started in January 1992. Virtually all Tribal Programs which paid indirect cost were, either directly or indirectly, represented by this Office. Some legal representation occurred in the way of official legal opinions, contract development, personnel matters or representation in various courts including Menominee Tribal Court, Wisconsin Circuit Court, Illinois Circuit Court, Minnesota Circuit Court and the United States District Court for the Eastern District of Wisconsin.

A highlight of Fiscal Year 1994, included legal work on the Menominee Tribal Resource Conservation and Recovery Act (RCRA) Pilot Project. The Menominee Indian Tribe is the first Indian Reservation in the United States to gain provisional partial delegation of 40 CFR 260 to 263, from the United States Environmental Protection Agency. This pilot project, upon final approval, will delegate to the Menominee Indian Tribe partial authority to regulate hazardous wastes on the Menominee Indian Reservation in accordance with federally mandated standards. Final submission of the legal documents regarding this project was made in August 1994 to the United States Environmental Protection Agency. Delegation of the EPA authority pursuant to 40

CFR 260 to 263, is expected within Fiscal Year 1995.

The Program Attorney represented the interest of the Menominee Tribal Social Services in several Indian Child Welfare Act cases throughout Fiscal Year 1994. The representation included litigation and court appearances in Menominee Tribal Court, Wisconsin Circuit Courts, Illinois Circuit Court, and Minnesota Circuit Court.

Other Tribal Programs were represented by this Office in a variety of ways including; the drafting of contracts, legal opinions, employment law issues, and legal defense for the Tribal and Tribal Departments in legal actions filed against them.

The Office of the Program Attorney is funded by both indirect costs and by Tribal money. The Tribal money is paid to this office for legal services it provides to the Tribal Legislature. 75% of the budget comes from indirect costs; 25% of the budget comes from Tribal money.

The total fiscal year 1994 budget allocated was \$229,367.00; approximately \$222,523.52 dollars of the budget was spent, leaving a remaining balance of \$6,843.48.

COMMUNITY ACTION PROGRAM

Harley Lyons, Director

The overall goal of the Community Action Program is to seek funding from any source to provide direct services to the low-income people, especially the elderly.

The total Funding for Title III program is \$75,774

III-B	Supportive & Nutrition	\$25,726	
III-C-1	Congregate Meals		18,946
III-C-2	Home Delivered Meals	10,187	
	Senior Community Services	2,825	
	Benefit Specialist		15,813
III-D	In-Home Services		431
III-F	Preventative Health		1,844

The programs offered to the elderly under the Title III program are; Congregate meals, Home Delivered meals, referral services and various center activities. The staffing for the Title III program is as follows: Project director, secretary, site coordinator/cook and two aides.

During the past year (October thru September) we provided 11,627 congregate meals; 8,437 Home Delivered meals; 5,180 Transportation units; 6,589 information and referral service units; 1,221 recreation units. The senior meals are served in the new Senior Citizens building. We hope to provide more activities for the elderly.

Title VI- The goal is to provide nutrition and supportive services to Indian Elderly 55 years and older or to their spouses.

The total funding under Title VI is \$79,966 and is staffed as follows: Project director, secretary, site coordinator/cook and two aides.

The program provided 2,821 congregate meals; 10,902 home delivered meals, 5,879 information 7 referral services; 265 outreach services; 161 home commodity pick-up; 3,767 transportation services and 1,321 Social/Recreation Activities; Chore Services 250.

202/8 Elderly Housing

The elderly/Handicap 202/8 housing project consists of twenty (20) units, ten (10) are located in Keshena, five (5) in South Branch and five (5) in Zoar. In each of the units, there is a two bedroom unit and the rest are (1) bedroom units. There is a laundry room located in each complex which is to be used by the tenants. The

budget is based on the rent we collect from the tenants and the subsidy we receive from the HUD Office. The two bedroom apartments rent for \$649 per month and the one bedroom apartments rent for \$534 per month. This gives us a budget of \$132,300.00 to operate the elderly housing project. The tenants pay a certain percent of their gross monthly income and the difference is subsidized by HUD. The mortgage on the buildings is \$669,100 and we pay a monthly mortgage payment of \$4,905.14.

Public Transportation

The public transportation program is funded 43% by Section 18 funds and 57% by local funds which consist of Menominee County's Section 85.21 funds and some funds from the Tribe. The total Budget for this year is \$98,315.

The transportation program provided a total of 17,370 one-way trips (October 1993 thru September 1994) to the residents of the Reservation/County. The following is breakdown of the purpose of the trips.

Nutrition	3,924
Shopping	1,007
Medical	290
Employment	9,946
Education	637
Recreation	1,196
Other	462
Total One-Way Trips	17,370

The Tribe presently has two (2) 15 passenger Vans, one (1) eight passenger Van, and one (1) used 20 passenger bus, one (1) eighteen passenger, and new (10) passenger bus which is used in the Public Transportation System.

Alternate Energy Program

This program is funded by the State in the amount of \$16,974 and is used to purchase wood burning units for low-income families in order to help with the high cost of home heating fuels. It also provides minor emergency repair services for the elderly. This past year, we helped 19 households with assistance. We will request funding to continue this program.

Community Fire Protection

This is a joint effort between the Menominee Tribe, the Town of Menominee and the BIA to provide fire protection services to the residents of the Reservation/County. The fire department has a combined budget of \$60,000 which is used to operate the fire departments in Keshena, Neopit, South Branch and Zoar. We have a total of ten (10) fire trucks and (4) stations.

Direct Elderly Assistance

The total funding for the program was \$100,000.00. We received (29) applications and helped (27) of them. This program was a direct assistance to help fix up their homes if they could not get any help from any other programs. Qualifications for the program include being an enrolled Menominee, fifty-five (55) or older and meet the 125% State poverty guidelines.

CHAIRMAN - OPERATION OF TRIBAL GOVERNMENT

Glen Miller, Chairman

The Menominee Tribal Legislature approved 782 Motions, 71 Resolutions (which are mainly funding applications), passed 24 Ordinances, approved Amendments to 11 Ordinances, and approved 6 Amendments to Lease Ordinances (cancellations).

The Menominee Indian Tribe of Wisconsin continues to experience new growth each year. The College of the Menominee Nation continues to grow which is shown by the addition of a new building which houses most of the College classes, with the exception of the Gaming Institute which is housed in the Red House by the Trading Post; the construction for an Elderly CBRF has begun at the Wolf River Ranch area with actual

residency, pending successful completion of the project, possibly, by mid-January, 1995; our Youth Recreation Centers in Neopit and Keshena continue to provide constructive recreational activities for our young people; the newest Clinic Expansion project has been successfully completed which provides for the additional services of a dentist and the additional services of a doctor, and the traditional healing services are being continued; the general development of the Middle Village (Wolf River Ranch area) for residential purposes (single family and apartment housing) is progressing: sewer and water are in, the roads planned, and the electrical substation is completed, and the mobile homes section will be available for occupancy in Spring, 1995; the sturgeon enhancement program is ongoing; the Minnow Creek Waterfowl Management Area is completed with an additional wild-rice-planting pilot project being introduced; and the Menominee Congressional Reference was successfully introduced to the Congress and the case is being worked out by our Washington, D.C., attorneys but will be ongoing into the new Congress and let us pray that betters our chances at successful completion to this matter.

The new Menominee Hotel and Gaming Complex has been completed which is a 100-Room property. The Hotel employs 25 people. The restaurant seats 250, and the employees number 77, with more employment upcoming. The Casino currently boasts employment at 497, with 27 at the Bingo Hall.

Last year's agreement with the San Carlos Tribe of Arizona to provide training in gaming areas was the beginning of the development of a series of programs designed to assist other tribes in management, and service presentation for their operations, along with training programs designed for the Gaming Commissioners, and security and safety programs for those personnel. The "Little Red School House" also provides technical training for those interested in carpentry and the building trades. Employment continues to grow. There are currently 21 people employed at the Tribal Supermarket, and 647 are employed by the Tribe in all other areas, including the educational divisions. Economic diversification is still being worked on to give our people every employment opportunity. We cannot stress enough that economic diversification is key if we are to continue growing in the coming years.

There have been many changes this past year. Louis Hawpetoss has been sworn in as Lower Court Judge for a 3-year term; Richard Awonohopay resigned from the Tribal Legislature, due to his heavy schedule as Police Chief; the Education Task Force was formed to bring the educational standards of our children up to a level where they can compete anywhere in the outside world, or if they so choose, remain here, to better life for their people.

Changes bring choice, and let us all work toward making the best choice for all our people. With the birth of the white buffalo which promises good, we must all work toward ensuring that all the hard work begun will continue so that our prosperity and progress continues.

CLINIC

Jerry Waukau, Administrator

MENOMINEE TRIBAL CLINIC - This is a time of unprecedented change in systems which provide healthcare services to Native Americans.

The introduction of Self-Governance as a new system in Tribal-Federal relationships, and Federal and State Healthcare reform proposals, together make the future for healthcare structures uncertain while providing multiple opportunities for system improvement of failure.

Tribes need to assure coordination and cooperation with each other, G.L.I.T.C., I.H.S., and the State as we move toward new models for healthcare systems.

Formation of Governor's Council on Native American Health, which is intended to provide the structure for stable, long-term collaboration. Funded by the State, with support staff by the state, the council provides a convenient meeting forum for health directors, G.L.I.T.C. representatives, Tribal representatives, State Department of Health and Human Services Divisional personnel and the Assistant Secretary of Department of Health and Human Services.

In FY 94, demand for primary care service continued to increase, with over 19,015 patient visits in our Medical Services area, and 4,043 dental patient visits alone. Efforts to improve efficiency for our service

delivery system have been put in place with the addition of the Fifth (5th) physician and Third (3rd) dentist. Access has improved as well.

The Indian Health Service has begun efforts to reduce approximately 1700 federal positions by 1995. Along with this is a plan to restructure both the Headquarters and Area Offices. We are being affected locally as a freeze has been placed on filling any federal positions, we have been forced to fill vacancies through direct tribal hires. National Workgroups have been formed to study this issue with tribal representation to ensure that the overall goal to improve health care for all American Indians and Alaska is met.

Traditional Healing Services have been made available through Quarterly Traditional Healing Clinics. Paul Danials has been the primary healer we have worked with. Over 489 people have participated in the clinics, with an average cost of \$2,500 - \$3,000 per clinic. We are continuing to refine and expand services in this area. A special task force has been formed by the Tribal Legislature to look into all aspects of traditional healing. Concerns have been expressed about the different healers we use, cost etc. Task Force has agreed to "hold" meetings in each community and seek input from people on what their concerns are. First meeting scheduled for November 22 in Zoar.

The Clinic received an award from the U.S. Public Health Service in recognition of the outstanding effort we have made in achieving immunization levels for children age two (2) months to 24 months. We have maintained a rate of 90.30% throughout the year which reflects positively on both our Medical and Community Health Nursing Departments to get our children immunized.

The \$1.2 million dollar clinic expansion project was completed on September 26, 1994. The project expanded the dental operatories from five (5) to eight (8) along with increased space for Community Health Services and a new wellness area. Funding for the project came from income generated from third party reimbursement, and a loan from the Citizen Bank. A lot of hard work and dedication by the clinic staff has enhanced our ability to operate quality programs aimed at meeting the needs of our community.

The funds spent for health care services in 1994 were \$6,274,520. These include the following program:

<u>Contract #</u>	<u>Contract Title</u>	<u>Total Expense</u>
141	Tribal Contract Health.....	\$ 148,635
148	Tribal Emergency Medical Svc.....	33,747
312	Indian Health Service.....	3,465,200
151	Third Party Budget.....	1,082,500
164	Tribal Dental.....	665
152	Clinic Expansion Project.....	1,300,000
154	Equipment Replacement Fund.....	55,000
701	Women Infants & Children	53,748
702	Women's Personal Health.....	58,500
703	Adolescent Parent Self Sufficiency.....	40,000
708	Adolescent Pregnancy Prevention	29,800
709	CHOICES.....	2,725
710	Cooperative Ind. Health Proj.....	5,000
911	Rural Infant Health Project.....	<u>9,000</u>
TOTAL		\$6,274,520

MEDICAL SERVICES - The Medical Department has had several areas of change within the last year. Many of these changes are in response to increased utilization of the services of the Menominee Tribal Clinic and are an effort to provide quality care with maximum efficiency. The average number of patients seen per month has risen by 115 patients or nearly 8% within the last year.

The physician staff has expanded to five full-time physicians with the addition of Dr. Amy Slagle in August. Dr. Slagle recently completed her residency in Family Practice in Madison and was here at the clinic in September 1993 as a visiting resident. To accommodate the added provider, renovation of the nurses

station and cast room was performed. Marilyn Grignon, LPN, was added to the nursing staff to work with Dr. Slagle.

In response to our high rate of heart disease, an arrangement was made with a cardiologist to provide onsite cardiology evaluation at the Menominee Tribal Clinic. Dr. William Fletcher of the Appleton Heart Institute sees patients at the clinic every other week.

A consultant visited the clinic for two days to further promote efficiency and to problem solve several areas in the department. Judy Harris from Albuquerque observed patient scheduling and patient flow on July 22 and 25, 1994. Many of her recommendations have been adopted.

Several audits have been completed in the medical department. These include diabetic chart audit, obstetrical chart audit and patient waiting time audit. Several deficiencies in charting are noted and are being addressed with inservices by the Bemidji Area Diabetic Coordinator, provider reminders during the Nurse-Provider meetings and training of the nurses. A TV/VCR was installed in the waiting room to make waiting more comfortable and to provide patient education videos.

Five resident physicians served month long rotations at the Menominee Tribal Clinic along with three medical students. These are valuable experiences with future family physicians who may choose to work with Native Americans. The residents are also a great help in seeing patients in the clinic and enable us to serve more patients that we normally would.

Dr. Exner passed the geriatrics exam and joins Dr. Culhane as family practitioners with added qualification in geriatrics. Dr. Slagle passed her board certification examination and Dr. Coleman passed his board recertification examination. The Menominee Tribal Clinic is the only clinic in the area which has physicians with geriatric qualifications and where all physicians are board certified.

OPTICAL - The Optical department continues to be staffed by two (2) part-time optometrists four (4) days a week along with an optical technician and an aid. A total of 1,268 patients were seen for exams along with a total of 10,323 technician visits. There were 433 re-orders and 409 patients given a new prescription.

COMMUNITY HEALTH NURSING SERVICE - The Community Health Nursing Service together with Medical Department and the cooperation of WIC and Rural Infant Health has continued to meet the Indian Health Service objective of having 90% of the children under the age of 27 months appropriately immunized for their age the past four quarters. As a clinic, we administered seven-hundred influenza injections. The same amount given last year.

We provide approximately four hours per week nursing services to the Tribal School at Neopit and work closely with the MISD providing education classes, immunization clinics and consultation. We also provide nursing service to the Tribal Day Care and consultation to the Head Start Program.

We provide skilled nursing visits in the home on a 24 hour basis which includes such services as IV therapy. We also provide routine visits to the chronically ill and hospice type service for the terminally ill patients. The numbers and severity of illness has been increasing the past several years especially with the number of cancer patients taxing the community health nurses to their limits.

Monthly blood pressures are done at Keshena and Neopit elderly sites as well as walk-in blood pressures at the Clinic.

The county has again contracted with the Clinic to provide public health services.

Health Check continues to be a busy area providing health screenings for children and young adults to age twenty-one. We do sports physicals as well as routine health screenings.

We continue to have a loan closet providing wheelchairs, walkers, and commodes. We receive wheelchairs, commodes, and bedside tables from the American Cancer Society for use by cancer patients.

An attempt was made to visit every mother with a newborn that lives on the reservation. Seventy-seven percent of moms (sixty-one) moms were visited. One person refused. Transportation continues to be provided on a first come first serve basis for anyone referred from the Menominee Tribal Clinic.

MENOMINEE COUNTY PUBLIC HEALTH - Twenty-one cases of chlamydia were reported and received follow-up. This compares to twenty-nine cases last year. Five cases of gonorrhea were reported as compared to one case the previous year.

Two cases of giardia were reported with neither person being a food handler or day care worker. No active cases of tuberculosis were reported. One case of blastomycosis was reported.

We continue to provide injections for the seriously mentally ill patients served by Human Services. We have begun meeting on a bi-weekly basis with the consulting psychiatrist. We have also been doing tuberculosis testing for the Human Services AODA program. Fifty-five people received tests. Four positive.

Influenza vaccine was available for all county residents. Approximately 700 people received vaccine.

We also closely coordinate home care between the community health nurses, the social service workers and the personal care workers. Regular meetings are scheduled.

WELLNESS PROGRAM - The Wellness Program continues to sponsor the Menominee's in Motion exercise program. Incentives include: T-Shirts; drawings for walking shoes; sweatshirts; sweatpants; and patches.

The "Heart of the Menominee" walk and the "Wolf River Run" were co-sponsored with the Health Heart Project and the Menominee Recreation Department respectively. Refreshments and door prizes were purchased and trophies for the adult categories in the run were also provided by the committee. These two events are also being planned for next year.

The committee purchased and donated door prizes for the Keshena Primary School Health Fair. Members of the clinic staff also provided help with the students research for their projects.

Adult health screenings that included: Blood pressures; a cholesterol screen; and random blood sugar; adult tetanus; TB skin testing; body fat analysis; a health survey; and a health interview with an R.N. was offered. Screenings were done at the Menominee Tribal School, Menominee County Human Services, Menominee Tribal Offices, and the Menominee Casino in coordination with Mark Caskey, Healthy Heart Project Director.

Support was provided by the committee to the "Menominee Duck Derby" held in conjunction with the "Kim Waukau Memorial Walk for Cancer Awareness." Proceeds went to the American Cancer Society.

DIABETIC PROGRAM - The diabetic program has been working to update the registry with follow up on diabetic patients through the diabetic clinic, screening programs and regular appointments. Presently we have 250 patients on our patient list.

The diabetic program has been holding monthly luncheons. Educational materials are presented before lunch.

The diabetes committee agreed to purchase five Accucheck Easy machines for use on a loan basis by Gestional Diabetics.

The last completed audit of DM charts was on May 20, 1994. Forty-six charts were done. There is a trend toward a slight decrease in documentation of the standards of care but our facility still has documentation equal or greater than other IHS facilities. This decline may be due to the confusion of multiple staff conducting the review. Hopefully the next audit will show an increase in documentation of care given.

COMMUNITY HEALTH NURSING SERVICE ANNUAL STATISTICS

D.M. Patients Seen	168	Immunizations	989
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Audiology Patients Seen	380	PPD'S	395
Health Check Patients Seen	538	School Health Hours	170.5
Home Visits	3033	Patient Transport Miles	25,527
Blood Pressures	2449	Patients Transported	669
Maternal Child Health	1347	Flu Shots	700

LABORATORY - Data from the previous five years and the estimated 1994 year end totals are shown in the table below. 1994 patient encounters show a slight decrease over 1993. The number of tests performed in-house have also decreases slightly over 1993. The number of tests dispatched to outside facilities will show no change compared to 1993 figures.

LABORATORY ANNUAL STATISTICAL REPORT

	<u>1989</u>	<u>1990</u>	<u>1991</u>	<u>1992</u>	<u>1993</u>	<u>1994</u>
Patient Encounter	6,636	6,741	7,400	7,489	8,767	8,298
Tests Performed	14,072	14,574	13,234	13,140	13,608	13,153
Tests Dispatched	2,768	2,692	2,786	2,856	3,654	3,661
Drug Screen Clients				733	761	411

The laboratory remains at the same staffing level of three. The addition of a fifth physician in the medical department has not significantly affected the laboratory in 1994, however, I expect this to change in 1995.

WIC DEPARTMENT - The projects caseload allocation from the state remained at 490 through September 30, 1994. Caseload was increased to 500 as of October 1, 1994. Average participation per month was 477.

Immunizations - Our goal was that 85% of children would have completed their primary vaccinations by their second birthday. As of 10/31/94, only a 70.5% level was achieved. This is less than our goal, however, we did see improvement since starting data collection.

Nutrition Education - The goal was that the percent of participants who received at least one secondary nutrition education contact would be within one standard deviation from the state average.

Unfortunately, the state has not sent us a standard deviations report since August 1993, so we have nothing to compare our data to. As of 9/30/94, 39.1% of participants had received at least one nutrition contact.

Breastfeeding - The goal was for the breastfeeding incidence to reach 53.4% and for the breastfeeding one or more months percent to reach 16.4%. We did not reach the breastfeeding incidence goal (incidence was 40% for moms on WIC prenatally; 45% for moms not on WIC prenatally). However, we exceeded the breastfeeding one or more months goal (28% for moms on WIC prenatally; 36% for moms not on WIC prenatally).

NUTRITION DEPARTMENT - This department continues to provide medical nutritional therapy to patients referred by their physicians, as well as providing nutrition services to community agencies. Agencies to which services have been provided include Tribal Day Care, Head Start, Food Distribution Program, Maehnowesekiyah, Tribal Jail, the Elderly Centers, and schools.

Staff was involved in planning and working around the clinic expansion project this year. We were fortunate to receive an enlarged kitchen, an additional office, and a breastfeeding room.

NUTRITION ANNUAL STATISTICS

Total medical nutritional therapy patients.....	224
For Diabetes	116
Weight Loss.....	30
Low Cholesterol/Low Fat.....	15

Other reasons for patient nutrition education included renal disease, pregnancy, cancer, wired jaw, and colitis.

Total contacts with community agencies 1373

HUMAN RESOURCE CENTER - During the 1994 year, the Human Resource Center offered outpatient Mental Health Services by providing evaluation and assessment services with a range of treatment modalities for those individuals requiring less intensive care than inpatient services. The Human Resource Center continues to be a State of Wisconsin certified out-patient mental health program. The Human Resource Center went through the re-certification process in February without incident.

The staffing pattern of the Human Resource Center has four (4) Master Level Psychotherapists, a Consulting Psychiatrist, and a Receptionist/Secretary. The staff has recently expanded to the fourth full-time provider with an addition of the M.S.W. position. The physical expansion of the Menominee Tribal Clinic has allowed for the office space of this fourth provider. All staff are certified by the Department of Regulation and Licensing of the State of Wisconsin and all staff are certified for Third Party 1994.

The Human Resource Center staff continues to work cooperatively with existing county and tribal agencies along with working very efficiently with Tribal Clinic Departments. Having all the physical and mental health services located within one building (Tribal Clinic) allows for an excellent working environment and an extremely smooth delivery of services to the community members. The one problem area that continues to provide disruption of services is the no-shows. Almost six-hundred more individuals could have been seen this calendar year but with the no-show it freezes that scheduled hour. NO-show letters are being sent out although this has not affected the no-show rate significantly. Over-all this has been a good year in growing as a department and as a clinic and in responding to the needs of the community members.

There were a total of 1,785 client contacts in addition to 776 consultations.

BILLING - The Billing Department consists of eight staff members, which are currently processing October 1994 billings. The billing coordinator, business manager and six billing specialist have accomplished many goals over the past year. In February, Electronic Media Claims was started for Medicare and a collection process for outstanding claims was initiated. In March, the Menominee Tribal Clinic received certification as a Federally Qualified Health Center. In May, a vital meeting was held with EDS Professional Relations and the Bureau of Health Care Financing to assist with Medicaid claims and a much needed computer purge of 1993 history was finalized. In July, Champus validation was updated and a Unix conversion was processed which will allow the Pharmacy Department to electronically bill specific claims. In September an auditor was here from State of Wisconsin Bureau of Health Care Financing to finalize FQHC encounter report.

DENTAL

Headstart - Completion of Headstarter's dental care was down considerably for the 93-94 school year. Staffing shortages at the clinic and at headstart, excessive walk-ins, field trips, bad weather and miscommunication have all contributed. Georgia Stapleton has worked closely with the dental department this fall and is keeping us busy with the 94-95 classes.

Pedodontist Service - Dr. Ron Fink completed a successful eleven day visit in October and November. Patients treated: 48 stainless steel crowns, 106 fillings, 15 pulp treatments, 10 extractions and 19 exams and 54 sealants were performed.

Due to Dr. Hash's full schedule and low MA reimbursement, he will no longer reschedule MA patients if they break an appointment. Parents are notified of this when their child is referred to him and advised to cancel if they cannot keep an appointment.

The Tribe has made available \$100,000 to cover dental deferred services for FY 1995. Twenty-nine eligible patients were notified in October. Notification will again go out three or four times in 1995.

Patients who have bona fide dental needs which cannot be provided at the clinic, yet which can be safely postponed are placed on a list after all other work is completed. The list is reviewed quarterly. If money is available, the patient receives a letter from the dental department advising them to call. The patient returns

to the clinic for any necessary radiograph(s) and completion of referral paperwork. The dentist advises the patient to schedule an appointment with an appropriate outside provider. Cases usually involve orthodontics and crown and bridge. Continual funding for the program is not guaranteed, as this is an "elective" dental care and resources remain scarce. Patients are advised of this when program is explained to them.

A major renovation and expansion to the dental clinic was completed in 1994. This resulted in increased space and allowed for additional staff and increased services provided. Over \$60,000 was spent on equipment for the expansion/renovation project.

Increased space; from five operatories to eight operatories, three of the existing operatories were extensively modernized, sterilization area, dental lab, records room, waiting area, and storage area were enlarged, a dark room and two dentist offices were added.

Dr. Steven Groddy, a 1988 Marquette University graduate, was hired in September. Dr. Groddy is the third full-time dentist. Two experienced dental assistants, Scott Hauser and Vickie Spreeman, were hired in August and September respectively.

Dolores Boivin and Katie Barnes were both recertified in dental radiology in March. They attended a five day expanded functions course at the Oneida Health Center in May. Both have begun to place simple alloys on patients as much as time permits. All restorations are checked by a dentist.

Dr. Joe Mastey will resign at the end of December.

DENTAL ANNUAL STATISTICS

<u>Patient Encounters</u>	<u>Year-Wide Summary</u>	<u>Previous Year 1993</u>
Dentist Visits	4043	3684
Hygienist Visits	1442	1503
Dentist-Broken Appt.	409	355
Hygienist-Broken Appt.	216	362

MEDICAL RECORDS DEPARTMENT - Assistance has been given to the Dental Department regarding records management and in obtaining filing equipment for the new records room to improve use of files and filing space for more efficient operation.

The Patient Registration Office was remodeled during the clinic expansion project to create more efficient patient flow through this area.

MTC served as an alternate affiliation site for the NWTC Health Information Technology Program and a student spent eight days in the Medical Records and Billing Departments.

The annual Privacy Act Inservice was held in September and 46 clinic employees attended. Privacy Act responsibilities have been added to all Medical Records Department job descriptions.

Guidelines have been drafted to cover medical records policies and the Privacy Act for new employee orientation. These guidelines are also used for orientation of medical students and residents serving rotations at MTC.

Medical Records staff attended seminars, workshops, and inservices covering procedure and diagnosis coding, customer service, Medicare updates, and supervising others.

MEDICAL RECORDS ANNUAL STATISTICS

<u>Total Patient Encounters</u>	<u>Referrals</u>	<u>Hospital No Shows</u>	<u>Admissions</u>
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WOMEN'S PERSONAL HEALTH - The early identification of pregnancy component focuses on serving childbearing women ages 12-44 on the Menominee Indian Reservation and those from other communities using the services of the Menominee Tribal Clinic. Our main goal is to enable women to start prenatal care early as well as prepare for pregnancy in the preconceptional period.

Number actually served: 241

Outreach for this program is provided through various forms. Articles are placed in the local newspaper regarding the need for early prenatal and preconceptional care. School-age students are kept informed of the target areas of this program through clinic staff time that is spent at the schools, giving reproductive and conceptual information.

The Reproductive Health Project uses various forms of outreach to provide information to the people we serve on the Menominee Indian Reservation.

A Teen Clinic is held at the High School on Wednesdays and Fridays from 9:30 - 11:00. Information is made available on contraceptives and STD's. On site pregnancy tests are done per client request. Contraceptives such as condoms, foams and sponges are dispensed. Transportation is provided on an as needed basis for reproductive services.

The only problem experienced through this project is with having close to 100 clients using the Depo-Provera, the amount of time needed for follow-up injections and PAP scheduling has been extremely time consuming for the RN. We may need to look at ways to consolidate some of this time if we continue to increase in numbers of users.

Prenatal services: This service provides pregnancy related services to all the women of the Menominee Indian Reservation and those off the reservation using the services of the Menominee Tribal Clinic.

Outreach is provided through articles and advertisements in the local newspaper, brochures and posters throughout the community.

Perinatal services include an OB preliminary visit which includes drawings of prenatal labs, prescribing prenatal vitamins, prenatal teaching and setting up first OB appointments with their physician. Prenatal teaching consists of advising of the harmful effects on the fetus by the use of alcohol, tobacco and drugs, nutrition and weight gain, risk factors, warning signs, emotional and physical changes during pregnancy.

Prepared childbirth classes were held at the clinic every three months. The classes are free of charge and transportation is provided as needed.

The Women's Personal Health Nurse teaches the SAPAR program at the high school twice a month. Childcare, wellness and general health concerns are discussed at these sessions. A home visit is made to all high-risk infants and their mothers. The Rural Infant Health Program makes a home visit to see any women or infants that are having problems. We provide transportation as needed for postpartum checks or well baby care visits.

In March we joined with the March of Dimes to have a HEALTHY HABITS-HEALTH BABIES WEEK at the clinic. Information was made available to clients regarding the use of alcohol and drugs during pregnancy. A prenatal luncheon was held for all pregnant women using the Tribal Clinic.

EMERGENCY MEDICAL SERVICES - In 1994, Menominee Tribal Rescue Service, (EMS), had total of 980 medical assist calls; 436 or 44.5% of the total calls were actual transports to Shawano Community Hospital, Langlade Memorial Hospital or Menominee Tribal Clinic.

The average overall response time for all calls is 12 minutes. Response time is calculated from the time

EMTs receive the call to the time the EMTs arrive at the scene. The average response times for the various localities on our county/reservation are as follows:

Keshena	7 minutes	Zoar	24 minutes
Neopit	16 minutes	Lake Area	11 minutes
South/West Branch	16 minutes	Midway	11 minutes

EMS hired one (1) full time EMT and added two (2) new EMTs to our on-call staff pool. We now have twenty-two (22) EMTs on our roster.

Both vehicles were replaced in 1994. The new ambulance was delivered Friday, May 6, 1994. A new radio system was installed, equipment and supplies needed to be transferred over from old ambulance to the new one. The ambulance cot mount was improperly installed at the factory which caused a delay in getting the new ambulance in service. It was rectified and the new ambulance was officially put into service on May 8, 1994. The new 1994 truck that replaced the van logged 8867.0 miles for a combined total of 14428.5 miles for the First Responder vehicle for 1994.

In 1994 EMS conducted the following classes in the county / Reservation:

6 - CPR Module C	4 - Community First Aid and Safety
6 - CPR Refresher	7 - Standard First Aid
2 - CPR Module B	1 - First Aid Review

EMS has sponsored two (2) people; one EMS and one clinic staff member to become American Red Cross First Aid and CPR Instructors expanding our Red Cross instructional staff from two (2) to four (4) certified instructors.

EMS received Tribal funds for a new first responder vehicle, two (2) defibrilators and defib. training for our EMTs. Our Defibrillation Plan was sent into the State of WI EMS Section 1994 Office Madison for approval. Our plan was approved and the training will take place in December 1994 or January 1995. As soon as this is accomplished our ambulance service will be "D" certified and can put the defib. units on our vehicles and start using them.

EMS ANNUAL STATISTICS

Total Calls Responded	980
Total Transports	436
Total Miles Traveled	30230.9
Response Times	12

ADOLESCENT PREGNANCY PREVENTION/CHOICES - The Adolescent Pregnancy Prevention/Choices program is funded by a combination of two grants. A \$30,00 Adolescent Pregnancy Prevention grant and a \$2,725 Choices grant, both from the State of Wisconsin Department of Health and Social Services. The Adolescent Pregnancy Prevention/Choices program is an education based program set up to provide services to all adolescents, ages 10-19 residing on the reservation.

During FY' 93-94 the objectives covered by this program were: 1) To type and distribute a weekly teen Newsletter for the Jr/Sr High Students. 2) To assist with and staff the Teen Clinic once a week at the High School. 3) To provide an after school choices meeting (covering a different Health related topic each month for all girls ages 10-19. 5) To provide opportunities for teens to tour campuses, museums and other places of interest.

The program worked with 512 different clients and had a total of 1540 contacts for the year.

ADOLESCENT PARENT SELF-SUFFICIENCY -The Adolescent Parent Self-Sufficiency (A.P.S.S.) program is a five year state grant that is funded \$40,000 by the Wisconsin Department of Health and Social Services. Fy 1993-94 is the fourth year that A.P.S.S. provides services to assist adolescent parents 19 years and

younger. These services include teen parenting classes, prenatal workshops, preventing repeated pregnancies, and job seeking skills.

The teen parenting classes are divided into Parenting I and Parenting II. Each session consists of ten classes that meet once a week for two hours. Self awareness, empathy, nurturing, and child development are emphasized in the classes. Two sessions of Parenting I were held for FY 1993-94 with six female participants completing the classes. Prenatal workshops are held once a month for three months or when appropriate.

Preventing another pregnancy can sometimes be a difficult and unmeasurable task. Education through contraceptive counseling and self awareness are methods used in pregnancy prevention. By increasing self awareness, the program is able to assist the teen parent with setting educational and career goals.

PHARMACY - This year, 1994, the Pharmacy and Therapeutics Committee added numerous new drugs to the Formulary. Most were added to save the Clinic Contract Health Funds since we are able to purchase items for less than the Shawano Pharmacies.

A new Pharmacy Aide was hired, her name is Deanna Gengler. She is doing a great job.

Some of the Quality Improvement studies which have been done were the recording of the pharmacy interventions with the physicians, (i.e., MD contacts because of pharmacist questions with prescriptions written).

The Pharmacy continued to fill record numbers of prescriptions in 1994. In 1993 we filled a record total of 52,251 prescriptions. This year we will dispense approximately 55,994. A new monthly record of 4996 prescriptions were filled in August, and a record 355 prescriptions were filled on May 16, 1994.

The Pharmacy switched to a new computer system on November 1st. The new system will enable the pharmacy to bill EDS and electronically bill some insurance companies which will help the Billing Dept with little additional pharmacy work. It will also enable the Pharmacy to better comply with Federal OBRA regulations, (i.e., provide patient counselling, drug-drug interactions etc.).

The Pharmacy requested a total of \$403,624 for materials and supplies for fiscal year 1995.

We need an additional pharmacist to assist with the ever increasing workload. The 5th physician along with the medical students, interns and medical residents all have added to the increased prescription volume.

PHARMACY ANNUAL STATISTICS

<u>Year</u>	<u>Avg. # of Rx filled/day</u>	<u>Total Rx filled/year</u>
1984	139	34,762
1985	147	36,741
1986	129	32,214
1987	137	34,100
1988	147	35,356
1989	155	40,811
1990	164	40,503
1991	166	44,203

1992	185	45,945
1993	209	52,251
1994	222 projected	55,994 projected

<u>Year</u>	<u>Total \$ Spent</u>	<u># Prescriptions Filled.Yr</u>	<u>Avg. Cost/RX</u>
1988	\$221,328	35,356	\$6.26
1989	\$260,295	40,811	6.38
1990	\$274,212	44,203	6.77
1991	\$307,646	45,666	6.97
1992	\$332,185	45,945	7.23
1993	\$343,757	52,251	6.57
1994	\$321,330	55,994	5.73

CONTRACT HEALTH SERVICE - The primary role of CHS Program is to provide comprehensive healthcare to eligible Indian people. These health care services may be procured through outside health care providers when services cannot be provided by the Menominee Tribal Clinic. Services are procured in accordance with appropriate medical and dental priorities determined on a basis of relative medical need and availability of funds. Contract Health Services will pay for services if the patient meets the necessary requirements for eligibility according to the IHS Manual and the requirements of 42 CFR (Code of Federal Register) 36.23 and follow CHS procedures which are:

- 1)Menominee Tribal Clinic must be your primary health care provider.
- 2)You must be referred by a Menominee Tribal Clinic health care provider.
- 3)Make an application to Contract Health Service to determine eligibility.
- 4)Notify Contract Health Service at least three (3) days before appointment date.
- 5)Notify Contract Health Service no later than 72 hours after emergency treatment.

Contract Health Service is a payor of last resort program. This means payment will be made only if there is no alternate funding sources available. If determined, at the time of application, a possible alternate resource of payment may be available, the client is then referred to that program. CHS funds can be used to supplement and compliment other health care resource available to eligible Indian people.

In December 1993, a number of clients had a loss of Medical Assistance benefits due to early Bond redemption payment. The additional income made clients over income for Social Security Disability. It was thought that the Medical Assistance could automatically come back in effect in January, but there were cases where clients still did not have benefits in March and April, 1994. Contract Health became involved when clients would bring in bills from outside providers and request payment. Contract Health was able to refer these cases to the Elderly Benefit Specialist for the Tribe. Clara Hartman, in every circumstance, was able to determine a remedy for the problem.

In December 1993, through a grant from Indian Health Service, an assessment of the CHS billing process was conducted by Carol Dorn, Blue Cross/Blue Shield. The report was received in January, 1994. Recommendations from the evaluation include improvement of the referral form, implementation of an automated referral tracking system, the use of a pharmacy provider contract, and improvement in delays of the billing process.

A number of the recommendations have been implemented to date. An updated version of the Contract Health voucher system should be in place by January 1, 1995. A revised referral form includes recommendations from the efficiency evaluation is in place and a critique of the new form is planned for January, 1995.

On May 1, 1994, Pharmacy Agreements have been signed and implemented by Dreier Pharmacy, K-Mart Pharmacy, and Clinic Pharmacy.

Contract Health submitted one catastrophic case to Bemidji Area Indian Health Services in the amount of \$14,778.00 from the catastrophic fund.

This year, as in the past, the Menominee Tribal Contract Health Service Program is operating on a Priority I (Emergent/Acutely Urgent Care Service) and Priority II (Acute Primary & Preventive Care Service) basis.

Priority III (Chronic Primary & Secondary Care Services) and Priority IV (Chronic Tertiary Care Services) referrals are considered Deferred Care Services. Deferred Care referrals are placed on a waiting list. This waiting list is reviewed monthly by the Medical Director. These referrals are then ranked according to priority and if funding is available, approved for care. Currently, Deferred Care Services are funded through a proposal submitted/approved by the Menominee Tribal Legislature. Fiscal Year 94 proposal was in the amount of \$150,000.

One hundred and eighty-two (182) new CHS applications were approved this year.

Contract Health Service Statistics

Total number of Inpatients.....	57
Total number Inpatient Days	209
Total Inpatient Expenditures.....	\$124,996.80
Total Vouchers (Medical)	1,341
Total Vouchers (Dental)	63
Total CHS Expenditures.....	\$434,272.46

HEALTHY HEART PROJECT - The Menominee Healthy Heart Project is part of the Inter-Tribal Heart Project. Menominee Clinic working with the Indian Health Service and the Center for Disease Control. This research will help us find causes and preventions for heart disease in Indian people.

In July we completed phase I of the project. Gathering health related information on 450 Menominee people (health interview, blood tests, physical exam, and chart review) all people received follow-up results. People enjoyed going through the project and received information about their health and things to do to help them stay well. In addition 50 people completed a dietary survey. Took two years to complete screening, same amount of time as other reservations involved in project. No shows, weekday appointments, lack of space, were some of the problems, but when we did mass screening on Saturday mornings it worked very well.

In September draft table shells of summary results of cardiovascular health survey was completed.

In October we received some preliminary data and summary results of survey which should be available by December. When we have the data we will show it to the Menominee People and ask for ideas on what they think will work best and what they want to do. A planned approach to community health, information used to help prevent or lower heart disease now and in future generation.

Phase II of the project consists of any intervention to lower heart disease risk factors. (Smoking, overweight, high cholesterol, high blood pressure, sedentary lifestyle, family history, and stress.) We didn't wait for phase I to end before we began phase II.

Smoking cessation programs. I will work with anyone that comes to me and wants to quit. Help people set up own program that is best for them. Worked with 104 people. Awarded people who choose not to smoke. Assist grant to get free nicotine patches for people who wanted to quit smoking. Thirty-five participants, 20 people quit smoking at six month follow-up. Worked very well.

Sponsored Dave Goerlitz, Winston Man, Talked to 300 elementary school children about choosing not to start using tobacco.

Sponsored D.O.C. Doctors, spoke to high school students about tobacco abuse.

Talked to 6th graders and high school students about cigarettes and chewing tobacco.

Coordinated Great Menominee Duck Race, Donated \$800 to American Cancer Society.

Coordinated Heart of Menominee Poker Walk/Run/Bike/Rollerblade. Family fitness activity with 190 participants.

Coordinated Strongest Menominee Contest, weight lifting, 20 participants.

Cardiovascular and fitness screening (%Body fat, blood pressure, cholesterol, blood sugar, fitness level bike test, flexibility, strength, diet and exercise prescription). Done on site for: Casino employees 40, Social Services employees 45, Keshena Recreation Center 80, and Neopit Youth Center 60.

Menominee Wellness Program provide an opportunity for Tribal members to explore what wellness means to them and discovering more about their wellness path.

Presented Menominee Healthy Heart Project at National Wellness Conference for Native American Men, Wisconsin Prevention Conference, American Indian Aging Conference, Midwest Hypertension Conference, and Bemidji Nursing Annual Conference.

ENVIRONMENTAL SERVICES - Performed mechanical scrubbing of contaminated wells on HWY VV east of Keshena, along with superchlorination. Cleared up a continual unsafe well condition in the area.

Sixty samples collected and analyzed from both individual and public water supplies.

Charcoal filtration systems installed at Nacottee Subdivision individual homes to improve water taste.

Thirty-Three surveys conducted of food service establishments on the Reservation. Reduced the number of surveys by not conducting second survey on operations that were good for the first survey.

Completed 26 institutional environmental health surveys. Coordinated Bloodborne Pathogen and Infectious waste training at the Clinic. Completed Bloodborne Pathogen Standard for Law Enforcement Center. Removed mercury sphygmomanometers from Tribal Clinic.

Rented or gave away 73 car seats. Received a grant for \$5,000 from IHS to revise Care Seat Program. New policy will give a convertible seat to all births on the Menominee Reservation.

Conducted investigation of 32 serious injuries through end of September. This compares with 38 in 1993 and 81 in 1992 for the same time period. This is continuing the downward trend over the past several years.

Purchased video-cam system for Tribal Police with "None For the Road" funds.

Investigated three homes with children with elevated lead levels. Found lead paint in all homes. Gave information on reducing the lead problems. Will work on developing more assistance.

UST's removed from Hillstop in Keshena, site of Boivin's Store in Neopit.

Vaccinated 91 dogs and cats for rabies.

COLLEGE OF THE MENOMINEE NATION **S. Verna Fowler, Ph.D., President**

The College of the Menominee Nation has made significant progress toward key goals this year, although a significant amount of work remains before the "founding" phase of the college has been completed. Overall development of the college is ahead of the schedule established two years ago when Dr. Verna Fowler was first hired by the Tribal Legislature to establish a viable college on the Menominee Indian Reservation.

Major accomplishments this year include:

Development of a 2+2 agreement with the University of Wisconsin-Green Bay that will allow CMN

students with a two year associate degree in either Early Childhood Education or Human Services (Social Work) to continue toward a baccalaureate degree at UWGB without loss of credits.

Development of a 1+1 agreement with Fox Valley Technical College that will allow students in the CMN's Police Science and Security Loss Management program to earn State of Wisconsin certification to qualify as police officers, game wardens, security personnel, or other law enforcement personnel during a two year period. The Menominee Tribal Police were important players in the initiation and development of this agreement.

The development of innovative Computer Technician and Administrative Assistant programs that emphasize the mastery of a broad range of technology skills. These are two of the most advanced programs of this kind in the State of Wisconsin. Individuals graduating from these programs provide the Menominee Tribe a powerful technological edge in its efforts of economic and small business development. The Tribe's economic development infrastructure will be challenged to incorporate these new skill levels into long-term economic development plans.

The development of a carpentry program that allows students to advance toward completion of State apprenticeship requirements. CMN graduates will be able to work for either union or non-union contractors throughout the nation.

The development of a maintenance program that is currently experiencing one problem. Students enrolled in the program are finding jobs before they can complete the one year course. Experienced faculty are providing students in this program superior, professional skills.

The refinement of the Hospitality and Gaming curriculum which helps students develop stronger, more marketable hospitality skills.

The completion and publication of the college's first catalog.

The development of an articulation agreement with La Courtes Oreilles Ojibway (LCO) Community College so that CMN can offer technical college programs.

The recruitment and hiring of Dr. Jerilyn Grignon and Dr. Lauren (Candy) Waukau. The College now has on staff three of the Menominee who have successfully earned doctoral degrees, the highest accomplishment possible in education.

The development of a strong Student Services program designed to encourage students to enroll in the college and help students succeed in college.

The launching of the College's first student government.

The development of a Basic Skills Lab designed to increase the number of GED graduates and the pre-college skills of the students.

The initiation of an extensive pre-college program designed to raise student skills to the college level.

The development of a program with Maehnowesekiyah to provide drug and alcohol counseling services to students.

The initiation of the American Indian Higher Education Consortium (AIHEC) Scholarship Program.

The opening of the College's classroom building to classes.

The development of a state of the art computer lab and science laboratory.

The development of the Wolf River Internet Group (WRING) in consortium with the Menominee Tribe and Shawano County organizations and businesses.

Other major accomplishments include:

The design and implementation of a School-to-Work Transition Apprenticeship program in consortium with eight area school districts.

Development and initiation of Apprenticeship/Advanced Standing programs in health, printing, and hospitality curricular and industrial areas in cooperation with area businesses and high schools. Students can earn Advanced Standing credits at the College if they master the outcomes identified in the Advanced Standing curriculums.

The development and initiation of a number of science programs for elementary and secondary School students through the College's Sustained Development Institute.

The attainment and initiation of a Learn and Serve planning grant designed to complement and strengthen the area's School to Work Transition programs.

Further evidences of the College's quality programs are exhibited when the Congress of the United States designated the College as a land grant institution of higher education. The College joins the University of Wisconsin-Madison and LCO Ojibway Community College as land grant colleges. Land grant status, over the long run, will help provide program resources to strengthen the Colleges academic offerings, research and facilities.

A concurrent development is the granting of Carl Perkins State funding status to the College through the Wisconsin Consortium of Indian Controlled Community Colleges. Granted by the Wisconsin Technical College system, this status again recognizes the developing strength of the College's technical programs.

Concerns at the College currently are:

* Student basic skills. Most beginning students need to improve their basic study, math, science, and English skills.

* Student attendance in classes must improve. The number one indicator of eventual student success is regular attendance in class.

* Student retention efforts must be increased. The College demands serious study that can be met with appropriate tutoring and counseling.

* Funding concerns are on-going. Tribal colleges receive less than 1/3 of the income mainstream colleges and universities receive.

* Students need day care services the College is presently unable to afford or provide.

* Space concerns are in a crises state. The College does not have enough classrooms, offices, or room for new equipment.

* Enrollment must increase to a minimum of 350 students if the College is to be viable financially. Present enrollment at 205 students is ahead of schedule, however, intense recruitment efforts are necessary.

* Student financial aid is not adequate to meet Menominee student needs.

Goals for next year include:

1. To expand the training program designed to help Menominees start small businesses. This program is developed in conjunction with the Tribe's Economic Development Department and its Small Business Center into a 2+2 program with the University of Wisconsin-Green Bay.
2. To expand the College's internship and apprenticeship programs so that additional students can

participate in mastering outcome based work skills.

3. To develop an associate degree program in the health field.
4. To obtain state funding to supplement federal funding for the College.
5. To achieve candidacy for Accreditation status.
6. To achieve Pell Grant Financial Aid status.
7. To start an Endowment Fund. An Endowment Fund is an Investment Fund that only uses interest from the Endowment for college or university operations. Successful colleges have developed Endowment Funds that are designed to strengthen the financial health of the College.
8. To finalize the College's internal fiscal management system.
9. To increase enrollment to not less than 350 students, and dramatically improve retention and pre-college programs.
10. To increase the Colleges service to education, economic development, gaming and hospitality, forestry, and cultural programs, and to better serve tribal and other area communities with outreach efforts
11. To raise sufficient funding to launch the last phase of the College's planned campus.
12. To start the College's long-distance learning low frequency television operation.

COMMUNITY DEVELOPMENT DEPARTMENT

Kim Menominee

October initiated the formal merger of the Land Use and Planning Departments. Respective departmental staff received orientation and expectations for Community Development from the Director, Kim Menominee. The transition is essentially completed with a draft departmental management plan in place. Only several responsibility and assignment issues are pending.

Nanaweyah Ominihekan

Sewer and water construction is finished and in place. Road design has been prepared with bids going out in the near future. MTHA has requested 15 low income lots along with 15 mutual help lots. We have 38 trailer home lots. A zoning ordinance draft has been completed and will be brought to the Legislature for approval. Hopefully, this ordinance can be placed reservation wide.

ROUTE 85

All contract requirements for the Rt. 85 road construction project were prepared through the summer. The clearing and grubbing was started and is scheduled to be completed by the end of November. The remainder of the construction will start in the spring FY95 and be completed by September 1.

URBAN FORESTRY

We have received funding for a second year for the Urban Forestry Program. We have been working with Menominee County on the Oak Wilt Disease blight and have identified certain areas for control. Staff has helped with the planting and removal of trees at the Tribal Clinic, Tribal Courthouse Complex, Neopit Intermediate, Keshena Elementary, Schoolview Addition, Keshena Headstart and Maehnowesekiyah. We have again applied for funding for 1995. We have not received any official notice from the State of Wisconsin if we have been accepted.

NII WIN

Exxon has again announced that they intend to mine in the Crandon area. The Menominee Tribe along with the Sokagon Chippewa, Forest Count Potawatomi and Stockbridge-Munsee have developed a consortium to investigate and stop the mining from happening. The Menominee Tribe has purchased a house this is located on an access road. This house is used for spiritual meetings, along with strategy meetings. NII WIN has with outside groups such as Green Peace, Serna Club, clean water, etc. grown and progressed.

OTHER TECHNICAL AREAS

Assisted the Menominee Indian School District in compiling the legal description necessary to document the need for impact aids for all students that attend the schools in regards to impacted funds. This is a major source of funding that the school district relies upon for the school year.

The Woodland Bowl was equipped with a elderly/handicapped platform along with new speaker stands in time for the annual pow wow. Sod was laid in the center of the Bowl, which the dancers appreciated. A new door was needed on the electrical station to prevent accidents. An electrical box was needed on the morning of the Pow Wow and was found immediately by staff. Lights were added and buried in the Bowl for security reasons.

Street lights were added to the Trailer Courts located on Highway VV, East County Line Road and Round Lake.

The Recycling Technician has prepared extensively for the onset of mandatory recycling, including preparing an ordinance, and meeting with various institutions and people throughout the Reservation giving them information on recycling. The Recycling Technician also completed and submitted grant application for recycling program, along with other various documents that need to be submitted to the Wisconsin State Department of Natural Resources to maintain the funding of the Menominee Community Recycling Program.

Submitted and received FY94 Transportation Planning Grant from the Bureau of Indian Affairs, which provides staff to maintain Tribal Roads Priority list and manage road construction projects.

Completed FY95 Transportation Planning Grant Application. Status of this application will be determined around the first of the year.

Completed and submitted a Land Records Modernization Grant to the Wisconsin Land Information Board. The Tribe received \$80,000.00 to complete aerial photography for the Village of Keshena and conversion into a digital map.

Have helped various departments in writing grants for various reasons.

Developed Recreation Plan which was submitted to joint committee for review and comments. Comments currently being incorporated into draft plan for finalization.

Provide construction/inspection services for the expansion of the Keshena Headstart building.

CONSERVATION/RIGHTS PROTECTION

Leon Fowler, Director

Fiscal Year 1994 was marked with several milestones. Some of the major accomplishments included the initiation of the Sturgeon Management Plan, the new Menominee Hunting Code, and the Great Lakes Conservation Training initiative. Early in the year we received some positive national public relations with the release of a bald eagle. Other public relations triumphs included the native trout release into the upper Wolf River and the Sturgeon release into Legend Lake.

Our funding request to Congress was not approved, but we had opportunity to meet with such dignitaries as Senator Herb Kohl; Thomas Miller, Senator Feingold's assistant; Denise Homer, Minneapolis Area B.I.A.

Director; and Gary Rankel, B.I.A. Central Office Biologist. We also met with Col. James Scott of the U.S. Army Corps of Engineers. We had opportunity to express our concerns to these people about our funding, other conservation related issues and trust responsibilities.

Funding problems plagued the department, but we managed to eke out the final months of our budget cycle without being overspent. We had to approach the Legislature for additional funds to complete some of our projects. **[see Fish & Wildlife section]**

Under our contractual obligations, our enforcement personnel qualified with their weapons in October and again in early May. Each warden exceeded their minimum forty hours of inservice training. All of our reporting requirements were satisfied.

Other program highlights include the addition of a hovercraft water vehicle to our equipment and a new truck procured with tribal funding.

CONSERVATION ENFORCEMENT

Not to overshadow their other activities, warden personnel conducted four hunter safety courses throughout the year. Each course consisted of eight-two hour sessions. They graduated some 120 successful students. Needless to say, this was an immense task which required coordination, all of our personnel and volunteers. This could not be accomplished without the financial support of some individuals, Tribal Housing Authority, Johnson-O'Malley program and the Tribal Legislature.

Wardens also gave presentations in the schools to educate the youth about safety, conservation and general enforcement issues.

With our acknowledged manpower shortage, education is our most powerful enforcement tool.

FISH & WILDLIFE MANAGEMENT

This year, with the legislative funding mentioned above, the fish ponds were completed and we began rearing walleye pike. As of the close of this report, some sizable walleyes were observed. The Minnow Creek Circle of Flight waterfowl project was completed.

In the spring, we conducted the annual wildlife surveys which included deer, bear, furbearers, snowshoe hare, ruffed grouse and redshoulder hawk. All populations appeared to be healthy and stable except for the deer population which is sliding further into a downward trend from previous years to eight deer per square mile.

With the Wisconsin D.N.R. we held public hearings in regard to the sturgeon project and a press conference. Our biologist spent several days on Lake Winnebago during the spearing season with the D.N.R. and assisted with the annual sturgeon survey on the Wolf River south of the reservation.

Throughout the year we continued with the beaver subsidy program, but it appears that the population is increasing. Another subsidy program will be needed in the coming year.

Most of our fishery work this year was limited to the fish pond management and fish stocking. Warden personnel contributed greatly to the success of these projects.

ENVIRONMENTAL QUALITY SERVICES

The work under this program element is enforcement. There were no major spills or dumping to report other than the occasional dumping in undesignated areas. Enforcement activities continued and the perpetrators have cleaned up the sites. Other agencies such as Environmental Services have gone to the schools and students participated in clean-up efforts. One site was cleaned up by Environmental Services and since the violator was a non-resident, non-Indian this case was referred to the Wisconsin D.N.R. Some twenty-one other incidents were handled in-house by means of citations or warnings.

EDUCATION

Virginia Nuske, Director

HIGHER EDUCATION

Our projected graduates was exceeded by 2 (14 total). Our number of active students in other colleges and universities is down, however the number in the College of the Menominee Nation is up. The universities are enforcing strict admission policies and we are seeing more student acceptance denials based on academics.

ADULT VOCATIONAL TRAINING

Though the number of active students at other technical colleges is down, the College of the Menominee Nation student enrollment is up. Our projected completions are also down. The MISD Career Day Panel with students from the Technical Colleges was very successful, we will continue to focus on this type of activity to create and foster an awareness of the opportunities available in Technical Colleges.

ADULT EDUCATION

The change in the GED score requirement from 250 to 230 is a definite advantage for people who want to move on to employment or continuing education. This caused a great deal of controversy because it became a political issue. Moving the classroom to the new college building is more practical for the students and the program. This helps expose our students to the idea of continuing education in either an Associate Degree Program or a Technical College Program.

ELECTION COMMISSION

Davey Jean Peters

The Menominee Tribal Election Office re-opened, September 24, 1993. Nomination papers were available to eligible tribal members for the Tribal Legislature and the Tribal Police Chief elections. The Resident Candidates for the Tribal Legislature Election that were certified are as follows:

Barbara Frechette-Kelley
Keith L. Tourtillott
Louis J. Dixon
Gordon Dickie, Sr.
Peter P. Penass, Sr.
Shirley Daly
Fay M. Waukau
Dona Beauprey
Llewellyn "Lew" Boyd

Frieda M. Bergeon
Lucille B. Chapman
John H. Teller
Ralph H. Lyons
Randolph "Randy" Reiter
Leslie "Easter" Penass
James "Jim" Washinawatok
Ronald L. "Ji" Frechette

The Non-Resident Candidates were:

Michael E. Sturdevant

Joan M. Boyd

The Tribal Chief Candidates were:

William "Kusco" Beauprey
Bruce A. Wilber, Sr.

Kenneth M. "Paddo" Fish
Richard L. "Waubano' Awonohopay

Voting results at the polls:

December 8, 1993	Neopit Fire Station	188
December 9, 1993	Keshena Tribal Offices	516
Absentee Ballots	Returned	538
	Total	1,252

The top six in the Primary Tribal Legislature Election were:

Louis J. Dixon	644	John H. Teller	410
Leslie Penass	380	Frieda M. Bergeon	364
Lucille B. Chapman	337	Keith L. Tourtillott	335

The two top vote getters in the Primary Police Chief election were:

Richard Awonohopay 641
Kenneth M. Fish 580

The final Tribal Legislature and Police Chief Election was held on January 19-20, 1994. The three winners for the Tribal Legislature were:

Louis J. Dixon	906	Leslie Penass	646
John H. Teller	630		

The winner in the Tribal Police Chief Election was:

Richard "Waubano" Awonohopay 747

There was a recount after the final January 19-20, 1994 Police Chief election for Richard Awaonohopay and Kenneth M. Fish and in the recount each candidate picked up one vote.

Voting results at the polls:

January 19, 1994	Neopit Fire Station	219
January 20, 1994	Keshena Tribal Offices	624
Absentee Ballots	Returned	683
	Total	1,526

Total Budget for the Tribal Election Office \$26,135.

ELDERCARE SERVICES PLANNER

Leonard Kary, Director

The overall goal for the Eldercare Department this year has been the preparation for and construction of the CBRF\Adult Day care center. As of this date, the tentative opening date will be in the month of January 1995. Still to be determined is whether the water and sewer will be up and running by the time construction on the CBRF is complete. I have worked closely with the design committee during the past year to complete the plans for the facility and make sure that we have put together the type of program that will best suit the needs of the Menominee people. Following is a general account of the activities and contacts of the department for the past year.

1. Presented final design of CBRF\Adult Day care to Legislature for approval.
2. Planned for and held, ground breaking for CBRF.
3. Attended NIHB Eldercare conference in Las Vegas.
4. Talked to Neopit 4th grade class.
5. Had further communications with Menominee College.
6. Assisted Bureau on Aging with workshop on cancer in older women.
7. Attended information meetings in Keshena, Neopit, and South Branch regarding the Wolf River Ranch Development.
8. Assisted with Elderly Christmas party.
9. Asked to participate in a Task Force on Mental Health Services for the Elderly, through the Bay Area Agency on Aging.
10. Have been in communication with the Administration on Aging and the Region 5 aging unit with regard to our project.
11. Was invited to Bimiji by Dr Kathleen Annette, to tour the BIA facility and discuss our Elderly project.
12. Started a Graduate course at the UW Oshkosh in Gerontology.
13. Researched information at the Donors Library in Chicago for private grants in health care.

14. Met with representatives from Tribal Clinic and Menominee County regarding an Elderly services brochure.
15. Attended a health care advisory committee meeting for Senator Feingold, in Madison, with Jerry Waukau.
16. Prepared for bid letting of CBRF.
17. Attended Legislature regarding higher than anticipated bids.
18. Contract signed and construction started in July.
19. Asked to become a member of the Community Options Committee.
20. Assisted Commission on Aging with annual picnic.
21. Attended NICOA conference in Spokane with seniors.
22. Took some seniors to "Celebrating the Age of Diversity" in Chicago.
23. Attended a Cross Cultural Medicine workshop in Appleton.
24. Attended a session on Indian Aging at Oneida.

Throughout the year, I have also been involved with the preparation of opening the CBRF, and overseeing the progress of the construction. We have had many project meetings, as well as Design committee meetings to monitor the progress. Overall it has gone fairly smoothly, with a few minor problems. I have been in contact with various state and federal people with regard to licensure and planning for future needs. The development of policy and procedure manuals has and will continue to take some time to complete. My overall objective will be the continued development of the "Continuum of Care".

ENROLLMENT
Eileen Schultz, Director

Accomplishments - The Enrollment Book is constantly updated, this includes name changes, address updates for entire families, verifying all information on each individual so that the Enrollment Book is correct.

Problems - Members do not keep this office notified as they should whenever they have changes. The problem will always be with this department, as I believe all Enrollment Offices have this problem.

CURRENT ENROLLMENT is 7,409

Problems with the enrollment is getting the parents/guardians to complete the applications and return them with the proper and necessary documents. Outstanding applications are high, a total of 347 have not been returned.

STATISTICAL REPORT

Applications distributed -	524	
Applications returned -	177	Percentage - 33%
Applications approved -	90	Percentage - 50%

The other 87 applications were approved for the Ancillary Roll for first and second degree descendants.

Deceased members in FY 94	49
Members relinquished to other tribes -	3
Members automatically forfeited due to dual membership -	3
Certifications (enrolled members and descendants)	5,977
<u>Outstanding applications -</u>	<u>347</u>

Applications for enrollment are not being returned as they should be, we have more returned for the Ancillary Roll than those for children that are eligible.

FINANCIAL REPORT

This contract is funded by BIA and Tribe.

The Tribal Budget was increased by \$4,823.00 to carry the Enrollment through September 1994

BIA ENROLLMENT BUDGET 1994	\$56,535.19
No balance, total spent.	

TRIBAL BUDGET 1994. Tribal Budget used to supplement BIA Budget	
Total Expense -	19,942.51

Carryover -	7,901.49
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ENVIRONMENTAL SERVICES

Gary Schuettpeltz

WATER QUALITY

Provided technical assistance in decontaminating 4 private wells along Hwy VV that had a history of bacterial contamination.

Charcoal filtration units installed at Nacottee subdivision to improve water quality.

Work begun on Wellhead Protection Ordinance as part of the Total Zoning Ordinance.

WASTE MANAGEMENT

Prepared grants to BIA for closure of dumps, received adequate funds to close the South Branch and Zoar sites.

RECYCLING

2,010 gallons of used oil was recycled to Rock Oil Company.

SURFACE WATER

Work continuing on the Quality Assurance Project Plan for the Menominee Tribal Water Resources Characterization Project.

Grant submitted to Great Lakes National Program Office (GLNPO) for various activities including habitat restoration, reintroduction, and education. Grant received to be used FY 95.

EPA lakes programs field work completed with reports in draft status under review.

Contour maps prepared by Areometrics engineering for the Keshena area as a beginning of development of floodplain maps.

Work completed on final report Alternatives for Flood Control and Study Plan Formulation, Ice Jam Flooding on the Wolf River at Keshena.

Participating with Department of Interior as a co-trustee in action against several paper companies along the Fox River.

MINING

Grant received for outreach activities related to the Crandon Mine Project.

Budgeted and received funds to hire a Mining Impacts Coordinator for the 95 budget.

CIP

32 serious injuries occurred during the year down from 38 in 1993 and 81 in 1992.

Received a grant of \$5000 from IHS for the revision of the Child Car Seat Program.

UNDERGROUND STORAGE TANKS

Total of 11 underground tanks removed from Boivins Store in Neopit and 3 from Hillstop in Keshena.

HAZARDOUS WASTE

The RCRA Ordinance 92-14 regulating hazardous waste transporters and generators was passed by the Tribal Legislature and submitted to USEPA, for authorization.

Grants for Clean Sweep and Hazardous Responder training prepared and received for use in FY95.

Worked with WISDNR to get court order against CATS National to do final remediation on a diesel spill.

HAZARDOUS MATERIALS

Ordinance 94-03 regulation transporters of hazardous materials was developed by staff and approved by Tribal Legislature.

EMERGENCY SITUATIONS

Sixteen emergency responses to hazardous spills or situations were made.

OTHER

Completed the Bloodborne Pathogen Standard for the Law Enforcement Center.

Completed and received the General Assistance Grant from USEPA.

Completed the ANA Environmental Regulatory grant for a 3 year project. Did not receive grant.

FINANCE

Kathy Kaquatosh, Director

The finance department provided services to approximately 240 individual contracts/grants. Services provided:

Accounts payable checks 28,265 (Increase - checks are processed weekly)

Purchase orders 7,264 Cash Receipts 10,500

Payroll checks 15,764 W-2's 1,071

This was a very busy year for the Finance Department. We transferred our accounting system from an IBM System 36 to a PC Network System. One feature this system has will allow the Directors to view their own information and run reports.

We were unable to have a program written to transfer the information from the old system to our new one. All vendors and general ledger information had to be set-up and entered. There were many hours of overtime to get this system up and the staff did an excellent job. We have one checking account for all our ledgers and our main concern was to have these accounts balance with the Bank. Everything went smooth and balanced with no major problems.

We were then ready to start the FY 1994 close out. We are presently in the close out process and working with the auditors on the Tribe's Single Audit.

Another nice feature of this new system is payroll. Payroll, Personnel and Insurance are linked together. Personnel enters all employee information so the payroll clerk no longer has to "re-enter" this same information regarding employees and Insurance has access to employee information for insurance and 401-

K purposes. One problem we have, employees get confused on what department to call for specific information. In the future we hope to have these departments and functions centralized into a Human Resource Department.

In FY 1995 we will modify the accounting manual on the changes created by this new system.

The Tribe's Single Audit report will be presented to the Tribal Legislature after completion which will be around April, 1995.

FOOD DISTRIBUTION

Pat Roberts, Director

In October, 1993 we were one of five Food Distribution Programs from the Midwest Region to start a Pilot Project for Frozen Ground Beef. Surveys to determine the quality of the product and acceptability by the participants were completed in March of 1994. The surveys indicated that the project was very successful. USDA has expanded the Frozen Ground Beef to all Tribal Food Distribution Programs based on information received from the surveys.

We were approved for a Nutrition Education Grant. The grant allowed us to hire one staff person to provide Nutrition Education for summer school youth and program participants. The program started in April 1994 and ended in September 1994. Ten students participated in classroom instruction; which included cooking, label reading, purchasing food, reduction of fat in recipes, sanitation in the kitchen, maintaining recipe files, and exercise. Home visits were made to Food Distribution participants to help them with Nutrition Education.

Food Distribution Director was appointed to the Interagency Task Force for Native American Nutrition Education in Washington D.C. The Task Force is working on getting Nutrition Education into Elementary Schools and more efficient ways to provide Nutrition Education materials to all programs.

We have a new Computer System and Software Program for distribution and inventory control from USDA.

Two cooking contests were held; a Junior Cooking Contest for youth under the age of 18 and an Adult Cooking Contest. The youth winners received: First prize, \$50.00; Second prize, \$30.00; and Third prize, \$20.00. The Adult Cooking Contest winners received: First prize, Nesco; Second prize, mixer; and two Third prize winners each received a blender/chopper, because it was a tie.

FORESTRY MANAGEMENT/DEVELOPMENT

Marshall Pecore

The Forestry Department of Menominee Tribal Enterprises carried out the necessary forestry function as stated in the forestry contract with the Bureau of Indian Affairs, maintenance and continued dedication to sustain yield management has been done.

Forestry funding remains the same with a slight increase for the year. Funding is far below what the Bureau of Indian Affairs recommends is necessary to maintain trust services to Menominee.

Sawlog production remained steady. The total sawlog volume delivered to Neopit for the year was over 11 million board feet. More than 61,000 cords of wood were produced last year, of which 14,000 cords were sold as the higher value boltwood. There continues to be an increased demand for our raw forest products due to the decrease in timber production at the state, national and world-wide levels. The new logging year started out smoothly with 28 loggers contracting on the new logging areas. There are now approximately 175 people working in the woods this year.

The silviculture section continues to work on bettering the management prescriptions used in setting the marking/cutting guidelines. Work continues to be done to map the habitat types, a method of using ground flora to determine site productivity. Inter-agency cooperation between MTE, Wisconsin DNR and U.S. Forest Service has improved over the past year, providing an increase in technical exchange between groups.

These other agencies are coming to Menominee not only to provide some new information or techniques, but also to learn of what is happening here with our advanced techniques.

The inventory and planning section continues to increase the availability of information to the forestry staff and other tribal programs. A new computer mapping system was purchased to do inhouse analysis, planning and map generation. Now more advanced data analysis can be done to further the forest and land use planning process.

The fire program continues to grow each year as MTE continues its effort to share some of the fire responsibilities with the state. The fire crew consists of one fire professional and a crew of 5 technicians. New equipment has been purchased, with the fire crew now having one heavy unit with bulldozer and two pickups with fire pumps. The program is gradually being integrated into the state wide forest fire system and the fire crews are being deployed to fires in the western U.S.

The Menominee Tribe has been recognized for its outstanding forest management philosophy and its practice of sustained yield management. MTE continues to maintain the Green-Cross certification as a symbol (and marketing tool) of its commitment to this practice. The forest continues to be recognized by others in the natural resource community as a positive example of how forests can be managed properly. Again it deserves saying that the Menominee People should take great pride in the fact they have accomplished this feat and plan to continue this into the future.

HISTORIC PRESERVATION

David J. Grignon (Nahwahquaw), Director

POSOH NETAENAMAKENUK! (Hello my relative)

The Historic Preservation Department is continuing to work on the goals and objectives as presented to the Tribal Legislature. We are now entering the third year of the departments existence and have completed some important objectives, although we feel that some objectives are ongoing. We will continue to move forward with all phases of cultural preservation efforts that we have initiated.

We are into phase III of the Menominee Oral History Project. In this phase of the project we planned to conduct 40 interviews and develop a study guide which will contain background information on each interviewee and a short summary of each tape. In all three phases of the Menominee Oral History Project we have conducted over 80 interviews with tribal elders. We have found the elders to be cooperative and willing to share their memories of the past for future use and enjoyment of tribal members. Once the tapes are copied they will be housed in the Tribal/County library for viewing. The Oral History Project was made possible through funding from the Wisconsin Humanities Committee on behalf of the National Endowment for the Humanities with matching funds from the tribe.

We are continuing to do research on the Native American Graves Protection and Repatriation Act (NAGPRA). We have received 141 summaries from museums and institutions that possess Menominee sacred objects, unassociated funerary objects and objects of cultural patrimony which was a requirement of the NAGPRA Act. We hired two tribal members as NAGPRA research assistants from a grant we received from the National Park Service. We were the only tribe in the state to receive this grant which will help us evaluate each summary and further identify each Menominee artifact now held by museums. Eventually, the tribe will be able to claim these artifacts. According to the NAGPRA, museums and institutions are required to send the tribe inventories listing human remains and associated funerary objects for future repatriation by November 15, 1995.

The department is moving forward with developing plans for a cultural museum with the help of a work group comprised of tribal and other professionals. We decided upon a size for the museum and are now doing a cost analysis for the proposed structure. After the cost analysis is completed, the department will be looking for different funding sources to build the museum.

Lastly, the department is continuing to monitor on and off reservation archaeological sites. Monitoring off reservation sites is important to the tribe because of the vast territory the tribe once occupied. The

department is developing a Cultural Resources Protection Ordinance for the protection of archaeological sites and cultural resources located on the Menominee Reservation.

HOUSING

Jerry Nunway, Director

The Housing Improvement Program is a federally funded program that is intended to serve the most needy families on the reservation. The total contract for FY-94 was \$133,603.00, with the breakdowns as follows.

Category "A" homes will remain in a substandard condition. The maximum amount allowed is \$2,500 per house. Once a home has received this amount, it (the home) can never be funded again, no matter how many different families move in and out of the home. There were **no** homes served during 1994 under this category.

Category "B" homes must become standard according to 25 CFR. We can spend up to \$20,000.00 on a home in this category. We must renovate the following; electrical, plumbing, heating and weatherization. There is no cosmetic work allowed. These funds are directed to the homeowner, not the home. A person can only be served one time under this category. This year 2 grants were awarded at \$20,000.00 each.

Category "C" Downpayments The H.I.P. program can assist families who are able to secure loans for Standard Home Purchases. The program can give up to 10% of the purchase price of the home, if needed. The applicant must meet the guidelines of the finance company. This year 2 down payment grants were awarded in this category, however one was so little the person didn't accept the grant and secured the money elsewhere. This will help her down the road with her eligibility later. A person can only be served one time under this category. The other grant was for \$3,990.00.

Category "D" New homes: One house was setup this year with the cost being the maximum allowed at \$45,000.00.

All applicants are selected according to the approved B.I.A.'s Selection Criteria.

We were only able to again, serve a few people, with their housing needs. Everyone must realize that the monies received from the B.I.A. are never going to be enough to help everyone. Applicants should continue to apply each year.

All work is sub-contracted out in accordance with the "Tribal Preference" Ordinance.

TRIBAL HOUSING

The FY-94 contract was for \$65,758.00. This program, staffed by two persons helps offset the salaries and office expenditures, allowing more money to be used for construction within the H.I.P. program.

This program helps other programs with the designs and preliminary drawings of buildings they may be constructing.

Indian Health Service Projects

This year's program was funded for \$205,330.00. This contract allows for the construction of individual wells, septic tanks and hook-ups to community sewer and water mains.

This year's program funded the following:

- A) - 15 wells at an average cost of \$1,992.00
- B) - 17 systems hooked up at an average cost of \$1,539.00
- C) - 6 standard septic/drainfields at an average cost of \$2,393.00
- D) - 4 pressure septic/drainfields at an average cost of \$6,342.00
- E) - Repairs to Keshena Forcemain \$42,560.00
- F) - Safety equipment purchase for Tribal Utility \$13,365.00
- G) - Monitoring wells Keshena \$10,834.00

In order for a person to be eligible for this program, a person must have had major renovation work done on the plumbing or the addition of extra bedrooms. The purchase of a new home (Conventional or mobile) makes the person eligible for these services.

INDIAN HEADSTART
Clara Fowler Otto, Director

The Head Start Program started the 94-95 school year by having to do our own bussing. We were informed by the bussing company that they would not contract with us on August 24, so we had to rush around and find busses and bus drivers for transporting our children. We received \$17,000 from Region 5 to purchase a used bus and are using two 66 passenger busses from Tribal School that are costing Head Start a small fortune to keep on the road. We have received an additional \$40,000 from Region 5 to purchase a new 66 passenger bus and the bid opening is scheduled to take place on November 18, 1994.

We also were approved to use \$45,000 of our carry over money from Region 5 to purchase another bus so hopefully by the end of December we'll have two new busses, which should alleviate our bus problems. The expansion of the Keshena Head Start building began on August 24, 1994. There was a delay in the construction start up due to having to reroute the water main and the electric lines. We were hoping to have this expansion completed this fall. We started the school year with three (3) teachers with a CDA (Child Development Associate Degree). Our Education Director got 14 of our teachers into going for their CDA's, as a result, eleven of our teachers have completed all the training and necessary paperwork and are just waiting for their CDA certificates.

Enrollment has increased substantially in the last two years. We presently have a waiting list of 3 and 4 year olds. We were overdrawn on our summer school budget as a result of not getting or reimbursement of \$34,102 from Menominee Indian School District. This problem has been solved. Head Start ended the year with a \$192,827.55 carry in our Base grant. We are in the process of negotiating with Region 5 to use this total amount toward payment of the Head Start expansion.

We had problems in separating the 15% administration account as this has always been a requirement that was not done in the past. We are not presently experiencing any budgeting problems as we now have substantial funding. Our base grant is \$810,167, State Supplement \$84,700, BIA grants total \$281,524,000, Challenge grant \$10,000, Quality Improvement \$20,000 and salary reimbursements from MISD \$103,493.

HEALTH COMPONENT

The Head Start Health Component goals for the school year are to assist in delivery of health services and health education to the children, staff, and families involved with Head Start and the community. The program works closely with the Health Advisory Committees which met in October and recommend in services or community needs which we plan for as outlined in our Health Plan. The Health plan is approved by the Head Start Policy Council.

Services are obtained, most of the time, from the Menominee Tribal Clinic. The Clinic recently had a pedodontist join them for nine days. This year the children had their highest completion rate for those needing extensive dental treatments. We are working on our Health Curriculum so that the children learn one health activity daily which includes safe living skills. An objective in the curriculum is to integrate health issues into the other learning concepts at Head Start.

By the middle of October all the children were screened in the following areas: vision, hearing, nutrition, physical, dental, heights and weights, immunizations. Services to correct found deficiencies will be implemented with encouragement of parent participation. We are also working on a comprehensive parent health education program with a partnership through a federally funded program with Birmingham, Alabama Head Start which will continue through the year. The staff is being serviced in health issues and techniques to gain a better understanding of disease prevention for their own utilization and for their use in the classroom.

PARENT INVOLVEMENT

The focus of Parent Involvement for the 94-95 school year is to provide more diverse opportunities for parents to be involved in their child's education and to have more input into component areas. Volunteer opportunities are listed monthly in the Head Start Newsletter. They are also sought through phone calls and notes.

Educational information for parents is provided through parent meetings, workshops and on an individual basis. New strategies to involve working parents and college students are being developed to accommodate busy family schedules. Two Child Development Screening Days will be held in November and April for children 0 - 3 years old. This screening is held in conjunction with Menominee County Human Services Birth to 3 Coordinator.

EDUCATION COMPONENT

The curriculum used in all classrooms of the Menominee Head Start Centers is the Circle Never Ends. This curriculum is a framework that reflects a philosophy relating to how we as adults and children learn. The framework includes nine units that are used in a nine month cycle.

American Indian legends are used as the center of the curriculum web because it is felt that the use of oral tradition will build good listening and speaking skills, good reading motivation, and will also transmit, in a cultural manner, traditional knowledge to our children. At least one primary legend is offered as a sample for each unit.

The framework of the curriculum is a inter-tribal setting. Therefore, inclusions representing the Menominees have been added at each unit.

The main idea of the curriculum model is that we are all unique human beings. The children's sense of identity is nurtured through a series of units beginning with a unit on change. The next unit turns to the self, which flows into the basic tribe and family unit. Once children know who they are, what relationship they share with their families and tribe, they can enjoy and participate in their communities. The next unit turns to the physical world and living world and the child's role in the small and large natural life cycles. The cycle comes around to knowledge about the local region and state of the child and finally to the wide, wide world.

Knowledge first of ourselves, then our families, tribes, physical and living world, and region allow us to develop self confidence and the ability to maintain self in the midst of change and be productive members of the wide world. These skills help children succeed in life long learning and education, and in bringing harmony and peace to the world.

The children that are in Menominee Head Start that have exceptional educational needs are included in the educational process right with all the regular education students. If the EEN student needs Speech/Language therapy they are pulled out of the classroom twice a week for 20 minutes to work in groups of 2 children on the delayed skills. Once a week they are seen in a group of 4-5 students in therapy. Any students that need occupational therapy and physical therapy are also seen individually once or twice a week.

This year the Menominee Head Start Centers have 214 children. There have been 35 referrals for special services put in this year, 21 in Keshena and 14 in Neopit. At present there are 7 children placed in Keshena and 5 children placed in Neopit in EEN services. The Menominee Indian School district is the service provider for all the evaluation services and all the provision of services once the children are placed in EEN.

SOCIAL SERVICE COMPONENT

Current enrollment at the Head Start center is at 214 with 111 children at the Keshena Head Start Center , and 86 at the Neopit Head Start. Seventeen early 5 year olds are at the Tribal School. At the beginning of the school year the developmental screening were done on the children at both centers. From the screening results, 20 referrals were made for speech and language from the Keshena Center, and 14 were made from the Neopit Center. Of the 20 referrals that were made in Keshena all but one parent have signed for further evaluation. Of the Neopit center referrals there are four left that need to be signed. If any of these children have failed either their vision or their screening, all attempts are made to have the parents obtain medical

appointments, so that we know if hearing or vision problems are a major factor in the screening results.

We have seven children on waiting lists between both the centers, and we may possibly have two Spanish speaking children enrolling soon. I had a meeting with three Head Start parents to revise my Social Services Plan, which will be submitted to the Policy Council on November 28, 1994.

I have been attending meetings at MISD with Dan Hinkfuss, Francis Tepiew, Jerilyn Grignon, and Cyndi Pyatskowitz. These meetings help smooth out the problems we have with the whole referral process with MISD.

Head Start had its Community Services Fair to help parents know all the services the Community has to offer. I have also attended the attendance meetings at MISD, for all the schools to discuss various methods and procedures in trying to keep absenteeism down in the schools.

INSURANCE

Marcia Whelan

This report will describe the activities of the Insurance Department for the period 10-01-93 to 09-30-94. The information given for the benefit plans includes the Gaming Corporation employees whose benefits are administered by this department.

LIFE/HEALTH/DISABILITY

Health and dental claims paid for the year totalled approximately \$2,249,575 up from \$2,038,229 last year. One life claim for a spouse was paid totalling \$2,011. Disability claims totalled approximately \$128,728 up from \$77,873 last year. Dental claims paid totalled approximately \$90,235 up from \$53,867 last year. Factors contributing to the increase in claims are the increase in the size of the employee group and high utilization of the benefits by employees. At the beginning of the year, there were 564 insured employees and by the end of the year, there were 656 insured employees.

The third-party administrator for the health/life/disability plan remained National Benefit Consultants whose name changed to Midwest Security Administrators because they were purchased by that insurance company.

The Tribe's health plan continued to subscribe to a preferred provider network in an effort to contain costs. The Tribe switched networks in June 1994 because of lower administration fees and better discounts offered by Associates for Health Care. The total amount saved by both networks over the last twelve months was \$104,289. Annual administration fees paid totalled \$14,280, so the net saving to the plan was \$90,008.

Work began with MTE and the County on a combined health plan/purchasing coalition for health insurance. Several meetings were held and we consulted with an employee benefit consultant out of Wausau. Presently, this project is on hold.

401k RETIREMENT PLAN

As of the last enrollment in September 1994, there were approximately 829 employees eligible for the retirement plan and of those, 431 were actually contributing to the plan. This represents a 52% participation rate which is a 7% increase over last year's rate.

Total assets of the plan as of September 30, 1994 were \$1,884,987.97.

WORKER'S COMPENSATION

120 worker's compensation claims were filed which was a decrease over last year's number of 183. Total cost of the claims was approximately \$20,003. Annual premium paid for the period 10-01-93 to 06-30-94 was \$192,506.25. The Tribe self-funded this plan 07-01-94 in an effort to contain costs and keep the premium dollars as an asset of the Tribe rather than paying them to an insurance company. The third-party administrator for the self-funded plan is Berkley Administrators, Minneapolis. Estimated annual saving in the first year is \$100,000.

PROPERTY/AUTO/LIABILITY

All property/auto/liability coverage for the Tribe renew each October 1st with the exception of Utilities, Gaming Corporation and the Supermarket. Annual premium paid for these coverage was \$87,984 which is a considerable savings over last year's premium of \$126,960. The Tribe switched insurance companies and is now insured by Continental Insurance Company which has a special insurance program for tribes. Increased competition for tribal business has helped bring rates down.

Auto claims paid for the year totalled \$10,068.10. Property/liability claims paid for the year totalled \$670.16.

INVESTMENTS

Associated Bank's trust office continued to manage the Tribe's investment portfolio. There was a lot of activity on the account this year because it was being used to pay for the construction of the Menominee Hotel. On 10-01-93, assets were \$8,432,443. On 09-30-94, assets were \$5,015,225. 77% of the portfolio was invested in fixed-income investments, 21% in equity investments and 2% in cash. The annual return for the 12-month period was 4.76%. For the past three years, the portfolio's overall return has been 7.4%.

MISCELLANEOUS

Work began on the formation of a credit union for this community. Meetings were held with credit union representatives from the State League, National Federation and CUNA Mutual Insurance Company. The chartering process takes about 12 months and an informational meeting will be held by the end of the year.

American Fundware, the new accounting/payroll/personnel system was implemented and I worked closely with Personnel and Finance in this implementation process. The system is intended to improve the processing and recordkeeping of accounting and personnel information.

BUDGET

The annual budget for the Insurance Department was \$159,960 and total expenses were approximately \$141,662. Last year's budget was \$154,212 and the increase was caused by the increased cost of audit fees, administration fees for the retirement plan and general inflation of operating expenses.

JOB TRAINING PARTNERSHIP ACT (JTPA)

Rose Cantrell, Director

The JTPA Program is committed to find employment for the unemployed, under employed, and disadvantaged workers within the boundaries of the Reservation. The number of participants is estimated to the amount of funding received. For the 1994 program year it was estimated that the program could provide employment and training for 121 people and place 21 into unsubsidized employment.

Actual numbers are: employment and training 102 individuals with 22 placed into unsubsidized employment. Funding was set at \$80,334.00 and program costs amounted to \$75,415.00. JTPA-IV is composed of the following components: Administration, Training, Community Service Employment, Work Experience, On-The-Job Training, and Supportive Services.

The JOBS Program focuses on AFDC recipients, providing help in education (GED, etc.) training (technical college, etc.) work search (resume writing, interview techniques, etc.) and supportive services (child care, uniforms, etc.). JTPA/JOBS has contracted out the above services to the Menominee County Human Services Department along with the case management. JTPA/JOBS administers the funding which this year totalled \$121,842.00. The amount spent on services was \$120,414.00. 200 clients received services this year.

The JTPA-SUMMER YOUTH Program ran for 8 weeks this summer. The School to Work Transition continues to be a integral part of the program in conjunction with the high school. Educational Enhancement, a 2 week program put on by Job Service was an introduction to the world of work. Summer Youth workers from Bowler, Shawano, Tigerton, and Bonduel were bussed in to participate, and promote goodwill. Work hours were extended from 4 per day to 7 per day. Total enrollment was 30 and 24 completing and 1 placement. Total funding level was \$66,243. and funds expended were \$55,788.00

The Tribal After School Program, funded by the Tribal Legislature in the amount of \$30,000.00. Work is provided to 14 to 18 years old high school students. Students are allowed 10 hours per week, this employment is tax free. To prevent transportation problems students are placed in their communities. Total employment for the year was 59 students. Stipend payments amounted to \$29,955.00.

JOM
James Reiter, Director

ADMINISTRATION

The Menominee Johnson O'Malley Program provided a total of 22,749 service units in the supplemental services programs and 173 service units in Parental Costs or financial assistance program. Total service units provided are 22,922 for F.Y. 94. This is an increase of 6849 students served than in F.Y. 93. In F.Y. 94 our Annual Headcount was 1,460 students, and out of these students at least 1,225 students can be documented as using or receiving some sort of service from the Johnson O'Malley Office. Our program is operated on three (3) main goals: the Bureau of Indian Affairs as stated in P.L. 93-638, the Tribal Goal and our own JOM office goal. They are as follows:

The main goal as stated by the Bureau of Indian Affairs P.L. 93-638 is "To meet the specialized and unique educational needs of Indian students attending Public Schools on or near the Menominee Indian Reservation, who are three (3) years of age through grade 12 and have one-quarter (1/4) or more Indian blood".

Our main Tribal goal throughout the year is "To improve the median educational level of the Menominee people from 9.2 years to 11.9 years by offering programs that are supplemental to regular public educational programs and by providing financial assistance to those students who are unable to meet the extra incurred costs of obtaining a full educational experience in the system".

The goal of the Menominee JOM Office is "To provide the educational services that will have the maximum number of eligible participants." We will continue in F.Y. '94 to find ways of expanding the service unit output to the Menominee Community, and looking into new ideas in dealing with the findings of our needs assessment.

In Administration we spent \$103,566 in Fiscal Years 1993/94 in cumulative expenses.

PARENTAL COST

By providing additional financial assistance for those students in need of the parental cost program allows these same students the opportunity to participate in the total school program as other Indian and non-Indian students do. The number of students served are 173 service units in the areas of: musical instruments, supplies, senior pictures (1/2) or less than \$45.00 and other extra-curricular needs. The 173 students served represents 8 less than projected.

In Fiscal Years 1993/94 we spent \$6,413.69 in cumulative expenses.

CAREER EXPLORATION

The main objective is to expose Indian High School Students to opportunities and expectations in the world of careers and work. During the academic school year we continued purchasing career units and providing use of the Wisconsin Information Career Network with the Menominee Indian School District and the Higher Education Department. We also had a joint effort in putting on our Annual Career Day in which all the Jr/Sr High School Students attended. Another highlight of F.Y. '94 was a cooperative effort by JOM and the University of Wisconsin Stevens Point in providing the Wisconsin Indian Youth Conference at the University of Wisconsin Stevens Point. During the summer we provided an in-house orientation followed by an eight week summer work program. The total service units provided by our Career Exploration program was 715. This number was 185 less service units than projected.

In Fiscal Years 1993/94 we spent \$34,165.52 in cumulative expenses.

COMMUNITY RESOURCE CENTERS

The Community Resource Centers are one of the most successful projects in the Johnson O'Malley Programs. We have centers in Keshena (1724 service units), Keshena Youth Center (4510 service units), South Branch (373 service units) and Neopit Tribal School (1300 service units). These centers meet our objective of providing a place where students of all ages can come and study and complete required homework in a controlled study environment. Special programs coordinated with the different communities are held in the centers such as movies, tutoring services, arts & crafts, theater and holiday events. A total of 7,907 service units were provided in F.Y. '94. This represents an increase of 3,107 students over our projection. The South Branch Resource Center is closed in the summer months. We don't have enough money to operate all year as we have had in the past years. Also we encountered personnel problems and Zoar and Neopit Centers were closed for part in F.Y. 94. In the new fiscal year we will open them again.

In Fiscal Years 1993/94 we spent \$29,180.61 in cumulative expenses.

POSITIVE YOUTH DEVELOPMENT

In fiscal year the Positive Youth Development program provided 14,127 service units to Indian students, this figure is 9327 more the projected number we planned to serve. This component is made up of the Parent/Student/Community Development/Recreation Programs. In the P.Y.D. Program service units are provided by various community gatherings especially during the holiday seasons. Also included are dances, use of the activity room, fitness room, library, arts & crafts, trips, after school programs, youth olympics, workshops, speakers and major community events. The highlight of the year was the continuation of all our programs and more developing of youth programs in the youth center. This project uses the P.Y.D. concepts of allowing the students a voice in the programs offered to them. The program is based in the new youth center and concentrates on Anti Drug & Alcohol prevention programs as well as total wellness in our students. We will be working with the schools and other community programs to reallocate our resources to better serve the youth.

In Fiscal Years 1993/94 we spent \$34,165.52 in cumulative expenses.

JOHNSON O'MALLEY COMMITTEE

Regular and special meetings were conducted throughout the year as per the JOM regulation.

In Fiscal Years 1993/94 we spent \$1,460.90 in cumulative expenses.

MENOMINEE JOM/CULTURE PROGRAM

In F.Y. 94 we met our goal of providing a program that will give our Menominee students increased awareness to cultural activity projects, self discipline, self esteem and an overall better understanding of our community. Initially when we started the project we were just based out of the Menominee Recreation Center but as the demand grew so did our program. The program was expanded into the four communities on the Menominee Reservation. Our instructor went to South Branch Fire Station, Zoar Fire Station, Neopit Recreation Center, Neopit Tribal School and the Menominee Youth Center in Keshena.

In F.Y. 94 we served 7,718 students in the various communities. We averaged 643 students per month for instructions. In F.Y. 94 we provided 4,344 more service units than F.Y. 93. Some of the students attended youth conferences and pow-wows throughout the state and upper Michigan during the summer months. Some of the students participated in leatherwork, painting, pottery, beading, drawing and sketching and the making of pow-wow accessories for the Menominee and other statewide pow-wows. We sponsored dancing and singing in some of the areas that requested it. We also purchased some videos and copied others and are being used in the schools. We purchased computer programs and software and have combined interest by the students in art and music. We combined JOM/Arts & Craft Culture monies with our Community Resource Centers and were able to provide more services for the Menominee Youth and Community.

In F.Y. '94 we spent \$37,478.89 in our JOM/Culture budget and returned \$20,000 plus back to the Tribal Budget. In a year of reduced budget we combined with other program sources and were able to cut back some of our expenditures.

MENOMINEE JOM/TRIBAL DONATION FUND

In F.Y. 94 the JOM/Tribal Donation Fund assisted 38 students. We spent all of the \$5,000 dollars allocated by the Menominee Tribal Legislature to provide this service. Our goal was to provide as much assistance to our students up to \$200.00 per student. This means we could provide services to 25 students. We exceeded our goal and stretched our services to meet the extra educational and academic needs of our students.

Some of the needs of our students that were met this fiscal year include attending various camps, Wings participation, AISES, science fairs, music tour, travel back and forth from schools in other states for funerals, graduation and etc. All in all this is a very good program that meets one of the needs of our community.

WEATHERIZATION

In the Menominee Weatherization Program we spent \$18,936.66 in DOE and \$9,141.70 in LEAP and weatherized 8 housing units. In the 8 housing units, 8 homes were owned and 0 were rental units. Also in the 8 completions 3 were elderly, 2 handicapped, and 8 homes were on the high energy list. Elderly and handicapped remain a high priority for the Menominee Tribe in the Weatherization program. I feel the weatherization program met the production goals of the State contract per the number of completions we could accomplish for the money spent.

The Weatherization Program is contracted through the State and the Department of Energy in Weatherization. Eligibility for the Weatherization program is 150% of the poverty level and has the same eligibility requirements as the low income fuel assistance that is administered by the County. If you receive fuel assistance you are automatically eligible for weatherization services from the Tribe. All you have to do is fill out a supplemental, one page form in the weatherization office located in the Youth Center.

The weatherization program employs 1 1/4 people to carry out the contract. The staff consists of 1/4 director and 1 crew leader/worker. The major problem we faced in F.Y. '93 was lack of quality workers and applicants to work in the Weatherization Program. Being a very small program with limited funding we cannot pay competitive wages to anyone looking for work. I feel it was time to enter into the new era of Tribal Weatherization and use the large agencies for completions of the housing units

Training

Training and related money was used in F.Y. 93 to attend the Annual Energy Services Conference and W.O.W. meetings. Director also visited agencies seeking help on reporting problems.

LAW ENFORCEMENT

Kenneth "Paddo" Fish, Tribal Police Chief

The main goal was to provide law enforcement and detention services to the residents of the Menominee Indian Reservation. Other objectives were to further provide child abuse and neglect education services. These were achieved by providing 24 hours a day, seven days a week service. These were provided in accordance with the defined authority, procedures and guidelines contained in the Menominee Tribal Law and Order Code, Menominee Constitution, Title 18 USCA, 25 CFR, court decisions and other applicable rules and regulations, ordinances and statutes.

Accomplishments were:

Incident Report		
Total reports	13,346	(+612)
Adults	10,497	(+1,183)
Juveniles	1,613	(-338)
Postings	863	(-99)
Incarcerations (per day) Total	12,122	
Tribal Prisoners	7,714	
Boarders	4,408	
Average prisoners per day	12	
Citations Total issued	1,810	(+707)

The Tribal Police Department received monies from the Bureau of Indian Affairs for the Menominee D.A.R.E. (Drug Abuse Resistance Education) Program totaling \$5,500. Officer Dodge has been instructing classes for the fifth grade students in the school district and the Tribal School for 6 years, Educational materials were purchased along with t-shirts and various other D.A.R.E. supplies.

The Tribal Jail continued to house prisoners from Shawano county throughout the year, with a decline in August and September, due to Shawano's opening their new jail addition. Projected revenues were decreased substantially which caused a financial burden to the Jail Budget. The department has since sent out information to the counties notifying them of available bed space.

The Tribal Jail encountered financial problems during the year. This was attributed to a reduction in income and the housing of juveniles who were being sentenced to the Tribal Jail for periods of 10-20 days. These types of sentencing were not previously done and did cause a financial burden to the jail, because additional staff were needed, separate from the regular jail staff. Additional monies were allotted by the Tribal Legislature to finish out the fiscal year.

In June the department requested additional monies from the Tribal Legislature to be able to hire additional officers to ride during the night shifts. The reason for this request, was due to the fact that officers who were being sent to the bars, or large gatherings were outnumbered and officers were put in jeopardy of their safety. An additional 5 officers were hired to ride with the regular full time officers. As a result officers were afforded more respect when answering these calls.

C.A.R.E. (Coordinated Accident Reduction Effort)

A grant was received from the Department of Transportation, State Highways Safety program. This was done during the last week of July through September 17, 1994. This grant implemented to reduce the risk of accidents through the enforcement of speeding, seatbelt use and O.W.I. prevention by the set, route specified by the State. The State designated the routes of HWY's 47 and 55 and Hwy 55 to the line.

EMERGENCY TRANSPORTS

During the fiscal year, the Tribal Police Department did 131 transports. The transports were to the various facilities in the State. These placements were all made by Menominee County Human Services personnel. The transport covered, emergency commitments for alcohol and drug, secure detention placements, and doctor appointments. Personnel used in these transports, were mainly off duty personnel, but at times, on duty personnel had been utilized. One of the main concerns that officers had in regards to doing the transports was the low hourly rate of pay, which was \$6.00 an hour. The mileage is reimbursed at the rate of 25 cents per mile. There is a need to negotiate the contract to contain more specifics and if possible increase in the rate of pay.

DEPARTMENT OF JUSTICE

In the latter part of the fiscal year, the Tribal Police Department was able to acquire funding from the Department of Justice for the purpose of creating better harmony between it and the communities. The position of Law Enforcement community organizer was established to meet with all the communities of the Reservation to establish this task.

LEGISLATIVE STAFF SERVICES

Royal Warrington

The Legislative Staff Services office came aboard midway through this past fiscal year, with a staff of two people and a budget of \$41,000. Legislative Staff Services is a direct support unit of the Menominee Tribal Legislature. It is within the executive branch and under direct supervision of the office of the Tribal Chairman.

Our duties consist of: taking on special projects assigned to our office from the Legislature as a body, develop plans to provide direct support staff for the tribal committee level, provide direct support services to individual members of the Legislature in their duties as committee chairmen, develop orientation handbooks

for new members of the Legislature, develop handbooks for the clerical staff of the 6 main committees, and develop central reference library of information for appropriate units of government.

One major special project accomplishment was to study and recommend the establishment and enactment of a Tribal Room Tax at the new Menominee Nation Hotel complex. This 5% tax will generate an additional estimated revenue of over \$100,000 a year for Tribal Government. We also worked to stimulate an overall review of utilities taxation on the reservation, this project is ongoing at the present time.

Work was initiated to develop a handbook for use by newer members of the Legislature to assist them in the orientation to the tribal government, both administrative and overall tribal issues and business.

We started work to form and maintain a centralized library. This library will be used to study and serve as an independent source of information within the Tribal Government. By coordinating the flow of information we will be able to assist the Legislature or any committee in its deliberations or area of work.

LIBRARY

Sally Kitson, Director

In 1994 the Menominee Tribal/County Library went into its third year. While some of the programs stayed the same, others changed. It was during this year that the library set new policies, improved on existing events and zoomed further into the computer age. All and all strides were made to bring the community better library services.

January came in with the library looking at a possible merging as the library for the College of the Menominee Nation. Discussions, meetings and conferences were attended to investigate the possibilities of this action. There is no indication that this would diminish the role that the library takes in providing services for the general population. Rather, library services would be enhanced with program development aimed towards a student population that is rapidly growing. As of the writing of this report the necessary procedures for completion of this are still in progress but moving along as quickly as possible.

In May the library presented the First Annual Native American Arts Festival. The site of the event was the Menominee Logging Camp Museum, picked for its natural beauty and rustic surroundings. The day provided Native American artists in the area a chance to show their talents and sell their wares while the museum staff held tours. There was one major problem which had not been anticipated. That was the one of parking. The museum grounds was overwhelmed with cars and the situation only went from bad to worse as more people arrived. We hope that this does not deter anyone from attending in the future as the library staff has decided to try it again next year at the museum and is looking into ways of relieving the parking problem. Other than that the festival was considered a successful event. Meetings will be held starting in December to initiate an Native American Arts Council and to start making plans for the next festival. Everyone is welcome.

One bad piece of news came when it was learned that the grant application for a bookmobile program was not accepted. These grants are competitive and are submitted every year by the library director to the Department of Education. This came as a hard blow to the library staff and board as they realize that there are many areas on the Reservation where people need a library program designed to bring services closer to their locale.

The summer reading program was organized and held once again by our resident tutor/librarian, Francis Walker. There was a weekly activity for the children which included a trip to a creek where they were able to examine the different habitats in the area. The summer program was capped off by a trip to the hands-on learning museum in Appleton. The library along with the Menominee Indian School District also sponsored a science presentation by Mr. Wizard.

Finally, the fees for overdue material was raised as of October 1. Hours were changed from last year due to high attendance during some time slots and low attendance during others. Also, a new procedure for acquiring a library card was initiated. The cost of the card is still the same, zero for the first one and \$1 for any replacements if lost.

The staff and Board at the Menominee Tribal/County library would like to thank all the patrons, users, borrowers, contributors, helpers, well-wishers for making reading and the library a "growing concern" in the community throughout the past year.

LICENSING AND PERMIT DEPARTMENT

Yvette Snow, Director

STATISTICAL SECTION

THE CURRENT TRANSACTIONS FOR THE LICENSING AND PERMIT DEPARTMENT FOR THE PAST YEAR.

LIST	YEAR
TITLE FEE	1402
LIEN	397
REPLACEMENT TITLES	46
TIRE WASTE	52
PLATE TRANSFERS	519
TAX EXEMPT CARDS	477
HUNTING/FISHING I.D. CARD	363
FISHING LICENSE	176
HUNTING LICENSE	141
DOG TAG LICENSE	13
ISSUANCE OF FOOD HANDLING PERMITS	42
ISSUANCE OF FIREWORKS PERMITS	11
ISSUANCE OF BINGO INSTANT GAME WINNERS PERMITS	4
ISSUANCE TO CONDUCT BINGO OPERATION	3
ISSUANCE TO CONDUCT VIDEO BINGO/GAMES	1
ISSUANCE OF TOBACCO PERMITS	21
ISSUANCE OF CONSTRUCTION PERMITS	117
ISSUANCE OF SOLID WASTE DECALS	473
ISSUANCE OF RECYCLE DECALS	110
ISSUANCE OF RAFTING PERMIT	2
ISSUANCE OF MINNOWING PERMIT	2

THE LICENSING AND PERMIT DEPARTMENT ISSUED 2,357 automobile plates, 818 truck plates, 84 municipal plates, 34 motorcycle plates, 14 mobilehome/motorhome plates , 85 veteran plates, 20 trailer plates, 85 handicap plates, 1 veteran handicap plate, 22 disabled cards.

Total revenue for FY' 94 \$90,397.26.

The Licensing and Permit Department served 5,526 clients for FY 94.

NARRATIVE SECTION

The Menominee Motor Vehicle (MV) Department has been successfully operating for fourteen years. At one time the MV department was responsible for only motor vehicle registrations, however, throughout the years there were additional duties received within the MV department i.e., hunting, fishing, food, construction, minnowing, tobacco, fireworks, instant bingo winners, bingo operation, video machines, rafting, solid waste and recycle decals, identification and tax exempt cards for compliance with ordinances on the Menominee Indian Reservation. The name "Motor Vehicle" doesn't identify the additional duties for license and permits. This department proposed to the Legislature a change in the Department's name from Motor Vehicle to "**License and Permit Department**". This request was granted.

Some of the notable occurrences that transpired throughout the year.

On October 1993, there was an increase on Solid Waste decals to be \$5.00 and Recycle decals to be \$2.00.

On November 1993, we contacted Mr. Dave Williamson, Wisconsin Auto & Truck Association (WDOT) to have an article place on his newsline for circulation to the dealers throughout Wisconsin, to inform them of our MV procedures for the Menominee Indian Tribe.

February 1994, the Licensing and Permit department purchased laser cards to cut the cost from purchases made from printing shop.

March 1994, we received an Legislature Update from Madison that a bill was passed giving Tribal Governments the authority to establish licensing programs for snowmobiles, boats, and other recreational vehicles owned by residents of the reservation.

April 1994, the issue on non-point pollution was brought to our attention as to why we pay the environmental surcharge and never receive any monies back from the State. Well, this concern was brought to the attention of WDOT and it was agreed upon that we the Tribe will no longer have to charge customers for titles if they are exchanging from State plates to Menominee Nation Plates, to help accommodate some needs on the non-point pollution fees.

June 30, 1994, a new software program was purchased for the registration of vehicles.

July 1994, the new design for the license plate was selected, we will start the transferring of plates the beginning of December 1994. This will be a large tasks for our department.

The Licensing and Permit Department still continues to work in conjunction with the other tribal departments (Financial, Tax Commissioner, Enrollment, and Community Development) as well as other departments off the reservation like the Wisconsin Department of Transportation. The relationship with the State of Wisconsin is very good, however, the Licensing and Permit Department is always looking for more areas to advance in, for the future of the Tribe.

LOAN FUND

Tom Litzow, Director

The staff of the Menominee Loan Department manages three loan funds: the Menominee Loan Fund, the Menominee Revolving Loan Fund, and the CDBG/HUD Revolving Loan Fund. The office staff includes the Credit Officer, Assistant Credit Officer, two book-keepers, and a receptionist. The office is open to serve eligible members of the Menominee Indian Tribe of Wisconsin from 8:00 a.m. to 4:30 p.m., Mondays through Fridays.

MENOMINEE LOAN FUND

The Menominee Loan Fund provides a means for eligible members to obtain financing for personal items and purposes. During the 1994 fiscal year ended September 30, 1994, 1,626 new loans were approved and processed from this fund to eligible members for a total amount of \$1,020,968.32. As of the end of the fiscal year there were 1,436 loans outstanding with a total principal balance of \$1,046,613.51.

MENOMINEE REVOLVING LOAN FUND

The Menominee Revolving Loan Fund provides a means for eligible Indians and Indian partnerships to obtain financing for business purposes. The Credit Officer also provides technical assistance to individual Indians and Indian partnerships in obtaining financing from the same sources that serve other citizens. All applications from this fund must be for a business located within the exterior boundaries of the Menominee Reservation. During the Fiscal year ended September 30, 1994, there were 14 new loan packages approved and processed through this fund for a total credit of \$368,254.70. At the close of the fiscal year there were 27 business loans outstanding in the aggregate amount of \$531,978.92.

CDBG/HUD REVOLVING LOAN FUND

The CDBG/HUD Revolving Loan Fund provides a means for eligible members to obtain financing for repairs and renovations to their place of residence. 21 new loans were approved and processed through this fund during fiscal year 1994 for a total amount of \$88,225. As of the close of the fiscal year there were 73 loans outstanding under this program for a total amount of \$193,857.74.

LOGGING MUSEUM

Wayne Martin, Director

The artifact collection at the Menominee Logging Camp Museum has been rated as the largest and finest in the U.S. and Canada. Estimates by antique dealers and collectors from these two countries have established a value amount of between 2½ and 3 million dollars. Fortunately, because artifacts and antiques do not depreciate, the value will only increase as the years pass. However, an unfortunate fact is that since bus companies are focusing more on casino and bingo promotions, museum tours have been reduced by almost 30%. Most of the tours that do visit are from schools and are more numerous than those which feature comfort in the large air-conditioned travel busses. The museum staff has worked to promote the museum by periodicals and state vacation guides and with events and activities.

In the spring of this year the museum grounds was the location of the First Annual Native American Arts Fair held by the Menominee Tribal Library. Many visitors came to view and purchase Native American made art pieces and listen to Menominee artists while being able to enjoy museum tours as well. The library staff has asked that we host them again for future art fairs. It is their belief that the rustic and natural beauty of the museum grounds only serves to heighten the experience that visitors enjoy at the event.

In September the museum director and staff attended Farm Progress Days. The response from those stopping at the museum booth was immediate and quite positive with tours being booked from several enthusiastic visitors. We are anticipating more tours being scheduled with our continued participation in the event held yearly in Columbia county. This and our booth which is set up at the Indian Summer Festival every year seems to be a crowd favorite and has become an essential element in our attempt to promote the museum on a wider basis.

In progress is the renovation of our highway signs along with the raising of some new ones. There is a possibility of a billboard being erected east of Shawano on Highway 29. The sign will be 16 ft X 8 ft and will be visible to those travelers heading west down Lime Kiln Hill. It is anticipated that this will add to the tourist participation considerably.

Because tours had to be shortened due to natural wear and tear on the buildings, structure repair and maintenance became a priority. As of this report, the construction of supports and replacement of floors in the two main buildings is almost complete. Items which had to be removed to complete the project should be back in place by the end of mid-December. Plans are in the making to refurbish the other buildings where needed within the next couple of years as these buildings and the artifacts they house must be properly cared for in order to preserve a valuable resource of Menominee history. Remember, this museum serves as a great asset and a positive attraction that the people of the Menominee nation can be very proud of.

MAEHNOWESEKIYAH TREATMENT CENTER

Sylvia Wilber, Director

ADMINISTRATION

Maehnowesekiyah receives federal, state, tribal, and self generated income. Reports must be provided to each funding source, delineating our accomplishments. Accomplishments must reflect on our established goals and objectives for the specific program(s). Our programs are designed to be a holistic blend of services which address not only the areas of chemical abuse, but all areas of an individual's life namely: the physical, emotional, social, and spiritual areas. We include the family because substance abuse not only affects the primary abuser, it touches everyone in the circle of friends, family, and community.

Funding Resources: Maehnowesekiyah's operating budget for FY 1994 was \$2,296,962.99. The tribe contributed nearly 1/4 of the total budget. Nearly 1/2 of our funds were received from federal grants consisting of seven (7) different sources. Maehnowesekiyah generated \$343,186.73 in income from services provided. This amount was put back into service programs. The amount of state grant funds received amounted to about 11% of our total budget. The listing of each is provided in the tables at the end of this narrative section.

Dedication: During this fiscal year Maehnowesekiyah experienced much progress and very memorable times

to reflect on and enjoy. In March we moved into our very beautiful new administrative and therapy building. The dedication for this facility was held in May. We welcomed over three hundred community members, service providers, other tribal representatives, and funding agencies both state and federal to share our excitement. Attendees toured the offices, ate a delicious meal and listened to several guest speakers provide some history on Maehnowesekiyah and provide hope for the future. It was a very joyous and special occasion for our treatment staff and clients. The event also demonstrated the visionary wisdom which our tribal legislature possesses. The warm friendly atmosphere was evident and catching for all who was present. The new facility was dedicated to Millie Butler, who was Maehnowesekiyah's first certified Menominee alcohol and drug counselor at the agency.

National Accreditation: Another eventful and progressive accomplishment of Maehnowesekiyah was receiving the three year accreditation of quality services from the Commission on Accreditation of Rehabilitation Facilities(CARF). This national nonprofit organization cited the "high standards of performance" in achievement of this award. The CARF surveyors recognized that the Socio-Economic Committee is a well versed and active participant in our operations, and that we effectively use evaluated information from program staff and participants in implementing new programs and services.

Community Survey: In 1991 Maehnowesekiyah conducted a baseline survey to assess delivery of AODA related services to Menominee County/Reservation residents. A follow-up survey was completed two years later. Survey responses were analyzed by the University of Wisconsin Madison, Center for Health Policy and Program Evaluation. Fourteen area organizations, with the same organizations represented at both baseline and follow-up interviews were conducted. Ten of the people interviewed at baseline in the late summer of 1991 were also available at follow-up in the autumn of 1993. Substance abuse was clearly viewed as a very serious problem in our community by participants. At follow-up, Maehnowesekiyah became the definite leader as system referral provider, and was the most active referral recipient as well. Maehnowesekiyah emerged as the referral conduit of the service delivery system--both dispersing referrals to all day service providers and receiving referrals from all respondent agencies. While no agency within the service delivery system has received a formal mandate to lead, it is clear that other actors in the system look to Maehnowesekiyah for leadership and AODA expertise and knowledge.

Maehnowesekiyah participated in two national surveys this fiscal year as well. One was the Center For Substance Abuse Treatment (CSAT) national demonstration project for the pregnant post partum women's program. The other was the National Treatment Improvement Evaluation Study (NTIES) which covered both the co-ed long term residential and the ambulatory outpatient program.

Staff Development Training: This specially designed educational program completed very successfully its third year of operation. Design of the fourth year included training sessions conducted by experienced staff as well as professional trainers for the more advanced training areas. The courses offered received credits from the Wisconsin Certification Board for counselor certification.

Networking and Linkages: Treatment enhancement was made possible through development of two very important linkages created during this year. Maehnowesekiyah has contracted with two medical doctors who solely practice in the field of addiction medicines. They are Doctor David Benzer,O.D. and Doctor Michael Goldstone M.D. from Addictive Disease, Medical Consultants, S.C. This addition to our existing services is extremely beneficial to our agency and the community we serve. The consultants come two days per month to our agency. They conduct patient staffing, provide training, evaluate patients and prescribe needed medications and nutritional recommendations to our clients. Maehnowesekiyah has also teamed up with WINGS which is the Wisconsin Indian Network for Genetic Services. The primary purpose of WINGS is to identify, evaluate, and find services for American Indian Children with special health care needs and their families living on the eleven federally recognized reservation in Wisconsin. Joining Maehnowesekiyah in this project to improve the quality of services are Menominee Tribal School and Menominee Headstart. This service will provide us the ability to diagnose children and obtain needed services for them.

Our training, educational, and awareness services continue to be provided to those community programs and business that request them. We design a program to meet the identified needs of the agency served. We enjoy conducting these prevention measures and look forward to more such activities. Two National Grantee meetings, speaking opportunities and the regular inspections and monitoring sessions were conducted by

funding sources and certifying agencies at various times during the year. The director was a speaker at the 4th annual national Peri-Natal Conference, and the National Conference of Social Workers. She spoke on the special treatment issues relating to and faced by Native Americans.

Participant Follow Up Program: As a part of the treatment center goal to provide the best quality of care possible to those who participate in our treatment programs, we developed with the University of Wisconsin Madison a system of tracking and analyzing participant follow up data. This follow up component is used for clients who have been discharged either successfully or unsuccessfully from our main treatment programs (residential, outpatient, day treatment). Clients who have been discharged are randomly selected by our computer system to receive a follow up survey. Up to 30 surveys a month are mailed to clients who have been discharged for a three or twelve month period. We have had approximately 29% return rate of these surveys, which is considered an excellent rate of response by mail survey standards. Clients answer confidential questions about their living situation, source of income, legal involvement, employment and other personal information which has occurred since their discharge. Clients are also questioned about their drug and alcohol use since discharge as well as their satisfaction with the services provided to them by Maehnowesekiyah. Currently our statistics show that 64% our clients surveyed have refrained from the use of alcohol within 3 months of discharge. After 12 months of having been discharged from our programs 40% remain free from the use of alcohol. Similarly, 82% of clients surveyed have not used drugs within 3 months of discharge. After 12 months of discharge 80% remain free from drug use! After 12 months of discharge 20% of the clients surveyed say Maehnowesekiyah provided no help with their substance abuse problem, 20% say Maehnowesekiyah was of some help, and 40% report that Maehnowesekiyah was lots of help. Similarly, 20% of the clients surveyed report being quite dissatisfied with the service they received at Maehnowesekiyah, 40% were mostly satisfied, and 40% were very satisfied. The results of these surveys are reviewed regularly and are used to continually improve the treatment services we provided here.

SCHOOL INVOLVEMENT

Tribal School AODA Education: Maehnowesekiyah provides services to local schools in the areas of AODA education, prevention, and intervention. The Tribal School's Kindergarten through eight grades are visited weekly where a planned program relating to an established monthly theme is presented.

Intervention Programs: The school intervention program is conducted in both the Tribal as well as the district schools. Students participate in education groups, two times per week. Students are referred in several ways, teacher, school guidance counselor, students themselves, or a parent. Groups for this component are based on experiential learning and group participation. The students are given an opportunity to interact with each other in ways they may not be able to in the classroom. Students do role plays and other learning activities which are fun. Our major goal in this component is to assist the student to succeed in school and community. Our program is designed to help address problem areas the students are faced with and which prevent them from succeeding.

RETREATS

The family retreats continue to be a part of our services offered and attended by participants. Our agency responded to community members and institutions by offering other retreats which included a boys and girls retreat for the middle school students at tribal school and a retreat for the school children and their parents. The purpose of these events is to improve opportunities for students to be successful in school and community life. A couple's retreat, men's retreat, elders retreat and women's retreat was also held. Those who attended expressed very positive feedback as to the insight and inner self gain and personal bonding and growth each felt as a result of attending. Our intent is to continue this component in future years.

RESIDENTIAL TREATMENT PROGRAMS

Pregnant Post Partum Women's Program: This program accepted its first resident in January 1994 and completed its first year in a very positive fashion. We have served a total of eight women and twenty three of their children in residential treatment and child care services. Skills of daily living which include budgeting, education, nutrition, cooking, job skills, child nurturing, and overall planning are worked on in this program. CSAT was impressed with the content of our programs and chose to increase our funding to enable us to reach 20 women with children who are experiencing problems with addiction. Presently we are renovating our old administrative office buildings to be able to house the women. Included in the renovation plans are two-two bedroom apartment complexes where women, completing the program, will live independently while

continuing to receive support services from our agency in a safe environment. A total of 2,978 service days for this program in fiscal year 1994 was provided. This program is certainly a very needed program for our community and is a splendid example of Indian values and tradition with children being enriched and nurtured by very caring mothers in the true sense of love and positive care.

CO-ED Residential Program: The residential program continued to operate on its established 12 week schedule. Seventy three (73) clients were served in this program. This is an increase of 8.22% over last year. The average monthly client load was 17.41 persons during the fiscal year. 1409 group activities were held and a total of 4,654 service days were provided. Referrals came from (4) Menominee County Human Services, (17) Wisconsin Probation and Parole, (11) Federal Bureau of Prisons, (3) Federal Court, (2) Federal Probation and Parole, (2) EAP, (7) Tribal Probation, (17) Self, (9) Other. Topics included 12 step work, relapse prevention relationships, health education, cultural/spiritual, recreational, and therapy groups. Our program is holistic in content touching all aspects of the client's life which naturally involves family.

Community Corrections Center/Federal Bureau of Prisons: Maehnowesekiyah serves as a Community Correction Center for the Federal Bureau of Prisons. Individuals who are referred to a CCC program are being transitioned back into the community because they have virtually completed their prison time assigned by the court system. Our agency is provided the opportunity to determine whether the individual referred is appropriate for our facility before we accept the client. A part of the service is to for our staff to participate in annual training offered by the FOB. Also we are monitored and inspected to assure that our facility maintains the safety standards set by the federal government. A total of 11 federal bureau of prison residents were served this fiscal year. Three residents were direct referrals from the federal court. Two (2) were referred by federal probation and parole.

Wisconsin Probation and Parole: Our relationship with the state probation and parole office is very positive. Seventeen (17) of our residents were involved with this agency. Our agencies work together to assist the residents in changing behaviors and to address the problems which caused them to enter the justice system.

In most cases results are very positive. Most often residents come to us to get out of going to jail. Through the efforts of the probation agent and our counseling staff, many are reached and begin to earnestly work on issues which improve behaviors and get the individual started in a positive direction.

OUTPATIENT TREATMENT PROGRAMS

Primary Day Treatment: This program served seventy one (71) clients who did not require a more intense therapy program provided through our residential services. In order to be more accessible to those who could not attend in the morning, we expanded our services and offer a morning and evening session. The program is conducted Monday through Thursday, three hours per day. Intakes and assessments are completed on the clients. The treatment program is individualized to meet the special needs of the individual.

Aftercare/Education: These groups continue to meet twice each week, with one group scheduled for two afternoons and the other for the evenings. After evaluating the combination of people attending groups, a decision was made to formulate a new group which would assist those clients who have completed a more intense treatment program and needed support in maintaining and strengthening their recovery. This group will serve extended recovery, or education needs regarding chemical use issues. Eighty three (83) clients were served in this component. All outpatient therapy groups along with the AODA curriculum, includes guest lecturers on health education, cultural/spiritual awareness, and utilize community sponsored AODA speakers and events as they are available

Adolescent Aftercare: This program continues to grow. Due to our extensive involvement in the school system in other areas, we receive more referrals. Groups and individual therapy sessions are held. Family involvement is a part of this program. Youth are encouraged to become involved in other positive aspects of services offered through our agency. Regular staffings are completed on clients. Emphasis is on motivating youth to change behaviors and be more positive in actions. Encouragement is provided on positive issues and assistance with problem areas. Topics include anger management, self esteem, peer pressure, communication, assertiveness, decision making, feelings and health and nutrition. Thirty seven (37) youth were served in this program.

In Home Family Based/Parenting: This is a two fold program. The counselor goes into the homes and has responded to many crisis situations. Clients are assisted with the immediate problem and then referred to a program where issues can be dealt with and families worked with to overcome difficulties. One hundred and forty (140) individuals benefitted from this service.

Parenting I and Parenting II are the other components to the program. Parents are enrolled either by choice or referred as a part of their overall treatment plan or are ordered by the court to attend classed. The session in the Parenting I curriculum are 14 weeks long. Cultural components to parenting were added to our existing curriculum and have been well received. Child care and transportation are provided for individuals who need the assistance. Parenting II is a more advanced class and clients are encouraged to continue on to this unit. Both are very helpful in raising children in a positive manner.

CoDependency: Codependency groups have been working on alcoholic and other dysfunctional family issues that effect many of us and our children. We try to understand how we came to be who we are today. We talk about how without warm supportive nurturing as a child, we do not understand boundary issues. Some of us have learned how to be survivors within our families. In our attempt to live more enriching lifestyles we work on understanding negative behaviors and improve positive behaviors. It is a fun and helpful group to those who allow themselves to understand.

Domestic Violence: This program is patterned after the Duluth model and is managed by the Family therapist. The program has been restructured to include a two hour session for men and women. The first hour is educational with both groups together. The second hour deals with gender specific issues in separate groups. The program is open ended and provides excellent opportunities for positive changes in one's life. 216 individuals participated in the program this fiscal year.

Emergency Shelter/Transitional Housing: The two units leased from the Menominee Tribal Housing Authority continue to be a very beneficial part of our services. Individuals who are without housing are served if they are willing to address some of the problems which led them to the position they are in. For the most part individuals are willing to work on their issues. Fifty seven individuals were served, thirty five children and twenty two adults. In addition our agency is working with the Tribal Housing Authority to gain access to low rental housing or other assistance for clients who have completed treatment. Clients have worked on problems which in the past made them poor tenants.

AODA PREVENTION PROGRAMS

Prevention Department: This department consists of two programs both serving youth and geared at prevention goals and activities. It is hoped that if youth can become involved in positive activities and are educated on the dangers of drugs and alcohol before they become addicted, their lives will be more manageable and successful. Two components of our agency are combined to work in unison to accomplish this endeavor. The two programs are T.R.A.I.L.S. and Adolescent Health. Staff in this department are involved in the school, community, interact with all programs at Maehnowesekiyah, plan our large community activities, coordinate efforts with other service providers and are spearheading the fundraising for youth activities. It is our hope to send eight of our youth to Washington for "Close Up Washington" in May of 1995. The cost for each youth is \$1,000. The benefit and experience which will be derived will be so much more valuable. In addition we feel this is a way to teach youth how to be more responsible and work toward a given goal vs. just asking for someone else to do the work and exert the effort for them.

T.R.A.I.L.S. This youth prevention program continues to be very innovative in its approach to prevention activities. The acronym stands for Testing Realities and Investigating Lifestyles. Positive challenges are provided to youth which raises self esteem, involves youth in decisions, promotes healthy growth, encourages a sound base for formulation of values along with acceptance of responsibility. Meetings are held in the local community each week. Family participation is encouraged through holding family type activities on a monthly basis.

Adolescent Health: This component works cooperatively on youth prevention activities. In addition a monthly newsletter is written and provided to all youth. Youth are encouraged to assist in formulating the content of the paper. A new concept which highlights all members' birthdays was welcomed by the youth. A calendar permits the youth to remember when meetings and events are to occur. As the name implies, this component deals mainly with health related promotions and activities. Staff involved in both programs work

extensively with youth activities in the office, community, and schools.

Summer Youth Adventure: This past August the Prevention Team planned and carried out a summer youth activity which allowed youth to interact with our agency and staff in a positive manner. It also was intended to prepare the youth for a good start for the new school year. Fifty three (53) youth participated in the week long activity. They were transported by school bus, ate lunch with us and participated in the planned activities. Large projects were planned which included making gifts for elders, painting billboards which were to be placed in each community and read, "Drugs and Alcohol Don't Care. We do!". Another project was painting large rocks with a message for the community. The youth did a video presentation called, "Prevention II News". The script was done each day with youth performing the roles of newscaster, anchorman/woman, and reported on the happenings of the day. Youth were interviewed as well as professional staff to obtain a factual report of the days events. This video will serve as a memento for the youth of the adventure. A play on careers was performed by the youth for the elders who attended on the last day and were treated to a nice dinner and entertainment. The event was well received by all who were involved. The prevention team are active planners and presenters in all of our retreats, especially those relating to youth involvement. They also interact and cooperate with other departments and community service providers in sponsored activities throughout the year.

COMMUNITY PREVENTION ACTIVITIES

Family Festival: The third annual festival was held on our grounds in July of this year. Over 800 community people/families attended and enjoyed the day in music, rides, prizes, food, rummage, resource materials, and sharing each others company and words. It was a most eventful and successful time to witness the positive interaction of our people in a constructive manner. The friendship extended to each other certainly was a splendid example of Menominee tradition and values. Comments received from those in attendance were very positive and a look into the future for another year's festival.

Elders Christmas Program: To emphasis the Indian value of honoring elders, our agency planned a special Christmas program for elders of our community. Youth were involved in the plans and preformed very beautifully and in the true spirit of caring. They performed a play entitled, "Christmas Then and Now". The youth made gifts for the elders and presented them along with Santa Claus who had candy treats for everyone. The elders received Christmas cookies on plates designed by the youth. A delicious meal was served by Maehnowesekiyah staff. All joined in to listen to and sing with the choir consisting of staff and clients in favorite and traditional Christmas carols. The event was warm, inviting and very worthwhile.

ANCILLARY SERVICES

Health Coordinator: This program works with all departments of our agency. The primary function is to assist children and clients in our women's program. Clients' medications are monitored and lectures are provided to residents in our program. Lectures provide information to clients on how alcohol and drug affect the body and its functions. Issues dealing with disease prevention and proper medical care are discussed. A health assessment tool was developed for the pregnant post partum women's program. Specific services for the children of the PPW program include development of an accidental poisoning presentation complete with a chart of 35 common household poisons.

Case Management: Case management services are provided to review and update client files to assure that ancillary support is provided to individuals. This includes follow-up on the intake recommendations for services, managing groups for independent living skills, co-dependency, and assisting key staff people in providing Parenting, Domestic Violence therapy groups. The case manager of the shelter program assists residents in obtaining community services such as education, housing and financial assistance

Day Care: Child care services are provided on site for children of individuals in one of the service components. There are children on site each day and many in the evening. A total of 152 unduplicated children were served in our day care this fiscal year. Monthly totals vary from 70 children served to over 100. All programs within our agency utilize the services for clients who have children and are in need of care for groups or individual sessions. A teacher was hired for the program so that our curriculum would be more structured and age appropriate. Day, afternoon, and evening sessions are provided. It is certainly a joy to see happy children in our facility each day.

Transportation: Our program has received medical assistance certification. This will provide us ability to

collect some revenue for the services we provide for clients who need the service. Transportation is available for Day Treatment, Aftercare, Parenting, Co-Dependency, TRAILS, community groups and needs of residents for appointments and recreation. Much coordination is needed to efficiently operate this component.

FINANCIAL AND STATISTICAL

Maehnowesekiyah has 16 cost centers which for the most part represents separate budgets for grants or income received. The following pages were prepared to give you a comparison between last year's (1993) and the current year's (1994) progress. One can quickly see how Maehnowesekiyah's programs have expanded in size and services provided. One very positive aspect of this is our use of innovation and creative thinking to bring a blend of needed services to clients. Our belief is that the whole life of a person is important. We as a service agency are here to assist individuals to change lifestyles. We want to gain their trust and empower them to make positive changes in their lives. We strive to strengthen families in our program efforts.

STATISTICAL INFORMATION

Individuals Served by Component

	FY93	FY94	% Change
Adult Services:			
CO-ED Residential	67	73	8.22%
Preg.& Post Partum Women	0	8	100.00%
Preg & Post Partum Children	0	22	100.00%
Outpatient Department	117	154	24.03%
Day Treatment	43	71	39.44%
Outpatient	74	83	10.84%
In Home Family Based	121	140	13.57%
Total Adult Services	422	551	23.41%
Adolescent Services:			
Outpatient	21	37	43.24%
Group Home	21	0	
TRAILS/Adol. Health	261	205	-27.32%
School Intervention	31	47	34.04%
Tribal School AODA Education	0	192	100.00%
Adol.Retreats	51	75	32.00%
Summer School Adventure	0	53	100.00%
Day Care Center	115	152	24.34%
Total Adolescent Services	500	761	34.30%
Family Services:			
Family Retreats	60	58	-3.45%
Singles Retreats	0	15	100.00%
Couples Retreats	0	0	
Domestic Violence	19	216	91.20%
Emergency Shelter:	65	57	-14.04%
Adults		22	100.00%
Children		35	100.00%
Parenting Classes	63	85	25.88%
Total Family Services	207	431	51.97%
TOTAL SERVED	1129	1743	35.23%

Residential Service Days

Adult Co-Ed	4674	4654	-0.43%
Preg.&PostPart.Women	0	2978	100.00%
Total Service Days	4674	7632	38.76%
Community Prevention Activities			
Summer Family Festival	700	810	13.58%
Elders Christmas Program	0	83	100.00%
AODA Awareness Week	300	502	40.24%

**MAEHNOWESEKIYAH TREATMENT CENTER
FINANCIAL INFORMATION**

GRANT INCOME			GENERATED REVENUE				
SOURCE	FY93	FY94	% CHANGE	SOURCE	FY 93	FY94	% CHANGE
Federal:				Insurance Revenue			
IHS Alcohol Program	\$215,838.47	\$271,146.99	20.40%	Med. Assist Outpatient	\$11,041.29	\$9,194.20	-20.09%
IHS Adolescent Health	\$94,490.00	0.00	-100.00%	Med Assist.Day Treatment	\$10,781.17	\$20,315.50	46.93%
IHS Adolescent Group Home	\$172,176.00	\$0.00	-100.00%	Med.Assist. Case Management	\$22,134.60	\$22,617.58	2.14%
CSAT Critical Populations	\$493,523.00	\$155,304.00	-217.78%	Claims Management Services	\$2,911.59	\$9,838.50	70.41%
CSAT Preg&Post Part. Women	\$0.00	\$359,333.00	100.00%	Midwest Security/NBC	\$9,246.44	\$29,570.47	68.73%
HUD Innovative Housing	\$0.00	\$200,688.00	100.00%	Blue Cross/Sheild	\$0.00	\$90.38	100.00%
Fam.Violence Prev.	\$0.00	\$36,691.00	100.00%	Wis.Phys.Service	\$0.00	\$1,025.10	100.00%
Total Federal Funding	\$976,027.47	1,023,162.99	4.61%	WEAIT Insur.	\$0.00	\$3,318.00	100.00%
				Total Insurance Revenue	\$56,115.09	\$95,969.73	41.53%
State:				Residential Service Revenue			
In Home Family Based	\$30,000.00	\$30,221.00	0.73%	Federal Bureau of Prisons	\$59,416.00	\$50,479.15	-17.70%
AODA Prevention Education	\$110,216.00	\$110,975.00	0.68%	Wisconsin/Winnebago	\$6,750.00	\$0.00	-100.00%
TRAILS/Womens Services	\$51,053.00	\$51,787.00	1.42%	Menominee County	\$12,364.00	\$20,400.00	39.39%
AODA Capacity Building	\$66,700.00	\$0.00	-100.00%	AODA Prevention Ed.	\$84,706.38	\$83,200.00	-1.81%
Domestic Abuse	\$3,500.00	\$0.00	-100.00%	AODA Capacity Building	\$37,350.00	\$0.00	-100.00%
Emergency Shelter	\$16,102.00	\$61,294.00	73.73%	CSAT Preg&Post Partum Women	\$0.00	\$65,700.00	100.00%
Total State Funding	\$277,571.00	\$254,277.00	-9.16%	IHS Referrals	\$5,250.00	\$7,400.00	29.05%
				Federal Prison Client Contribut.	\$2,486.00	\$1,806.85	-37.59%
Tribal:				Other Client Contribution	\$425.00	\$0.00	-100.00%
Maeh. Tribal Services	\$111,166.00	\$580,461.00	80.85%	Milwaukee Target Cities	\$0.00	\$9,272.00	100.00%
Total Tribal Funding	\$111,166.00	\$580,461.00	80.85%	Foster Care	\$10,998.10	\$0.00	-100.00%
				Total Resid.Serv.Revenue	\$219,745.48	\$238,258.00	7.77%
				Other Income:			

Maehnowesekiyah:			
Outpatient/Residential	\$230,000.00	\$260,000.00	11.54%
Building Maint.	\$81,003.00	\$136,445.00	40.63%
CSAT Match	\$0.00	\$42,617.00	100.00%
Total Maehnowesekiyah Funding	\$311,003.00	\$439,062.00	29.17%
TOTAL BUDGET	\$1,675,767.47	\$2,296,962.99	27.04%

Assessment Fees	\$1,030.00	\$1,125.00	8.44%
Veterans Administration	\$209.20	\$0.00	-100.00%
State of Wis. Probation	\$0.00	\$4,500.00	100.00%
U.S. Probation	\$0.00	\$3,334.00	100.00%
Total Other Income	\$1,239.20	\$8,959.00	86.17%
TOTAL BUDGET	\$277,099.77	\$343,186.73	19.26%

MANAGEMENT INFORMATION SERVICES

Rod Boivin, Director

Goal: *To improve and strengthen the Tribal Government through computerization.*

The MIS department is an internal services department that provides computer related services and support for all Programs that pay Indirect Cost.

Although the department continues to provide daily support and service to all new and existing departments the following is a listing of significant projects by department:

College of the Menominee-

- * Assisted in the installation and setup of a student financial tracking software for the Tribal Education department located at the College of the Menominee Administration Building.

- * Installed and setup a peer to peer network in the Technical Education building (red house downtown) originally consisting of 3 computers and one printer, now it is 5 computers and 3 printers with two computers waiting to be setup.

- * Installation and setup of a PC network at the new college classroom building computer laboratory consisting of one fileserver and 25 workstations. MIS not only did the installation of all equipment but assisted in the design and layout of the lab itself.

- * Added many users and computers to the College administration building network.

Tribal School-

- * Setup a peer to peer network at the school consisting of 3 stand alone personal computers sharing one printer. The school received 3 grants that were combined to purchase a fileserver and 40 workstations and 5 printers that were setup into a large Novell local area network.

Tribal Courts-

- * A peer to peer network was installed consisting of 3 new and two existing computers sharing on

Maehnowesekiyah-

- * Performed a full installation and setup of a network system in the new building using existing and new equipment.

Tribal Daycare-

- * Installed a peer to peer network at the new facility consisting of 4 computers and 2 printers

The MIS department continues to grow every year adding to the number of departments and equipment that it services. In 1993 the department served 50 departments this year it is up to 62 and still growing. The department also services over 500 pieces of computer equipment worth over 1 million dollars up from 400 pieces in 1993.

Staffing: In 1994 the MIS department increased the staff by one person, bringing the total number of staff people to five.

Director/Programmer/Technician:

Manages the overall operation of the department, performs minor programming tasks for MIS and Finance Department. Assists staff with installations and maintenance of all computer equipment in all departments that pay indirect cost. Assists staff in Network Management, stays current with any new technology that may benefit the Tribal organization. Performs system analysis for any department requesting computer equipment.

Systems Engineer:

Shall install and maintain computer systems within the Tribal Organization and to provide the necessary training on equipment and software to user personnel. Shall troubleshoot software or hardware problems and rectify the

problem. Shall install ancillary equipment in systems, i.e., cards, modems, drive, boards, etc., for various departments on upgrades and test systems accordingly. Shall monitor and maintain an inventory list of all computer equipment by department for insurance and audit purposes. Shall install network cable and document networks at location sites as needed. To coordinate price quotes for departments and to assist in the review of demonstration disks. Any other duties as assigned by supervisor.

Technician: (new position for 1994)

Shall provide installation and/or maintenance for any equipment that needs attention. Shall assist the Systems engineer in installation, setup and maintenance of all PC networks supported but the MIS department. Shall be the main Unix support person for the department. Shall maintain system and user manuals. Shall perform all preventive maintenance to printers and other equipment. Shall perform startup and backup procedures on the System 36 on a rotational basis with other staff members. Any other duties as assigned by the immediate supervisor.

Administrative Assistant:

Shall perform all clerical duties for the department, shall deliver printouts to respective department on a daily basis. Shall maintain printers with supplies, i.e., toner, ribbons, paper, etc. Shall maintain office and printer supplies and order such when needed. Shall keep inventory records current and updated. Shall run various report, labels and printouts for any requesting department. Shall answer any questions that may arise on any software in the absence of the Director or Technician. Any other duties as assigned by the immediate supervisor.

GIS/Database Coordinator:

Shall be responsible for the installation and maintenance of the Menominee Indian Tribe's land and information based database. Shall develop reporting forms for use by all reporting entities. Shall insure all Departments report in a timely manner to maintain accurate records. Shall perform data entry of all information gathered from reporting departments. Shall compile information and provide reports for requesting entities. Shall work with State, County, BIA and Tribal Officials in gathering information. Shall perform back up duties of the Tribe's computer systems with other staff members. Any other duties as assigned by supervisor.

The MIS department provides a wide array of computer related support to every facet of the Tribal Organization including:

- * Network Administration, Installation and Support
- * IBM Midrange Computer Administration and Support
- * Software Training
- * Personal Computer Service and Repair
- * Systems Analysis
- * Hardware and Software Installation and Support

The MIS department is an internal services department that has been in existence for nine years and is funded under the indirect cost pool and therefore provides service to any department that pays indirect cost. The department continues to grow with the addition of new computers and departments and expansion of existing departments. A new Technician was added to the staff in 1994 to accommodate all the growth that is taking place, even with the new staff member we are still having a difficult time keeping up with the demand for services. Computer networks are generally support intensive systems which require constant administration. We have trained staff at all of the sites where we have systems located but there are still instances where higher levels of support are needed. We have provided computers for nearly all departments in the Tribal Organization and have worked with the College of the Menominee to provide Wordprocessing and Spreadsheet training for any Tribal Employee that wished to participate. In FY 1994 we had 63 students attend five different types of classes consisting of Beginning and Intermediate WordProcessing, Beginning and Advanced Lotus 123 and Introduction to Windows. With the department supporting over 500 pieces of computer equipment older pieces are beginning to need more and more service and some need upgrading, all of which the MIS department provides. In 1995 we expect to add another technician to help support all of the departments and equipment we service.

The department is also working with the College of the Menominee Nation to provide inhouse hands on training for Micro computer students. Each semester we support two practicum students that come into the office and work side by side with our technicians learning how to troubleshoot equipment and how to set up computers and networks. We expect the department to continue to grow along with the tribe in 1995 and all of the staff will need continuing training to keep up with the ever changing technology.

MAINTENANCE

Dick Dodge, Director

Along with the routine maintenance and the scheduled maintenance of the Tribal buildings, the following improvements have been made:

TRIBAL OFFICES:

The renovations that were completed at the Tribal Office building included the following: The stairway between the 1st and 2nd floor were both widened and replaced with new risers installed. A new sub-floor was laid on the 2nd level with new carpeting and baseboards laid. The 1st floor also had new carpeting and baseboards laid. Painting, which included doing the walls, doors, door frames, windows and window frames, has been partially completed throughout the entire building. A 12' x 39' storage area was added to the back of the building. Due to some of the internal offices changes, the security system and wiring were updated to meet the codes. A new printer was purchased for the Maintenance Office. A new buffer and vacuum cleaner was purchased for the Housekeeping Department. Repairs and general maintenance were also needed for the boiler.

The Maintenance Department has added 1 new position - Asst. Facilities Maintenance Manager. Both the maintenance and housekeeping personnel attended 2 training sessions - Fire Extinguisher Training and Hazard Communications Training.

RECREATION CENTER:

Due to the high rate of vandalism to the building and the outside area, 1 additional surveillance camera and an emergency door alarm were installed during FY 94. Landscaping and improvements to the parking lot area were completed. These improvements included removal of dirt around the lot for better drainage, the laying of red granite around the gas tank and burms, also, a cement slab was poured by the front entrance of the building to prevent washout.

The maintenance personnel attended 2 training sessions. These were Fire Extinguisher Training and Hazard Communications Training.

JAIL/COURTS COMPLEX:

A new 19' x 20' rectangular fenced in exercise yard was constructed 50' behind their main building for the inmates. There was landscaping done around the new yard. A new electronic locking system was installed in all the jail cells according to codes. The Safety Committee is continued. Two new Law Enforcement signs were erected. Two smoke detectors were replaced. A lock system was installed in the new fenced in area. A concrete slab was poured for the walkway between the main building and new yard. An enclosed fencing was erected over the walkway. The sprinkler system was updated to meet the codes. Updating of the security system included installation of 1 new surveillance camera and monitor for the yard. Repairs and maintenance were completed on the boilers. We have a problem with the roof area over both the front and the back building entrances. At present, we are waiting for monies from the BIA so repairs can be completed. We purchased 1 walk behind lawn mower and a cordless phone for the Maintenance Department.

Maintenance and housekeeping personnel attended 2 classes - Fire Extinguisher Training and Hazard Communications Training. The maintenance personnel also attended a 3 day training seminar on boilers in North Dakota.

LIBRARY:

During FY 94, routine maintenance and housekeeping were completed. There were no renovations needed.

TRIBAL CLINIC:

There were major renovations at the Clinic during FY 94. 2 additions to the building were completed. The maintenance personnel worked with the various construction crews through all phases of renovation.

The maintenance personnel attended a 3 day seminar in Bismarck, North Dakota on boilers. He also attended the Fire Extinguisher Training.

TRIBAL SCHOOL:

Major renovations took place at the school. The maintenance personnel worked with all phases of the renovations with the various crews involved.

WOODLAND YOUTH:

The architect's final punch list was completed and accepted. The old curbing and gutters were removed and new blacktopping was laid. There was landscaping that was completed and repair work was done to the boiler.

The maintenance personnel attended the Hazard Communications Training and the Fire Extinguisher Training.

Besides the above listed buildings, the maintenance personnel were also involved with many other projects with the following buildings: Tribal Supermarket, Maehnowesekiyah, Headstart (Neopit & Keshena), Daycare, Community College, Elderly CBRF, and the Gaming Commission Offices.

MENOMINEE TRIBAL SCHOOL

Allen Caldwell, Principal

The Menominee Tribal School is operated by the Menominee Indian Tribe of Wisconsin under a grant from the Bureau of Indian Affairs. The school began formal operation in 1990 and is a kindergarten through eighth grade school. The school is one of six education programs under the Menominee Indian Tribe Department of Education.

The 1994-1995 school enrollment for grades K-8 is 232 students. Since the formal opening of the Tribal School enrollment has increased by approximately 50%. The enrollment for the lower elementary grades, kindergarten to fourth grade has increased by 25% for the present school year.

The Menominee Tribal School has a teaching staff of nineteen classroom or special program teachers. All present classroom teachers are full time employees. In addition the school employs a full time principal, guidance counselor, alcohol and drug counselor and a librarian. The school is under the direct supervision of the Tribal Superintendent of Education. The school has a support staff of twenty-two people including teacher assistants, food service and custodial staff.

The Tribal School governing body is the Menominee Tribal Education Committee.

Nine of the twenty-three professional staff members are members of American Indian tribal groups including Menominee, Chippewa and Stockbridge-Munsee. All but two of the support staff members are affiliated with an American Indian tribal group.

The Menominee Tribal School receives funding from the Bureau of Indian Affairs Office of Indian Education Programs (OIEP), Wisconsin Department of Public Instruction, U.S. Department of Education and the Menominee Indian Tribe of Wisconsin. A break down of funding received for the 1993-94 school term is as follows:

BIA - Office of Indian Education Programs

ISEP School Operations	\$ 910,400
Transportation	74,300
Substance Abuse/Alcohol	11,400
Administrative Costs	215,300
Education of the Handicapped	51,600
Drug Free Schools	21,300
Chapter 1	175,800
Facilities O & M	316,276
Exemplary Schools	7,000
Math and Science	1,500
Education of the Handicapped	98,500
Facilities FI & R	7,000

Wisconsin Department of Public Instruction

American Indian Language & Culture Education Program	27,698
Food Service Program	67,000
Menominee Indian Tribe of Wisconsin	
Program Support	71,300
TOTAL 1993-94 BUDGET	\$2,056,374

The Menominee Tribal School offers a core curriculum in mathematics, social studies, science, language arts, physical education, health and art. Additional classes offered include computer education, music (vocal and instrumental), Menominee language and culture, AODA prevention and intervention, environmental and outdoor education.

Other programs include guidance and counseling services, special education (learning and emotional disabilities, and speech and language), Chapter One reading and mathematics, and gifted and talented education.

The Tribal School worked in collaboration with several tribal programs including Maehnowesekiyah, Tribal Police, Tribal Clinic and Tribal Housing to bring programs into the school. The Maehnowesekiyah project was most beneficial as their staff worked with MTS in providing individual, group and family services to students. Maehnowesekiyah worked with the MTS guidance program in sponsoring several retreats for middle school students for the purpose of addressing teenage problems.

Tribal Police provided the DARE program for MTS fifth grade students again. The Tribal Clinic provided several health related programs for students and staff during the course of the school year. A nurse from the clinic made regular visits to the school to provide health services to students and staff and to work with school staff on health programs.

Problems encountered over the course of the school year were attendance and truancy, budget, transportation and staffing of the Menominee language and culture program. The school has entered into an agreement for sharing costs of a truancy officer with the Menominee Indian School District for the 1994-95 school year. Through the hiring of a fiscal manager with the College of the Menominee Nation and other tribal education programs, problems with establishing and follow through with budgets is now underway for the present school year.

The Tribal School made \$100,000 in building and grounds renovations this past summer including updating of the plumbing, doors and windows, roofing, landscaping and playground area. The Tribal School had fifteen staff work for five weeks over the summer in the development of a school-wide curriculum in language arts and math. New textbooks were purchased for the individual classrooms as well as other instructional resources. A librarian was hired to provide services and establishment of the library program for the school. With the assistance and participation of the JTPA program, teacher assistants, food service aides and clerical assistants have been provided for the school.

The Tribal School established a Parent-Teacher organization (PTO) in 1993-94 as a means to develop more parental involvement in the school program. The PTO has been a huge success with excellent leadership and support. During their spring of 1994 the regular classroom and special education teachers made home visits to the parents of MTS students. This effort was well received by the parents and is being implemented on a regular basis for the school.

A major budgetary problem still exists with the transportation program. The school has contracted with a private bus company for the transportation of the students to MTS. By contracting with the private carrier the annual transportation budget has nearly doubled in costs. Efforts are underway to seek funding to purchase our own buses in order to reduce the costs for transportation of students.

A student of the Menominee Tribal School received national recognition from the BIA Office of Indian Education Programs, the National Indian School Board Association and the Drug Free School Program. Miss Elizabeth Pywasit, was recognized as the national winner in the fourth grade class for her poster design for the Drug Free Schools Program. She and her parents were honored at the 1994 national Drug Free Schools conference in Atlanta, Georgia in April, 1994. Several teachers of MTS were nominated as Outstanding teacher either at the national or state level.

Though they did not receive the recognition, they did receive certificates for their nomination and effort as an outstanding local teacher.

The Tribal School has made a number of changes and improvements to the educational programs which will eventually lead to the school reaching its goal of being a 'School of Excellence.'

MENOMINEE TRIBAL GAMING COMMISSION

Lynette Miller, Director

Administration

The Menominee Tribal Gaming Commission is an arm of the tribal government, established for the exclusive purpose of regulating and monitoring gaming for the Menominee Tribe. The Menominee Tribal Gaming Commission consists of seven members appointed by a majority vote of the Legislature. A director is appointed by the commission and is responsible for the day-to-day management of the affairs of the Commission. The Legislature, with the advice and consent of the Commission appoints the Director.

Services Provided

The Menominee Tribal Gaming Commission develops licensing procedures for all employees of the gaming operation. The Commission also issues, suspends, revokes and renews licenses of key employees upon completion of a thorough background investigation. Investigative reports on each background investigation are forwarded to the National Indian Gaming Commission in Washington before issuing a permanent license. The Commission reviews each person's prior activities, criminal record, if any, reputation, habits and associations to make a finding concerning the eligibility of a key employee in a gaming operation. The Commission ensures that gaming facilities are constructed, maintained and operated in a way that adequately protects the environment and public health and safety pursuant also to the Federal Register. Commissions' are obligated under the Compact, Indian Gaming Regulatory Act, National Indian Gaming Commission and the Tribe's ordinances to abide by the strict compliances set forth in each document.

Accomplishments

Getting off the ground was not easy for the Commission because there were many obstacles they had to overcome. However, an office for the Gaming Commission was finally established and is located on the Tribal Office Loop road. Throughout the past months, the Tribal Gaming Commission has been vigorously completing background investigations and licensing actions on all gaming personnel. Additionally we have worked to assure that the Tribe's gaming operations are second to none in the areas of internal controls, security and regulation. We have strived to assure strict compliance with the Tribal Gaming Code, the State Gaming Compact of 1992 and with the Indian Gaming Regulatory Act. Each member of the current Gaming Commission has spent significant time in meetings and in training to assure that all Commissioners know and understand the regulations which we are required to enforce. Two employees of the Commission are also deputized through the Menominee Tribal Police Department to take our own fingerprints for employees of the corporation.

Goals

Most importantly, a comprehensive component in the system of checks and balances is needed to ensure the integrity of the games and to protect the interest of the Menominee Tribe's assets. Menominee Tribal Gaming commission will continue to move forward and ensure that integrity, security, honesty, and fairness of the operation and administration of the gaming activities is a continuous process. The Menominee Tribal Gaming Commission looks forward to continuing the assurance that our gaming facilities and gaming personnel are the best in Indian Country.

PERSONNEL

Ben Kaquatosh

The Budget allocation for Personnel operations was \$253,595.00 for fiscal year 1993 - 1994, which equates to a 9% increase over the previous year. Of the total, \$121,645.00 was allocated for Personnel, \$46,850.00 was for fringe benefits, and \$85,100.00 was allocated for expenses. Current staffing is 5.5 persons which includes Personnel and the Purchasing Specialist.

In reviewing our work force for fiscal year 1993 - 1994, the total number of employees as of year end for governmental operations is at 627, a significant increase over last years figures. During FY 93-94, we had 349 employee hires, 132 were regular full time personnel, 81 were regular part time personnel, and 65 were classified as temporary full time or temporary part time personnel.

Other significant areas of personnel administration were as follows: Grievances - we had a total of 37 grievances that were processed, 6 of those grievances went before the Administrative Review Board. Unemployment Compensation - we had a total of 56 unemployment compensation claims filed, of which 7 claims were processed at the Administrative Law Judge level with the State of Wisconsin. Salary Reviews - we had a total of 389 salary reviews/adjustments that were processed in FY 93-94. Disciplinary Actions - we had a total of 91 negative personnel actions processed in FY 93-94.

Our Drug Free Workplace policy continues to be an effective resource in determining drug usage within the organization. Of 229 random drug tests that were conducted this past fiscal year, we had a total of 20 positive test results, a figure which is significantly lower than the national average. We did not have any repeat violators that would have resulted in suspension or termination of their employment. We did not have any reasonable suspicion tests given this past year. We had one that was scheduled, but the employee resigned prior to the test.

Our Employee Assistance Program continues to grow in numbers. We had 25 referrals in the previous year, and in the last year we had a total of 37 employee referrals. Obviously, not all of these referrals were drug related referrals, consequently, it means that our Employee Assistance Program is reaching out beyond and into personal problems of the employee. Some of it may be family problems or drug abuse by their children.

Our Central Purchasing operation had some changes this past year that included a remote entry program into the computer system. This allows us to direct order to the company to ensure faster delivery and services at competitive prices. Additionally, the Tribe adopted the Great Seal as their logo and this was instituted on all of our stationary, including the business cards.

Gross revenue generated on the Menominee Nation Vegas Tickets sales was at \$38,312.00. With expenses, the net revenue for this operation was at \$27,673.00 for FY 1993-1994.

PROBATION/PAROLE

William Beauprey, Director

The Probation Department supervised a total of 118 clients during fiscal year 1994, 112 probationers and six (6) parolees. This is an increase of 24 percent over the previous year when the clients numbered 90. The breakdown consisted of 83 males in the age group of 18 through 64 years old and 29 females, who ranged in age from 18 through 53 year old. The number of clients on probation fluctuated between 42 and 67 cases per month.

During the past year, the court had ordered 32 Pre-Sentence Investigations. This is comparable to a year ago when the Probation Department had been ordered to do a total of 23 Pre-Sentence Investigations or an increase of 28 percent.

Also, during the year, there were 111 court appearances and the Department had 32 revocations during the year or 29% of the clientele population.

82.9(2) "Battery" continued to be the number one offense among the Probation Department's clientele. Fifty-seven percent of those on Probation had been convicted of battery and 57% of the clients were on as a result of alcohol related offenses.

The number of recidivists for the year numbered 21. This represents 19% of the total departmental clientele.

During the year, the Department had 13 individuals placed in community service. One of the most successful of these was one who had worked with Community Development.

The Probation Department assistant, Guy Keshena, coordinated two workshops, the first in October when 45

individuals heard a Navajo speak on Alcohol/Drugs and the erosion of Native American Culture. In December, Cecelia Fire Thunder, a renown Native American female in the area of Indian health, made separate presentations to three different audiences on The Intergenerational Effects of Domestic/Family Abuse and the Role Alcohol Plays. The first group consisted of the department's clients and other service agency clients. Ms. Fire Thunder said that was the hardest audience she had ever presented to. The second group was the MISD and Tribal teachers and the third audience, consisted of approximately 70 service providers from various Tribal and County Programs.

PROGRAM COORDINATOR

Betty Jo Wozniak

This office is responsible for the general coordination of the administrative duties of the Tribe. Our work, while specific to contract and grant management and the supervision of 24 departments, is also very broad in nature. As the Tribe grows in its capacity and ability to serve tribal members so does the scope of responsibilities. The need for change to accommodate this growth is evident in that we can no longer expect to deal with the needs of tribal members as they arise. We must anticipate those needs and how best to address them. To this end, department heads are being encouraged to participate in long range planning. Work groups are being formed to help establish an atmosphere of cooperation instead of competition and turf-protection.

Change is inevitable. The Tribe has grown significantly in recent years. This growth requires constant attention to the need for administration to grow and change as is needed for management purposes. Changes to the administrative plan are being drafted for the Tribal Legislature to consider.

Effective, efficient management demands that we identify the roles of administrators, support staff, and the governing body. If, for no other reason than the sheer volume of work, it is important to identify who is best suited to do what.

In order to promote and sustain the good management practices of the Tribe, the contract and grant monitoring function of this office is being augmented with the addition of a program evaluator beginning in FY 95. This will help us to assure quality provision of services in addition to the expansion of services.

In the most recent years, the availability of funds not previously sufficient to meet many of the tribal needs has allowed us to look beyond the immediate future and begin to provide services and facilities that will address on-going growth and development. The ability to look beyond today's crisis and plan for the future helps to ensure continuing improvement in the social, educational, and economic health of the Tribe.

One of the primary goals of this department is to see to the general overall fiscal health of the Tribe. Monitoring contracts and grants for compliance is one way of assuring that the Tribe's fine reputation as fiscal managers continues. This ability is one of our greatest strengths. It helps us immensely in attracting other funds and is documentable proof of our ability to handle the responsibilities of self determination.

Assisting the finance office with the Tribe's annual single audit, which is required by law, is further proof of our ability to manage our affairs. The fact that we are consistently able to point to good fiscal control is a source of pride which needs to be more widely recognized by individual tribal members.

It is sometimes difficult for the general tribal public to understand the complexity of an organization the size of the Tribe. There are any number of operations carried out on a daily basis which are necessary to providing the services we have recently come to rely upon. One of the factors which enables us to be successful is also partly responsible for this lack of understanding. The staff expertise developed throughout the last 20 years contributes to a false impression that our jobs are easy. In addition to managing the everyday affairs of the Tribe, we are expected to anticipate individual needs, provide solutions, do long range planning, and be ever available to answer the demands of a public which sometimes sees the "Tribe" as ultimately responsible for assuring them with a quality life style.

In response to this misperception, I would like to invite tribal members to visit and spend some time in any of the various departments. We have an open door policy. Regularly scheduled legislature and committee meetings also provide an avenue for tribal members to get to know what is happening in our community. Read the annual report; see department staff if you have questions; take the time to find out the answers to questions you may have.

I would like to thank my staff and the other members of tribal administration for their dedication, hard work, loyalty and generally pleasant approach to their responsibilities. Without their able assistance, this job would be impossible.

PROSECUTOR **Andy Pyatskowitz**

The following is a summary of the organization and areas of responsibility for the office of the tribal prosecutor.

PERSONNEL: The office is staffed by four full time people. The prosecutor is Andy Pyatskowitz, the assistant prosecutor is Ms. Tina Gouty-Yellow, our office secretary is Ms. Lisa Lyons and the investigator is Mr. Tom Drootsan. Our office is located in the Menominee Tribal Law enforcement Center. We use two offices in the building. The prosecutor is located in one and the assistant and the secretary share the other. The investigator is located in the Rights Protection building across from the Menominee County Courthouse.

SERVICES: The office is charged with the responsibility of enforcing tribal ordinances which deal with the area of law enforcement. The ordinances have been drafted specifically by the Tribal Legislature to deal with law enforcement issues which are specific to the Menominee Tribe. Some of these ordinances were created for other jurisdictions, but have been incorporated into tribal law by tribal ordinance. Among the various incorporated laws are the Wisconsin Traffic Code, the Wisconsin Children's Code, Chapters 51 and 55 of the Wisconsin Statutes (Mental Health and Protective Placement) and the Wisconsin Truancy Law.

The types of cases handled by the office can be further broken down into two categories, criminal and civil.

CRIMINAL: Criminal cases are those which have the potential of resulting in incarceration if the alleged offender is found guilty. The offense is defined by the language of the ordinance in the penalties section. The offense must specify that conviction of a violation of the ordinance may result in a jail term. In almost all cases the additional penalty of a monetary fine is included. Examples of criminal ordinances are; battery, assault, sexual exploitation of children, breaking and entering, theft, disorderly conduct, malicious mischief, possession and trafficking of drugs, providing intoxicating beverages to minors, resisting and obstructing law enforcement officers, gun control violations, escape and fraud. Additionally, second convictions of operating a vehicle while under the influence of alcohol or other drugs within a five year period can be charged as criminal offenses. There are jurisdictional limits mandated by federal law for the maximum penalties that can be imposed by a tribal court; a fine up to \$5,000 and/or a jail term of one year.

Juvenile delinquency cases are criminal in nature. A juvenile between the ages of 12 and 17 who commits an offense defined as criminal is processed through children's court in delinquency proceedings. Penalties for these cases may vary from supervision by Menominee County Human Services Department to commitment to the state facility for juvenile offenders.

CIVIL: Civil cases are those cases for which a conviction for violating the ordinance can only result in a forfeiture. These types of cases include; traffic, conservation, truancy, underage drinking, solid waste and curfew.

JUVENILE: The juvenile cases are handled through the use of the children's code. The children's code defines delinquency, child custody cases and civil forfeiture cases. All of these cases are referred to our office through the

juvenile intake system used by the Menominee County Human Services Department.

PROCEDURE: In all the cases handled by the office, the prosecutors represent the interests of the Menominee Tribe. Cases are reviewed to determine whether the alleged facts are sufficient to commence a proceeding. Pleadings are then drafted which take the form of criminal complaints and various petitions, depending on the type of case. The cases are then prepared for trial. Most of the juvenile and civil ordinance violations are tried by the court. Court trials are conducted before a judge. Most of the contested criminal matters are tried before juries. At the conclusion of a case, if there is a conviction, the office will recommend penalties and dispositions for sentencing.

The foregoing is a summary of the happenings in the prosecutor's office. We continue to be in dire need of more office space. Given the nature of our work, we need to be close to the courtroom. The tribal courthouse is critically overcrowded and the prosecutor's office is not the only department in need of more space. Any consideration for expansion at the tribal courthouse complex would be greatly appreciated.

PUBLIC RELATIONS

Verna de Leon, Director

It is the responsibility of the Public Relations Department to protect and promote a positive image for the Menominee Tribe; to help maintain a good relationship with the local community; to help maintain a good relationship with the communities surrounding the Menominee Reservation; to maintain a good relationship with the news media; to ensure that all information emanating from the Menominee Reservation is correct and not misleading; to assist other tribal departments in promoting relative events and disseminating information; to recognize and create new avenues for the Menominee Tribe to continue to enhance its public image as a working, progressive, intelligent and honorable society. It is the mission of the Public Relations Department to fulfill this responsibility through the activities we become involved in during the course of each year.

1994 has been a busy and exciting year for the Menominee Tribe and the Public Relations Department has in turn, had the same just trying to keep up.

The 20 year Anniversary of Menominee Restoration Celebration took place on December 22, of 1993. The celebration planning was a cooperative effort on behalf of the Menominee Culture Committee, Menominee Tribal Public Relations Department and the Menominee Indian Jr./Sr. High School. The Menominee Tribal Legislature contracted a performance by a Native American "Rap Music" artist on the day of the celebration, for the entertainment of our young people. Ada Deer took time out from her busy schedule in Washington D.C. to attend and give an address to the guests. A talent show, a traditional dinner and a variety of local musician performances followed throughout the day and evening. Press releases and media invitations were sent out by the Public Relations Department.

Negotiations for Sturgeon took place during the first part of the year resulting in the DNR providing Sturgeon for last spring's Sturgeon Feast (April 30, 1994) and plans to reintroduce Sturgeon into Menominee Reservation waters. The media was also in attendance at these events and celebrations.

Press releases and media invitations were sent out when the Menominee Tribe donated six huge timbers to the Milwaukee Lake Schooner Project. The tribe's contribution to this historic project was indicative of the Menominee Tribe's generosity and a tribute to the beauty and productivity of the Menominee Forest.

The Public Relations Department was instrumental in the coordination and planning of the Native American Arts and Crafts Festival, sponsored by the Menominee Tribal Library and held at the Menominee Logging Camp Museum. Current plans are being made for this year's annual event.

Some of the advertisement for the Menominee Nation Powwow was done by the Public Relations Department and plans for greater involvement in the 1995 powwow are underway.

The Public Relations Department coordinated participation in the Oconto Copper Culture Festival Parade at Oconto.

The department has also worked extensively on coordinating and publicizing signing ceremonies and conferences at the College of the Menominee Nation. Cooperative coordinating efforts also went into the planning of the Menominee Education Summit.

Coordinating and planning the "Dolores K. Boyd - Recognition and Dedication" and the "Hilary J. Waukau, Sr. - Recognition and Dedication" events were also taken on by this department.

Plans are now being made for the 1994 Menominee Restoration Celebration.

Aside from these major events, the Public Relations Department has accomplished a number of other tasks and duties. The "Menominee Nation Powwow" video was completed and is now on sale in the Public Relations Department. The 1995 Menominee Tribal Calendar was also completed and designed to promote the video. Assistance was given to the Motor Vehicle Department in producing a brochure. The Economic Development Department also took advantage of this department's services in designing and producing a brochure. The new "Land of the Menominee" brochure was also completed.

The Public Relations Department has been involved with the members of the San Carlos Apache Tribe while they attended seminars at the College of the Menominee Nation on gaming. Tours for visitors throughout the year are coordinated through this department. Requests for information on the Menominee Tribe are answered and press releases about the new doctors at the Menominee Tribal Clinic are written by Public Relations Staff. Tribal promotional packets are developed, assembled and distributed through the Public Relations Department. This department has been responsible for the photographing of many events that take place on the Menominee Reservation.

The Public Relations Budget for 1994 was \$172,632.00 and \$118,658.00 of that budget was expended.

RECREATION

Duane Waukau, Director

The annual goal for the Recreation Program is to provide equality of opportunity for all, regardless of sex, age, race or religion. Provide for family participation both as a unit separately for all individuals within. Be devised to make the best possible use of all facilities and other resources. Be flexible with provisions made for instructor, group planning and modifications. Be balanced with both active and passive activities. Be modified and improved upon as the result of continuous evaluation by all who plan to take part in and administer it.

Total youth participation and youth serviced for 1994 fiscal year was 12,727.

The 1994 fiscal year was highlighted by several projects and programs implementation. First of all was the completion of the new ball park in Keshena an eight pole lighted diamond, dugouts, fencing and bleachers were installed this year. With this completion we were able to participate in two baseball leagues and host an eight team Jr Babe Ruth Tournament this summer. We also participated in the Central Wisconsin American Legion play off tournament in Clintonville August 13-14,1994. The Menominee Recreation Department sponsored Summer Midnight Basketball League and boys and girls basketball camp. Fred Kestly, well known and respected coach in Wisconsin, was the Camp Director.

We also installed fencing and electricity to the Neopit Pavilion park at the cost of \$7,892.00 Fencing to the South Branch Park was awarded to Fence Masters but not completed. On July 6,1994 a check was issued for \$2,796.50 for start up costs. The Keshena and Neopit ball parks were heavily vandalized this summer. Lenses and bulbs were replaced at both parks from someone shooting them out with guns.

Purchased a 72 inch riding lawn mower and snow plow for the recreation maintenance department.

The Recreation Department also provided various activities for fiscal year 94 as follows: Halloween Dance and Costume Parties for all ages, housing the Girls Scouts program, Santa Claus Visit, provided transportation for distribution of Christmas toys for Tribal Social Services, sponsored a card show, a ski trip to Paul Bunyan, provided transportation for Tribal School activities, American Legion, Baseball program for boys age 16,-18 years old, Babe Ruth Baseball for boys age 14-16 years old, community Easter Egg Hunt, fun day activities, Tribal Housing Drug Elimination lock-in and dances, dedication of new ball park June 9,1994, Tae Kwon Do Classes, youth stand pow-wow August 4-7,1994, Comprehensive Recreation Planning meeting December thru September.

Activity and Fitness Room Activities allocation for 1993-94 year was \$223,894.00.

RELIEF TO NEEDY INDIAN PEOPLE

Wayne Pecore, Director

RNIP is a special Wisconsin Program, that provides financial and medical assistance to eligible Indians. They must reside on the reservation, have income and assets below the limits set by the State. They must comply and work 15 hours per week for the Work Experience program.

The program has not changed much in the last few years. It is a public assistance program funded by the State Department of Health and Social Services, much like AFDC. The Tribe contracts with the State to operate the program. The mission or goal of the Work Experience program is to get the client job ready. Our client case load has been declining each year. More jobs have become available in the community. Clients are placed on work sites for on the job type employment skills. They gain experience in such things as, warehousing, stocking, maintenance, working with children and elderly, kitchen help and secretary or clerical skills. They are scheduled regular hours and learn work ethics.

The College of the Menominee Nation began in February 1994 to offer our clients several training programs. 40 clients enrolled in the first three training programs, which were carpentry, building maintenance and desk clerk. Graduation was held April 15, 1994 with certificates for these clients. Today only 2 of these clients are currently on RNIP. 14 Clients enrolled in the advanced carpentry class and completed the program on May 12, 1994. 11 students are now enrolled in full time 1-2 year programs. Enrollment is in Microcomputer specialist, Administrative Assistance, Carpentry, Building Maintenance, Social Work and Police Science at the Menominee college. 4 clients are attending Technical College in Antigo and Green Bay.

Wisconsin Job Service from Green Bay and Shawano presented 4 job skill work shops here for our clients. Job order are received weekly from the Shawano Office.

We average 14 clients per month that receive AODA treatment. Maehnowekiyah Treatment Center and Menominee county Human Services offer in-patient treatment, referrals, assessments, out-patient and Maehnowsekiyah offers residential treatment. We are planning educational workshops through Maehnowsekiyah for RNIP clients. We continue to work with the Food Stamp Employment and Training Program. It is designed to assist Food Stamp recipients in becoming self sufficient. The program is funded on a 50/50 basis. We provide 50% through the W.E.P. and Federal F.S.E. & T. provides the other 50%.

ROADS

Pamela R. Grignon, Highway Commissioner

Report on some of the construction projects for 1994:

Route 38 Camp #1 - replace culvert.
Route 48 Gus Corn - resurface with crushed gravel
Route 144 Rushes Lake - resurface with crushed gravel.
Route 31 Church Loop - resurface with crushed gravel
Route 29 Otradovec -resurface with crushed gravel.
Route 33 Dells - resurface with crushed gravel.
Route 34 Sullivan Falls - resurface with crushed gravel.
Route 53 Smokey Falls - resurface with crushed gravel.
Route 113 Kenote/Otradovec resurface with crushed gravel.
Route 77 Kenote - resurface with crushed gravel.

The following is the number of miles of roads maintained during general maintenance:

Gravel roads	35.35 miles
Paved roads	<u>18.57 miles</u>
Total	53.92 miles

The following is the number of miles of roads maintained during snow and ice removal of 53.92 miles plus.

Materials used to maintain roadway which does not include small hardware such as nuts, bolts, washers and etc.

Gravel (Pit Run/Crushed)	5,287 yards
Sandmix	326½ yards
Patching cold mix	16½ yards
Ice Control (salt)	97½ tons
Culvert	1

Maintenance on culverts on tribal roads which were either cleaned or replaced. We clean out about 48 culverts.
Maintenance on 5 signs and 10 posts on tribal roads which were replaced.

SOCIAL SERVICES

Mary Husby, Director

Under its umbrella, Menominee Tribal Social Services administers a "Special Needs Program". This program has four (4) separate components, which are: Burial Assistance, Traditional Meal Assistance, Emergency/Catastrophic Assistance and the Tribe's Annual Toy Drive.

The Burial assistance and Traditional Meal assistance go hand in hand. The budget requested by Tribal Social Services for this component was, **\$32,000** for burial and **\$8,000** for the traditional meal line item. For October 1, 1993 - September 30, 1994 (FY-94) we provided services to **53** cases, with a total cost amount of **\$31,669.75**. This breaks down to **\$25,250** for burial assistance and **\$6,419.75** for the traditional meal costs.

In the Emergency/Catastrophic component, we have provided services to **54** clients. A total of **\$9,976.92** was spent with **\$23.08** left out of a **\$10,000** grant from the Tribal Legislature. We were unable to provide services to clients after

May 30, 1994, which meant clients were not assisted for **four (4)** months out of the fiscal year.

In the Toy Drive component we provided toys to **87** individual families with **127 boys** and **141 girls** represented. The Menominee Tribal Legislature provided **\$1500.00** as start up monies, and the community provided the rest. Through the years we have been trying to assure that our own businesses and community donate, so that we are not relying on outsiders. We didn't get as much as we wanted, but it was a start. Hopefully December, 1994 will even be better.

INDIAN CHILD WELFARE ACT

The Menominee Indian Tribe through its Social Services Department received a grant in the amount of **\$36,025.00** for its FY-1994 Indian Child Welfare Act grant. The grant for FY-1994 included funding for counseling/intervention services to **45** Menominee families at risk of separation and involved in Court proceedings. The second component of the grant provided funding for the operation of a Respite Day Care Program to serve **30** children between the ages of **1 - 4** years. The third component was to develop a parent education component. This was to be accomplished through a monthly parent newsletter and through the use of Elders in the Day Care Program and/or parent meetings.

The focus for parent meetings was on Child Development issues. The last program objective called for the establishment of a child protection team to staff child abuse/neglect cases.

During the course of the year, **100** new cases were noticed to the Tribe under the requirements of the ICWA. This was the highest number of cases referred since the passage of the Act in 1978. Counseling services were provided to **48** of the **100** families. In the remaining **52** cases, contact has been with the agencies involved, as of this writing. We exceeded our objective by **three (3)** cases. Another objective for this grant specified that the department would participate in court hearings in **35** cases generated under the ICWA. We participated in court hearings in **47** separate cases. We provided legal assistance to **eighteen** cases through the Tribal Attorney's Office. **No** cases were transferred to the Tribal Court from other state jurisdictions under ICWA provisions during this year.

Through ICWA and state funding, Menominee Tribal Day Care Center provided respite day care services to **28** unduplicated cases. This represents **1900** days of day care services. This portion of the program is for children **1 - 4** years of age. Referrals to the program come from Menominee Co. Human Services, Tribal Clinic and Tribal Social Services.

Parenting education services were provided at the Tribal Day Care Center on **two (2)** occasions. Georgetta Coon, R.N., was the presenter at these meetings.

During the year, the child protection team met on **nineteen** occasions. The team is comprised of professionals from the reservation who are involved in the child abuse and neglect cases. The team staffs cases on a monthly basis. They are also involved in looking at ways to improve the service delivery system in this area. The team was involved in the planning of "Family Fun Day" as one means to further community awareness on the subject of child abuse and neglect.

The Indian Child Welfare Act grant funded **one (1)** full time position and **one (1)** part time position.

SOCIAL SERVICES

The Menominee Indian Tribe of Wisconsin received a contract from the BIA in the amount of **\$205,155** in new monies for its Social Services Department for FY-1994. Of this amount, **\$15,757** is designated for child welfare assistance. Child Welfare Assistance funds can be used for foster care, institutional placements, day care and group care related services. **\$13,938** of the budget was designated for indirect costs. **\$40,000** was for child abuse initiative activities. Program expenditures for the year amounted to approximately **\$140,273.33**.

Staff funded under this contract are the Director and child welfare assistant, **one (1)** social worker/investigator and **one (1)** other social worker. **One (1)** social worker is funded through the ICWA grant. **Nineteen** other day care staff members are funded under other state, tribal or federal grants administered by Menominee Tribal Social Services.

These other grants include CCDBG, State Child Welfare and State Day Care funds. In addition, fees collected from enrollees assist in meeting operational costs.

During fiscal year 1994 Menominee Tribal Social Services provided services to **123** new cases and **106** carry-over cases from FY-1993 for a total of **229** cases. New cases for FY-1994 included: **100** ICWA cases and **five (5)** enrollment assistance cases. **Two (2)** cases were study cases either for adoption or foster care. **Sixteen** were child welfare assistance cases. There were **five (5)** adoptions finalized in Tribal Court in FY-1994. **One (1)** other case was finalized in a state court for a total of **six (6)** adoptions.

A variety of agreements were negotiated, through the assistance of the Tribal Attorney, with Menominee County and Wisconsin Department of Health and Social Services to allow social services resources available to those entities to be utilized by the Tribe.

A total of **one (1)** competitive grant was written by the department and the Tribe's grantwriter for funding of family preservation services. This money is available from the Wisconsin Dept. of Health and Social Services. **\$10,000** will be made available to the Tribe or County if a joint work plan can be developed. **Three (3)** other programs were developed for either state or federal funding. Included were state day care, child welfare and child care development block grant for a total funding of **\$119,216**.

The department also provided, through tribal funding, burial and wake assistance. A Christmas Toy Project funded by the Tribe and through donations is also part of the activities for Tribal Social Services as well as an Emergency/Catastrophic program. Department staff were also involved with other tribal departments and state agencies to plan for the development and implementation of a tribal child support agency. This planning should result in the actual creation and funding of a tribal administered child support agency in fiscal year 1995.

SUPERMARKET

Janice Latender

Information provided is for year October 1, 1993 - September 30, 1994. During this past year, attention has been given to the price and product line image of the Supermarket. The store was reset in April, 1994 by our grocery supplier with grocery items more appealing to the shopper. Although this was a positive move for the Supermarket, the cost was approximately \$10,000 to stock additional items.

In past years, cigarette sales had a tremendous impact on the profitability of the Supermarket. As of June 30, 1994, the Supermarket experienced a \$315,597 decrease in tobacco sales. The tobacco profit lost totaled \$70,901. Since May, 1993 the Supermarket has average weekly cigarette sales of approximately \$10,000. However, despite the loss of tobacco sales an increase in sales for other departments has been realized.

Department @ June 30, 1993 @ June 30, 1994 Increase/Decrease

Grocery	\$549,463.00	\$680,562.00	+\$131,099.00
Meat	119,062.00	181,429.00	+62,367.00
Produce	33,436.00	41,235.00	+7,799.00
Dairy	73,039.00	90,962.00	+17,923.00
Beer/Liquor	84,735.00	119,495.00	+34,760.00

As these figures indicate, the Supermarket has realized significant growth in departments associated with that of a Supermarket. However, the decrease in cigarette revenues continues to affect the Supermarket.

Decisions concerning the continuing growth of the Menominee Tribal Supermarket will have to be made in the near

future. Other areas of concern is the obsolete equipment. The roof has caused problems since it was installed in December of 1979 and will have to be replaced. Consideration will have to be given to establishing other profit centers to replace the loss of tobacco sales. However, the Supermarket has been a part of the Menominee community for the past twenty eight years and it has proven to be an important asset. We look forward to the Supermarket being an integral part of future growth of the Menominee Indian Tribe of Wisconsin.

TAX COMMISSIONER
Mike Sturdevant

The Menominee Tribal Tax Commissioner is responsible for the monitoring and enforcing tribal regulatory permits, ordinances, licenses, and timely payment of tribal taxes. The tax office is also responsible for the State of Wisconsin Cigarette Tax Refund process and tribal procurement/bid process.

Specifically, the tax office enforces the following ordinances:

1. NO. 79-04, CIGARETTES
2. NO. 80-13, RAFTING
3. NO. 82-10, TRIBAL PREFERENCE (as applied to bid process)
4. NO. 82-12, MENOMINEE GAMING & BINGO (affectively repealed by the gaming charter)
5. NO. 82-19, USE TAX ON CONSTRUCTION MATERIALS
6. NO. 82-22, CONSTRUCTION MATERIALS PURCHASED FROM MTE
7. NO. 83-08, FIREWORKS
8. NO. 94-15, HOTEL ROOM TAX

Regarding the state refund, the tribe paid MIT FY 94 state taxes in the amount of \$330,665 and collected a refund in the amount of \$244,011. The disparity is in the amount of \$86,654. This disparity is large enough to warrant renegotiations of the refund agreement.

For unknown reasons, the rafting ordinance is stalled in committee. The tribe is losing significant tax revenues as a result. The tax ordinances are basically sound but are lacking in areas of enforcement and penalties.

The Menominee Indian Tribe's Tax Program is one that must evolve into a comprehensive tax code as opposed to the piece meal tax ordinances it now employs. A comprehensive tax code will eliminate any problems of authority, enforcement and penalties for the tribe's tax program. The Tax Commissioner has started research and study of other Indian tribe's tax laws in the effort to accommodate a legislative directive for a utility tax. Most other tribes do not have any tax laws but, some do have a limited number of. Very few have a comprehensive tax code while many are in the process of developing tax codes. This particular information gathering process will also provide the tax office with needed material for a Menominee Tax Code.

The Menominee Indian Tribal Tax Commissioner Office has been staffed full-time with personnel changes. A full time Tax Commissioner and full-time Secretary are employed to process routine tax matters, permit applications, inspect for violations, and conduct site visits to construction projects and to the various tribal licensed cigarette vendors.

Regarding the personnel changes, a JTPA worker was employed to assist in computerizing past years tax records. The MIS department is currently developing a program that will enable the tax records to be filed electronically.

The Tax Commissioner's Office does routinely enforce and interpret the Tribe's tax ordinances, permit applications and inspects for any permit violations. The site visits to the various construction projects and to the tribal licensed cigarette vendors are a part of the assertive tax collection and compliance policy for the tax office.

Ten taxable "Invitations to Bid" were posted for the past fiscal year and the Menominee Indian Tribe awarded bids for

the following projects:

Menominee College	Wolf River Ranch CBRF
Wolf River Ranch Sewer & Water	Headstart
Wolf River Ranch Potable Water	Maehnowsekiyah CBRF
Wolf River Ranch WasteWater	Route 85 Clearing & Grubbing
Wolf River Ranch Elevated Water Tower	

The Tax Commissioner's Tax Revenue projection for the 1994 Fiscal Year was established at \$235,000.

However, actual revenues received by the tax office are as follows:

Construction Materials Use Tax	\$ 70,143.77
State Refund	244,011.09
Filing fees	630.00
Tribal Cigarette Tax	<u>134,897.03</u>
TOTAL	\$449,681.89

The Tax Commissioner's Office 1994 Fiscal Year Budget was \$69,809. The total amount of expenditure was \$65,110.49. Per the Program Coordinator's request, the Tax Commissioner has cut spending where ever it could. This produced the savings of \$4,698.51.

TRIBAL JUDICIARY

Robert Kittecon

The Menominee Tribal Court is a court of general jurisdiction operating under the authority of Articles III and V of the Menominee Constitution. The court consists of a Supreme Court, hearing appellate level matters and a trial level court.

Presently there are four sitting judges: two appellate judges and two tribal judges. Three clerks are presently on staff as is one bailiff.

The court has been without a third appellate judge for almost three years which has created many problems with the appeals process. Many appeals remain pending awaiting the legislature to appoint this third appellate judge. Recently a second tribal judge was appointed which should take some of the workload off the other three judges.

An issue of concern which has been raised repeatedly throughout the years is the inadequate size of the court facility. The present courthouse was constructed in 1986. Although being a relatively new facility, little thought was put into the long term needs of the Judiciary. Presently there are eight offices serving fifteen people. The breakdown is as follows: Court 9, Prosecutor 4, Election 2, total 15. If the second associate judge is appointed and the child support office is established, two additional personnel will need office space.

At a minimum, the court facility should have a minimum of 12 offices as well as conference rooms for the court and the prosecutor. If probation and parole is to be housed in the court, an additional three offices will be needed.

However new the present facility, is it is obvious that the current courthouse cannot be an efficient office building. It is impossible to conduct the business of the court in an optimally efficient manner in its present configuration.

It is imperative that a study begin immediately for a courts only building that would reflect the importance and dignity of the independent judicial branch of government.

The tribal court entertained 3,431 separate matters during FY 94. The court also heard 1,428 separate pre-judgment and post judgment matters for a total of 4,859 matters that came before the court. The Court had revenues in the amount of \$88,137.37.

TRIBAL NEWS

Yvonne Kaquatosh Aragon

Goal: It has been the goal of the Menominee Tribal News (M.T.N.) to inform tribal members of any changes and updates within tribal programs. It is also the goal of M.T.N. to publish a paper twice a month and to service Tribal Government by assisting in publishing all public information. The annual income goal for FY '94 was set at \$29,324.

Narrative: The Menominee Tribal Programs are covered under Indirect Costs. Whereas, each tribal program is permitted to receive printing of all submitted articles and notices - free of charge. The Menominee Tribal News staff is also available for news coverage at the Program Director's request. A semi-monthly publication has been printed since January 1, 1989. Twenty-four issues were published during FY '94. The November 18, 1993 issue was mailed to each enrolled tribal member 18 years of age and older. There were 4,278 papers mailed to enrolled members informing them of the Annual General Council. This is in addition to our regular bi-monthly subscription mailing of 359 mailed for the November 18th issue and 349 for the November 4th issue. A total of 4,986 papers were mailed for the month of November.

The three main goals/objectives set for 1993-1994 include: 1) To publish all notices and articles submitted by departments covered under Indirect Costs. M.T.N. published all articles submitted by departments and covered as many events as possible; 2) Service Tribal Government by assisting in publishing all public information and all actions addressed by the Menominee Tribal Legislature - informing community members as required by motion. An M.T.N. staff reporter attends the regular meetings of the Menominee Tribal Legislature to publish legislative actions/information in a timely manner; and 3) Generate revenue from Advertising, Sales, and Subscriptions. The revenue projection for FY '94 was set at \$29,324.00. The actual revenue generated was \$1,648.76 above the projected income - bringing the annual income to \$29,966.66.

There is a 16.24% (\$4,187.14) increase over the FY '92-93 figure of \$25,779.52. Based on the past three years, there has been a steady increase in revenue.

Following is the breakdown of the three (3) areas where revenue was generated: Subscriptions - \$6,187; Sales - \$7,455.34; and Advertising - \$19,522.07.

SUBSCRIPTION: The subscription income projection was set at \$9,404, with a total of \$6,187 received. The Subscription income was below projected revenue by \$3,217. The annual subscription rate is \$18 per individual and \$22 per business/organization and \$24 for first class subscriptions. We currently have 397 active subscriptions as of October 1994. Overall, our subscription revenues reflects a 30.66% increase over last year.

SALES: The sales income projection was set at \$6,426 with a total of \$7,455.34 received. The Sales income was above the projected revenue by \$1,029.34. We currently have seventeen distribution points - eight (8) locations in Keshena; one (1) in Neopit; seven (7) in Shawano; and one (1) in Gresham. Sales have increased 15% in comparison to last year - FY '93.

ADVERTISING: During the past year, M.T.N. generated \$19,522.07. The projected amount was \$11,940.40. There is an increase of \$4,727.84. Increasing the monthly advertising revenue is an on-going goal. Several area businesses are approached on a regular basis to advertise in M.T.N. In addition, we have an established customer clientele with various businesses. This provides us the opportunity to receive additional ad placements through the

mail or by phone.

Discounts are offered for pre-paid annual and monthly accounts to increase the number of regular advertisers currently listed. The majority of our customers prefer to be billed on a monthly basis. In an effort to decrease the number of past due accounts, a 10% discount is offered to businesses that submit advance payment for annual advertisements. This offer does not apply to the 1/4, 1/2, and full page ad placements. In addition, all campaign advertisements must be paid in advance. The advertising revenue has increased considerably in the past year - 24.22%

PAST DUE ACCOUNTS: The total past due accounts (advertising) as of September 30, 1993 is \$2,031. We are currently exploring the possibility of acquiring the services of a credit agency to decrease the number of past due accounts. Since FY '89, the past due accounts have been and will continue to be monitored.

Departmental changes that have taken place since the last report include the following:

STAFF Since the last report, two staff changes were made. Ms. Sawneekque Teller was hired on May 23, 1994 to fill the Reporter I position left vacant by Toni Shawano, who accepted a position as a Legislative Aide. Stephanie Awonohopay was hired on July 18, 1994 to fill the secretarial position left vacant by our former secretary Jennie Boivin.

We currently have four full-time employees on staff, they include: the editor, two (2) reporters, and a secretary. The length of employment of each employee is as follows: Yvonne M. Kaquatosh-Aragon, editor - 10 years (12/12/84); Sawneekque Teller, reporter - 6 months (5/23/94); Devin Wynos, reporter - 1 1/2 years (8/13/93); and Stephanie Awonohopay, secretary - 4 months (7/18/94).

One of the reporters, Devin Wynos, was on maternity leave from February 16, 1994 to April 11, 1994. We hired another reporter during this time. Mr. Christopher Caldwell worked out so well that I kept him on upon her return back to work. During his employment with the Tribal News, Chris was more than willing to cover a variety of events. With the additional reporter we were able to include more coverage of various activities in each issue of M.T.N. Mr. Caldwell's last day was September 16, 1994. I did not post the Administrative Assistant position during Mr. Caldwell's employment with M.T.N. because funding was not allocated for two (2) employees. I only budgeted for one (1) additional employee in FY '93-94.

In view of the fact that we have increased readership considerably in the past year, I plan to include an additional reporter position in my proposal for FY '95-'96 and/or a part-time advertising representative. With the additional staff, I am positive that we will not only increase our readership but also increase our revenue.

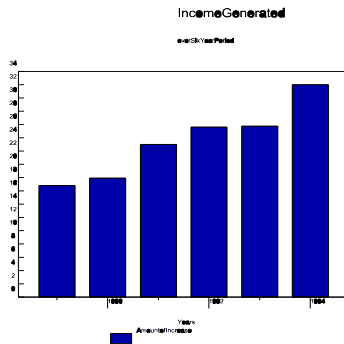
Menominee Tribal News Summary

We have had one reporter turnover and three secretarial staff changes in the past year. The turnover with the secretarial position has had a negative effect on internal recordkeeping. The secretarial position is as important as the other three positions currently in place. There is a variety of steps that he/she must follow in keeping accurate, updated records for sales, subscriptions and accounts receivable. There are times when it takes an individual longer than usual to absorb all the details that must be followed. Not to mention how difficult it is for the incoming employee who must decipher where everything should belong.

My main concern is that I hope our subscribers were as understanding of the process. Those subscribers who did or were not receiving their subscriptions were given an extension on their subscription. In many cases, we were fortunate to have understanding and patient customers.

The Menominee Tribal News department has been a member of the Native American Journalist Association (NAJA) for the past nine (9) years. This past summer we were fortunate to have taken 1st Place in the 'Best News Photo' category at the 10th annual NAJA awards banquet. This years annual conference was held in Atlanta, Georgia in conjunction with the 'Unity '94' Convention.

As previously mentioned, there has been a steady increase in revenue based on the past six years (see graph) In 1989, the annual income generated was \$16,814.39; a slight increase in 1990 - \$17,928.75; a pleasant jump in 1991 - \$23,300.49; 1992 -\$25,624.34; and slightly in 1993 - \$25,779.52; and a notable increase for 1994 - \$29,966.66. This is according to available office records. (The amount may be slightly more due to the fact that we did not have all of the necessary documentation i.e. misplaced receipts.)



WOODLAND
Rose Hoffman,

A game room is available at the center which includes several video games, two pool tables, a ping-pong table and a foos ball game. A variety of other games, puzzles, videos, books, tennis, basketball, and volleyball are also available for check out and use by the youth. Woodland Youth Services provides services to the youth through the tribal youth center located in Neopit. The center provides a drop-in center where youth can spend constructive leisure time in a supervised setting. The Council established for recommended equipment and sources be used. The policy is recommended by the WYS Board.

YOUTH SERVICES
Director

available at the center which includes several video tables, a ping-pong table and a foos ball game. A variety of other games, puzzles, videos, books, tennis, basketball, and equipment are also available for check out and use by Woodland Youth Services provides services to youth through the tribal youth center located in Neopit. provides a drop-in center where youth can spend leisure time in a supervised setting. This year the Youth recommended that a membership program be checking out equipment and supplies. They have that a membership fee and charges for damaged/lost supplies be established and that revenues from these to replenish and/or replace equipment and supplies. currently being reviewed by the

Three computers are available for youth and adults at the center. These computers include games, some of which are educational including geography, math, history, reading, etc. There are only three computers available and so a number of youth are always waiting to use them. We recently had a GED self study program installed on the computers. These will be available to youth and adults who are interested in working toward their GED.

A TV/Video center is available at the center for the younger set. We have a small library of video cartoons, sing along, and movies for the smaller children. A Tot reading program was also implemented and will be using the older youth for the program.

The Fitness Center is all coming together following a coordinated effort between the Menominee Tribal Clinic, The Tribe's Insurance Department and Woodland Youth to develop written plans for the center(s). The Menominee Tribal Clinic completes all screening for persons who want to use the fitness center. This includes screening for health status, fitness level and the proper exercise program. Mike Hawpetoss, the Fitness Specialist, is at the Neopit Center on Tuesdays and Thursdays. We are pleased that the program is finally taking shape and that community members are making use of the variety of exercise equipment available. The facility is not utilized to the extent that we would like it to be by the adults. There are currently Woodland Youth, Inc. operates a business center in the facility and provides training to approximately fourteen youth annually, including volunteers and youth placed under programs such as J.T.P.A. Two Youth Managers are employed as permanent, part-time staff. The program serves a dual purpose: to provide a setting where the youth can participate and learn the principles of small business and to provide funds for

special youth activities.

Runaway services, including a 24-hour crisis hot line, intervention, outreach and referral are provided by Woodland Youth services. Future objectives for this program includes the development of peer counseling/support groups and a youth community resources directory. Funding for this program component is minimal and so it is imperative that all available resources be identified and utilized.

Other activities scheduled on a regular basis at the center included the Girl Scouts and the JOM Arts & Crafts Program. The youth look forward to these activities. We usually have a dance scheduled at the center once per month for the older group and a dance or other activity for the younger set. We also hold events for special events, such as Halloween. The youth have been actively involved in planning, decorating, and setting up for the events.

Quarterly sign-in's were used throughout the year in order to track the number of youth using the center. The Woodland Youth Services Board of Directors has included an evaluation plan as a part of its ongoing evaluation of the program and services.

During the year, an average of 38 youth per night used the center. The ages ranged in age five through nineteen. It is estimated that approximately 150 different youth use the center on a regular basis. Aside from the regular activities described previously in this report, there were a total of 17 activities held at the center. These included special events and dances. Youth who signed up were involved in a total of seven activities outside the community. Four of these were in coordination with the Tribal Recreation Program and JOM. Three were sponsored by Woodland Youth Services. These included trips to Brewers game in Milwaukee, a museum and the Haunted House at Oneida. The kids really enjoyed these activities. Woodland Youth was also involved in the Family Day at the Menominee Indian High School and in the Reading Program at the Tribal School in Neopit. Both activities were successful. The Neopit Center van was used for trips sponsored by Woodland and also, was assigned out for 16 other activities including baseball games, field trips, and sports. The Menominee Tribal School, The Menominee Indian School District and the Neopit Little League are the three that most frequently request use of the van. There were a total of twelve youth who were seen during the year and provided counseling, intervention, and referral services. There is an identified need for the development of supportive counseling and intervention services among the Neopit/Zoar youth and it is the intent of Woodland Youth Services to apply for funding to meet this need.

The Neopit center has coordinated with other programs on a limited basis to allow use of the center for other activities in order to utilize the facility as much as possible. The WIC program is currently using the facility for distribution and educational activities. We have had three community meetings during the latter part of this year, and we have authorized use of the facility as a training and meeting site. These were all scheduled during the day when youth are in school and/or not using the facility and worked out well from a scheduling standpoint.

APPENDIX

APPENDIX a

MENOMINEE INDIAN TRIBE OF WISCONSIN

IMPACT OF GAMING REVENUES ON THE TRIBE

APPENDIX b

MENOMINEE INDIAN TRIBE OF WISCONSIN

FINANCIAL STATEMENTS

As of September 30, 1993

1993 ANNUAL TRIBAL BUDGET - REVENUE

Period Covered:				OVER
FINAL SEPTEMBER 1993	APPROVED	12 MONTH		(UNDER)
	BUDGET	PROJECTION	ACTUAL	PROJECTION
REVENUE				
Bingo	3,383,089	3,383,089	492,498	(2,890,591)
Casino	3,429,589	3,429,589	314,092	(3,115,497)
Equipment Bar Sales	1,150	1,150	1,150	0
Equipment, Computer & Other	136,288	136,288	131,565	(4,723)
Emergency Transports	7,000	7,000	3,486	(3,514)
Fines & Fees	57,500	57,500	79,652	22,152
Indirect Cost \$367,083				
Program Attorney	145,348	145,348	97,441	(47,907)
Tribal News	47,185	47,185	37,262	(9,923)
Tribal Operations	105,788	105,788	97,514	(8,274)
Interest Income	175,000	175,000	68,971	(106,029)
Jail	294,090	294,090	242,572	(51,518)
Land Use	50,000	50,000	58,925	8,925
Library (County)	10,000	10,000	10,000	0
Loans	4,524	4,524	4,461	(63)
Menominee Tribal Gaming		0	6,140,016	6,140,016
Motor Vehicle	60,295	60,295	80,186	19,891
Museum	4,000	4,000	1,867	(2,133)
Other Misc. Income	13,000	13,000	52,721	39,721
Pow-Wow	41,775	41,775	21,668	(20,107)
Rafting	12,000	12,000	9,085	(2,915)
Recreation	10,000	10,000	6,692	(3,308)
Sanitation (Town)	23,532	23,532	23,532	0
Supermarket	19,728	19,728	0	(19,728)
Taxes \$44,350				
Construction	7,000	7,000	22,762	15,762
Bingo	7,800	7,800	7,725	(75)
Fireworks	750	750	630	(120)
Cigarettes	28,800	28,800	69,938	41,138
Tipping Fee Revenue	40,358	40,358	4,776	(35,582)
Tribal News	24,397	24,397	26,012	1,615
Vegas Tickets	69,000	69,000	32,234	(36,766)
SUB TOTAL	8,208,986	8,208,986	8,139,433	(69,553)
Transfer from fund Balance	1,748,318	1,748,318	1,748,318	0
Transfer from Investments	3,082,500	3,082,500	863,750	(2,218,750)
TOTAL REVENUE	13,039,804	13,039,804	10,751,501	(2,288,303)

1993 ANNUAL TRIBAL BUDGET - EXPENSES

Period Covered:				(OVER)
FINAL - SEPTEMBER 1993	APPROVED	12 MONTHS		UNDER
	BUDGET	PROJECTION	ACTUAL	PROJECTION
EXPENSES				
Adolescent Preg. Prevention	4,875	4,875	1,875	3,000

1993 Annual Tribal Budget - Expenses

Animal Control	99,878	99,878	40,054	59,824
Attorney	197,905	197,905	133,695	64,210
AutoCAD Map Program	13,850	13,850	13,353	497
Bally's	1,582,500	1,582,500	0	1,582,500
Boxing Club	21,483	21,483	14,452	7,031
Business Specialist	129,711	129,711	126,255	3,456
CAP Elderly Liason	10,691	10,691	4,037	6,654
Capital Outlay	65,155	65,155	42,286	22,869
Code Writer	62,940	62,940	51,392	11,548
Community Based Policing	6,525	6,525	6,432	93
Community College C/O \$ 40,463	216,227	216,227	214,217	2,010
Community Fire Protection	31,000	31,000	23,102	7,898
Conservation	67,731	67,731	56,916	10,815
Contingency	2,000,000	2,000,000	1,230,669	769,331
Contract Health Services C/O \$158,711	308,711	308,711	168,801	139,910
County Coroner's Office	5,492	5,492	5,491	1
Courts Supplement (Fines & Fees)	42,927	42,927	38,910	4,017
Day Care (Operating Cost)	86,478	86,478	56,334	30,144
Dental Department-Clinic	75,000	75,000	8,400	66,600
Economic Development	75,400	75,400	55,837	19,563
Education Supplement	104,755	104,755	92,724	12,031
Elderly C.B.R.F. C/O \$ 577,373	667,100	667,100	81,332	585,768
Elderly Direct/Assistance	50,000	50,000	50,000	0
Elderly Supplement (Title III & IV)	25,000	25,000	25,000	0
Election	24,817	24,817	21,460	3,357
Emergency Medical Services	80,000	80,000	70,151	9,849
Emergency Transports	14,000	14,000	10,797	3,203
Engineer Consultants	19,203	19,203	0	19,203
Enrollment	25,834	25,834	14,035	11,799
Environmental Services Dept. C/O \$9,757	343,368	343,368	284,436	58,932
Extension Agent	14,403	14,403	14,403	0
Fireworks Donation-Town	1,000	1,000	1,000	0
Food Distribution	15,227	15,227	13,258	1,969
Headquarters Bldg. Maintenance	16,991	16,991	16,951	40
Headstart Supplement	226,935	226,935	226,935	0
Historic Pres. / Research Asst.	47,473	47,473	40,912	6,561
Housing	67,454	67,454	56,932	10,522
Investment Committee	6,000	6,000	1,156	4,844
Investment Management Fees	12,826	12,826	50,571	(37,745)

1993 Annual Tribal Budget - Expenses

Jail / Prisoner	345,328	345,328	319,382	25,946
JOM - Grants / Donations	5,000	5,000	2,926	2,074
JOM - Culture Program	64,051	64,051	48,656	15,395
J.T.P.A. - Summer Youth	42,732	42,732	35,385	7,347
Land Use / Acquisitions	126,585	126,585	122,741	3,844
Law Enforcement Services Supplement	73,663	73,663	69,379	4,284
Library	118,795	118,795	111,765	7,030
Loans / Accounts Payable	4,524	4,524	4,461	63
Loan Fund	22,729	22,729	0	22,729
Maeh. - Bldg. Fund C/O \$ 457,938	786,938	786,938	223,970	562,968
Maeh. - (Tribal Services)	111,166	111,166	111,166	0
Menominee Oral History Project	4,979	4,979	0	4,979
M.I.S.D. Family Conferences	2,000	2,000	0	2,000
Motor Vehicle	79,171	79,171	66,777	12,394
Museum	40,523	40,523	26,745	13,778
N.A.E.S. College	40,000	40,000	40,000	0
Operation Tribal Government	818,459	818,459	955,414	(136,955)
Planning	143,196	143,196	80,128	63,068
Pow - Wow	59,889	59,889	51,566	8,323
Probation	28,688	28,688	14,120	14,568
Property Insurance Deductible	5,000	5,000	2,016	2,984
Prosecutor	110,099	110,099	75,403	34,696
Public Relations	136,687	136,687	116,501	20,186
Public Transit	25,000	25,000	489	24,511
Public Transit (Buses)	14,520	14,520	14,520	0
Recreation	179,150	179,150	179,150	0
Rec. Bldg. / Sinking Fund	2,000	2,000	2,000	0
Revolving Loan Fund - Repay / BIA	307,667	307,667	307,667	0
Social Services	21,833	21,833	16,226	5,607
S.S. Special Need / Burial Funds	50,612	50,612	40,918	9,694
Tax Commissioner	46,535	46,535	44,895	1,640
Tribal News	130,177	130,177	117,071	13,106
Tribal Utilities	87,210	87,210	47,455	39,755
Vegas Administration	10,598	10,598	8,383	2,215
Vets Association - M.I.T.W.	5,957	5,957	5,957	0
Vets Office	24,127	24,127	24,127	0
Victims of Crime	11,368	11,368	10,281	1,087

Assistance				
Wolf River Ranch	1,500,000	1,500,000	88,317	1,411,683
Woodland Youth Services	81,906	81,906	81,906	0
SUB TOTAL	12,535,727	12,535,727	6,832,424	5,703,303
Daycare Expansion C/O	197,995	197,995	195,443	2,552
Dialysis - Transport C/O	8,704	8,704	899	7,805
Headstart Match FY '93 C/O	41,293	41,293	41,293	0
Tribal Office - Remodeling C/O	256,085	256,085	199,992	56,093
TOTAL EXPENSES	13,039,804	13,039,804	7,270,051	5,769,753

***Programs approved to carryover funds into FY 1994:**

Animal Control	\$ 50,000
Boxing	7,031
Maehnowesekiyah Building Fund	105,030
Planning	63,068
Utilities	39,200
Wolf River Ranch	<u>\$1,411,683</u>
TOTAL	\$1,676,012