

## **POSO - FELLOW MENOMINEES:**

Since Restoration in 1973, this is the 17th annual General Council. It is my duty and honor to report to the Menominee People on tribal activities for the past year. In this introduction letter, I wish to state to you some of the highlights of the past year.

On February 10, 1995 the Menominee Tribal Legislature saw new leadership come on board including my nomination as Chairman. The past eleven months have been very challenging and rewarding in that I was charged with moving the tribe forward. I unequivocally state that the tribe has seen progress and restructuring in a positive manner.

Tribal government it seems is never without controversy. I believe in the debate process to solve problems and I believe in a system of checks and balances. Ultimately, I believe in fair government and unity for all Menominee.

Further on in this annual report, a more detailed account of legislative action for this past year has been submitted for review. However, here are a few items I believe are worth mentioning:

- \* The BIA is still pending in Congress. A lot of effort has been put forth on this issue and we are hoping for a favorable resolution to the BIA budget impasse.

- \* The FY 96 tribal budget has been reduced by one million dollars compared to FY 95.

- \* The issue with the Legend Lakers, ie, Legend Lake Tax Payers Association, will continue to be closely watched and appropriate action to continue to strongly oppose termination of Menominee County will be the tribe's position.

- \* The Menominee Tribal Legislature has restructured the Gaming Commission and all is going well. The Gaming Corporation was restructured and a few problems were encountered that were resolved.

- \* The Crandon Mining issue continues to warrant a lot of effort in preparing for the "Master Hearing" in two or three years where permits may or may not be granted.

- \* The \$3,000 Tribal Burial Insurance plan is in effect.

There are many old and many new issues facing the tribe today. The tribe is solidly prepared to move into the 21st Century and will continue to protect our rights and resources for the coming generations.

Respectfully,

John H. Teller  
Chairman, Menominee Tribal Legislature

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## 1994 TRIBAL LEGISLATURE DIRECTORY

JOHN H. TELLER, CHAIRMAN P.O. Box 122 Keshena, WI 54135	TERM-97	799-5113 Office 756-3137 HOME
LOUIS J. DIXON VICE-CHAIRMAN P.O. Box 641 Keshena, WI 54150	TERM-97	799-3463 HOME
LESLIE PENASS, SECRETARY P.O. Box 532 Keshena, WI 54135	TERM-97	799-3846 WORK
FRIEDA M. BERGEON P.O. Box 208 Keshena, WI 54135	TERM-98	799-4577 HOME
HILARY WAUKAU, SR. P.O. Box 82 Neopit, WI 54150	TERM-96	756-2365 HOME
MAGARET R. SNOW Route 3, Box 83 Suring, WI 54174	TERM-96	414-842-4608 HOME
LISA S. WAUKAU P.O. Box 542 Keshena, WI 54135	TERM-98	799-3846 WORK
NORMAN SHAWANOKASIC HCR 1, Box 141A Keshena, WI 54135	TERM-98	799-3321 WORK
FAY WAUKAU P.O. Box 667 Keshena, WI 54135	TERM-96	799-3846 Work

# 1995 COMMITTEE LISTING

## **SOCIOECONOMIC**

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

## **COMMUNITY DEVELOPMENT**

Community Development  
Environmental Services  
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  
Historic Preservation

## **EDUCATION COMMITTEE**

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

## **COMMITTEE APPOINTMENTS**

Frieda M. Bergeon  
Karla Kanasa  
Fay Waukau  
Wanda Guzman  
Catherine Robinson  
D. Jeannine Keshena

## **COMMITTEE APPOINTMENTS**

Hilary Waukau, Sr.  
Margaret R. Snow  
Barbara Grignon  
Judith Duquain  
Dave Grignon  
Anthony Warrington

## **COMMITTEE APPOINTMENTS**

Louis J. Dixon  
Fay Waukau  
Ralph H. Lyons  
James E. Horton  
Kenneth Fish  
Kanasa

## **COMMITTEE APPOINTMENTS**

Leslie Penass.  
Lisa S. Waukau  
Wendell Kenote  
Gordon Dickie, Sr.  
Donald Waukechon  
Orvis James Peters, Sr.

## **COMMITTEE APPOINTMENTS**

Norman Shawanokasic  
Margaret R. Snow  
Carrie L. Waukau  
Michael A. Skenadore  
Lynette M. Turney  
Albert Pat Peters

## **COMMITTEE APPOINTMENTS**

Lisa S. Waukau  
Leslie Penass  
Matilda Zhuckkahossee  
Carol Dodge  
Michael B. Cook, Sr.  
Mary K. Wayka

## **ATTORNEY - PROGRAM**

**William Kussel, 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 1995 was the fourth 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.

During Fiscal Year 1995, the Program Attorney's Office continued to provide legal services for work on the Menominee Tribal Conservation and Recovery Act (RCRA) Pilot Project. The Menominee Indian Tribe of Wisconsin is the first Indian Tribe in the United States to have been given partial delegation of 40 CFR 260 to 263, from the United States Environmental Protection Agency. All legal paperwork regarding final delegation was formally submitted by the Menominee Indian Tribe. In August, 1995, additional legal documents were submitted to the EPA pursuant to their request. The Menominee Indian Tribe is currently expecting final delegation of the EPA authority pursuant to 40 CFR Parts 260 to 263 in the very near future.

During Fiscal Year 1995, the Program Attorney's Office continued its work with outside counsel to establish a Title IV-D Menominee Tribal Child Support Agency. A tribal child support ordinance has been drafted in compliance with federal law and the Tribe is currently in negotiations with the State of Wisconsin on reaching an agreement between the two governments as required by federal law.

This Office spent significant time representing Menominee Tribal Social Services in several Indian Child Welfare Act (hereinafter ICWA) cases throughout Fiscal Year 1995. This Office represented Tribal Social Services in 63 Wisconsin State Court appearances, six (6) foreign state court appearances, and 10 Tribal Court appearances. The exact nature of this representation, while confidential in nature, included the protection of the rights of Indian Children and Menominee Indian Tribe in cases involving the adoption, removal from home and termination of parental rights of Indian Children. 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 Tribe and Tribal Departments in legal actions filed against them.

## **COMMISSION ON AGING**

**Clara Hartman, Director**

### **MENOMINEE TRIBAL & COUNTY COMMISSION ON AGING**

The Menominee County/Tribal Commission on Aging exists to preserve and strengthen the local tradition of caring for and respecting our elders of the community. The Aging unit will coordinate with people and organizations to help, to serve, to give the elderly an opportunity for community participation, to take a leadership role, to interact with other providers, to provide support to care-givers and to be an advocate for the elderly.

Funding for this program is made available from Title III and Title VI funds received from the State of Wisconsin and the Federal Government. Title III are State funds and Title VI are Federal funds.

Title III Program Funding is \$74,672. A breakdown of the budget is as follows:

III-B Supportive & Nutrition	\$ 25,553
III-C1 Congregate Meals	18,708
III-C2 Home Delivered Meals	10,164
Senior Community Services	2,825
Benefit Specialist	15,813
III-D In-Home Service	607
III-F Preventative Health	1,022

Title VI Program Funding is \$74,869

Staffing for both Title III & IV consists of: Director, Administrative Assistant, One Head cook & One Assistant Cook at Neopit & Keshena, Three Home Delivered Meals Driver (1-Neopit, 1-Keshena, 1-Zoar.)

Title III Congregate Meals Served	10,519
Home Delivered meals served	8,031
Transportation Units	3,761
Information & Referral Service Units	4,622
Recreation Units	1,205

Title VI Congregate meals served	3,306
Home Delivered meals served	13,099
Transportation Units	3,773
Information & Referral Service Units	5,985
Recreation Units	915
Outreach Services	466
Home Commodity Pick-Up	274

**Community Service Block Grant** funds total \$17,237. This program is funded by the State of Wisconsin. This past year the money was used to purchase wood burning units for low income families. A total of 18 households were served.

The Community Service Block Grant funds were again requested and were granted for 1996.

**202/8 Elderly Housing** estimated annual income is \$132,300. The Elderly Housing project consists of twenty units, ten units in Keshena, five units in South Branch, and five units in Zoar. At each complex there is a two bedroom unit and the remainder are one bedroom units. A laundry room is located at each complex for use. The budget is based on the rent we collect from the tenants and the subsidy we receive from the HUD office. The tenants pay a certain percent of their gross monthly income and the remainder is subsidized by HUD. The mortgage on the buildings is \$669,100 and we pay a monthly mortgage payment of \$4,905.14. This year we have added a new look to the Keshena Complex - a commercial fence was installed around the complex. New window dressings were installed in all 20 units. All 20 units now have new refrigerators, stoves and exhaust fans which have been installed over a period of the past two years.

This past year the Commission On Aging program has experienced much change. The Neopit Nutrition Site was closed for complete renovation and all participants were served out of the Keshena Nutrition Site. In August, 1995, the Neopit site reopened. Many thanks have to be extended to the Menominee Tribal Housing Authority for their dedication and commitment to serve the Elders. They have provided the Elders with a warm and friendly place to congregate and haven't charged the program rent for this building. The Tribal Legislature also has to be commended for their commitment to serve the Elders because without their financial support the Neopit site would not look like it does today.

The Benefit Specialist program has proved to be quite an asset for the Tribe. She has helped many individuals secure benefits that they were entitled to but were having difficulty obtaining. Since the Benefit Specialist was hired she brought approximately \$95,000 in revenue to the Elders and has saved the Tribal

Clinic approximately the same amount of funds by working to get these individuals on medical assistance or SSI. The Benefit Specialist is now implementing programs on a monthly basis on topics of interest to the Elderly. A Durable Medical Equipment demonstration was offered and well received by the Elderly.

The Activity Coordinator position is very valuable to the Commission on Aging program. This past year more activities have been added to the program. The Elderly attended weekly bingo at the CBRF and the residents at the CBRF are also attending the programs offered at both the Keshena and Neopit Nutrition Site. Movies are shown on a weekly basis and ceramics are offered whenever the Elderly would like to do this activity. More activities are presently being scheduled. Activities (bingo, picnics, Ice Capades) were scheduled at Oneida, Wisconsin Dells, and Green Bay. Seniors from the Wisconsin Dells area also came to our program to participate in bingo at the Crystal Palace.

**Senior Companion Program & Foster Grandparent Program** The Senior Companion program uses the well elderly to help the frail elderly in home based services. The ACTION philosophy is that "a good Senior Companion Program is shaped around community needs. It's a volunteer program, the Senior Companions earn a stipend of \$2.45 an hour, not to exceed 20 hours per week or 40 hours every 2 weeks. The Foster Grandparent Program uses the Elderly to help with services to children age 0 - 21. The program is designed to serve their special and/or exceptional needs, whether they are physical, emotional, cultural, or social. We had a total of nine positions that could have been filled by the Elderly under the Senior Companion Program and approximately four positions under the Foster Grandparent. Great Lakes Inter-Tribal Council, Inc., has been in contact with our agency and has agreed to give us additional positions, total of 19 positions for the Senior Companion Program, 4 positions for the Foster Grandparent Program. Wages are paid by the Great Lakes Inter-Tribal Council, Inc.

**Title V Senior Worker:** Title V workers work in various capacities. We utilize the Title V worker at each of the nutrition sites to assist with the cleaning and cooking. Wages are paid by the Bay Area Agency On Aging. Great Lakes Inter-Tribal Council, Inc. has given us another two positions which will soon be filled and wages will be paid by Great Lakes Inter-Tribal Council, Inc.

The problem areas that we will encounter this coming year is in the area of finance. There are numerous cuts that are being implemented at both the State and Federal level. We have received notice that our State Title III budget has been cut. The 1996 award is \$70,930. We have yet to hear word as to what the Title VI program cuts are.

## **CHAIRMAN - OPERATION OF TRIBAL GOVERNMENT**

**John Teller, Chairman**

The Menominee Tribal Legislature approved 1024 motions, 70 Resolutions (which were primarily for funding applications), passed 25 Ordinances, approved Amendments to 9 Ordinances, approved 11 Amendments to Lease Ordinances (cancellations), and approved 2 Emergency Ordinances.

The Menominee Indian Tribe of Wisconsin, as does any healthy, viable organization, continues to experience new growth and development each year: The College of the Menominee Nation continues to grow in their new building with the 2nd graduating class scheduled for June, construction has begun on the Family Investment Center across from Tribal Offices which will house social service-type programs, a new police/fire building is under construction next to the old site behind Headstart, the Logging Museum has been renovated so those artifacts are secured, the additional lanes and entry have been completed at the Casino, the Alternate Route 85 has been completed to bypass the downtown area in case of flooding or other emergency, the Warren and Hall properties have been purchased at the Wolf River Ranch as well as a few others showing that little by little the Tribe is getting its land base back Headstart expansion is completed.

The construction for the Elderly CBRF has been successfully completed at the Wolf River Ranch area with actual permanent residency at an even dozen. With many of us growing older each year, it is very comforting to know that when we need it, there will be some place to go where we will be among family and friends. The elderly can also participate in the Respite Program and the recreational activities offered.



The Youth Recreation Centers in Neopit and Keshena continue to provide constructive recreational activities for our young people, and for those whose needs cannot be met so readily, this past summer the Tribe instituted a Crisis Intervention Hotline. There is also counseling for those young people who would like someone to talk to about whatever they need to talk about. A Youth Council has been initiated so there will be more input from our young and they are made to feel more a part of our tribal family. The Youth Talent Show was scheduled to be held at the Tribal School. There was the North American Indigenous Games in Minnesota in July for some of our local athletes. Emphasis has been directed to protect and nurture our young so that the overall health and vigor of the Tribe continues -they are our future.

The general development of the Middle Village (Wolf River Ranch area) for residential purposes (single family and trailer housing) is progressing: sewer and water are in, the roads have been planned and many completed, the electrical substation is completed, and telephone service will be available as the various tenants move into the 14 low rental units which are scheduled for completion in Spring '96. As you drive by that area, you will see that there are currently 8 frames going up, and basements continue to be poured for the additional units. Mobile homes applications for 38 trailer sites will be accepted for occupancy in Spring, 1996. Work will be initiated on the 10 Mutual Help Units in Spring '96 and are already spoken for.

The sturgeon enhancement program is ongoing; the Minnow Creek Waterfowl Management Area is completed with an additional wild-rice-planting pilot project introduced - ask Easter Penass and her ninth graders how well that crop turned out.

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 for some time. More testimony from elders is to be transcribed before December 15th and expert witness testimony is being undertaken with the major brief scheduled to be filed on March 8, 1996. This will be comments on all the old records and the adding of new evidence for our 12 Termination Claims. The preliminary findings will probably not be out until early 1997.

The Menominee Nation Hotel which is a 100-Room property is showing a profit over and above what a normal business is expected to do in its initial growing years. The Hotel has employed 5 more people than last year (30). The restaurant seats 250, and the employees number 91, with more employment upcoming. The Casino currently boasts employment at 498, with 30 at the Bingo Hall.

There are currently 18 people employed at the Tribal Supermarket and 607 are employed by the Tribe in all other areas. Economic diversification is still being worked on to give our people every employment opportunity and will continue to be worked on. We cannot stress enough that economic diversification is key if we are to continue growing in the coming years.

Growth and development bring changes. Richard Awonohopay was removed from the Police Department, and Keith Tourtillott is Acting Chief. Changes have been made at Maehnowesekiyah. Changes have occurred at our Gaming operations in both the Board and corporate arenas. Sarah Skubitz retired as Judge. Some changes are much more profound. We have lost some revered leaders this past year: Hilary Waukau, Sr., 8/2/95, who had devoted most of his adult life to the benefit of his people; Glen T. Miller, 4/9/95, who died from blastomycosis in the prime of his life; Kenneth "Paddo" Fish, 10/17/94, died tragically by the very instrument of peace he honored and upheld.

Changes bring choice. We will continue to work toward making the best choice that will benefit the most people.

**CLINIC**  
**Jerry Waukau, Administrator**

Several important changes are occurring in Wisconsin as well as the Indian Health Service that will affect

how we provide health care to our clients.

Wisconsin like many states in the country is revamping the way it does business. In the name of Government Reorganization and due to the need to cut down on the cost of providing government services, the State is in the process of implementing several changes that will affect the delivery of health care services to members of Wisconsin Indian Tribes.

The R.N.I.P. medical assistance program will be discontinued January 1, 1996 and replaced with a new medical block grant program.

The State of Wisconsin has enacted legislation directing that Medicaid recipients be enrolled in Health Maintenance Organizations. The State plan is to enroll 80% of Medicaid recipients by the end of 1995-1997 biennium.

The Menominee Tribal Clinic, like other tribal health clinics in Wisconsin, currently are the primary care providers for many Indian families on Medicaid. Tribal clinics provide most reservation Indians with a convenient location for receiving medical care and Medicaid recipients are an important source of clinic revenue. If tribal members are required to enroll in some distant HMO, they may be unable to travel to receive the necessary care. The other option would be to serve all recipients at the clinic, which would increase demand for medical services at the clinic.

Tribes are monitoring these changes but don't know exactly what the ramifications will be of the proposed managed care effort. Tribes requested that the State assume that Indian people living on or near Wisconsin Indian reservations are a part of the 20% of Medicaid recipients that will not be enrolled in 1995-1997 biennium. This will allow the Tribes in Wisconsin to study and plan for managed care. The health care environment is changing and Tribes need to look at innovative ways to prepare for managed care in the future.

The Council on American Indian Health was established in 1994 and its purpose is to analyze health care needs of the Indian Population in Wisconsin and develop a plan to address those needs.

Activities during the first year focused on the development of by-laws along with needs assessment data gathering initiative. Priority has been given to collecting data for Tribes, as without it we will not be able to plan. With financial support from the State a one year grant program was funded to look at chronic disease areas. Data collection efforts, which are tribal specific must be enhanced if we are going to develop the planning tools to operate our health care programs. For years Tribes have been included just as another minority group, which must change.

With the changes occurring at both the Federal and State level, it is imperative that Tribes have a voice and presence in State Government. The Council on American Indian Health is an excellent vehicle to accomplish this and we must ensure that the council stays in existence. The Council will serve as a structure to allow our voices to be heard, and allow for further development and coordination among Tribes.

Traditional Health Services continue to be made available to members of the community. A total of six (6) health clinics were sponsored at an average cost of \$1,750. A total of 390 people participated in the services.

The Menominee Tribal Clinic received accreditation from the Joint Commission on Accreditation of Healthcare Organizations (JCAHO) on October 19, 1989. The first triennial survey was successfully completed on October 21, 1992. On October 26, 1995 we were again resurveyed for a three (3) year period. Preliminary reports from the survey team indicate that we passed the accreditation process. We feel it is important to maintain accreditation from JCAHO as it ensures our patients that we are providing care in compliance with nationally accredited standards. The clinic employees take pride in giving the community confidence in the services we provide.

With the growth and development of the clinic, we must continue to look at how we are going to meet the long range health needs of the community over the next five (5) to ten (10) years. Access to medical

services continues to strain the system. In FY 1995 we saw approximately 19,200 patient visits. Our walk-ins and call-in patient volume is high as they encompass over 40% of the patient visits. Our most pressing demand from the community is for standard health care services and access to the physicians. With the addition of the sixth physician this past fall, we have taken steps to improve access.

In addition, the Tribal Legislature approved of a \$1 million dollar expansion to our medical department, which will increase total number of exam rooms from 13 to 25. This will allow us to better meet community needs and expectations. Construction started November 6, 1995 with a completion date of May 13, 1996. Funding for the project came from income generated from third party reimbursement.

Clinic access continues to be affected by patients who **No-Show** for appointments.

NO-SHOW RATES FOR 1995:

1. Medical	16% or 3,859 patients
2. Dental	13% or 760 patients
3. Optical	21% or 536 patients
4. Human Resource	22% or 550 patients

As part of an effort to improve efficiency within the clinic, we completed a survey on reasons why patients no-show. Top reasons were:

1. Forgot
2. Transportation problems
3. School or work conflict
4. Too busy
5. Feeling better

Patients expectations are that they can get into the clinic whenever they want, yet they don't realize the effect No-shows have on the system. Patients need to take more responsibility for their health care. They should be on time for their appointments, and if they cannot keep an appointment, to call and cancel ahead of time, as this will enable us to schedule someone else in their place.

We have implemented telephone and letter reminders for patients with some success. Some recommended solutions for continued No-show are:

1. Educate patients
2. Take no-shows only as triage
3. After three (3) missed appointments lose appointment privileges like dental; and patient require appear before the Socio-Economic Committee to regain appointment privileges.

As we struggle to improve efficiency within the clinic, we must empower patients to take more responsibility for their health. We must work in cooperation if we are going to improve the efficiency of our health care delivery system.

The total funds spent for health care services in 1995 were \$6,684,645. The following programs are included:

Contract No.	Contract Title	Total Expenses
101-104	Tribal Elderly Eye Care	1,004
101-140	Traditional Healing Services	9,500
101-141	Tribal Contract Health	9,500
101-164	Tribal Unmet Dental Care	5,000
156	Third Party Budget	1,871,814
157	1996 Clinic Expansion Project	5,000
159	Equipment Replacement Fund	115,000
308	Indian Health Service	4,150,000
701	Women Infants & Children	57,642

702	Women's Personal Health	4,290
703	Adolescent Parent Self Sufficiency	38,800
708	Adolescent Pregnancy Prevention	29,500
709	CHOICES	2,725
713	Wisc. Women's Cancer Control Program	12,964
715	IAP LHD Immunization Program	2,406
717	Coop. American Indian Health Proj.	9,000
911	Rural Infant Health Project (GLITC)	8,000
912	Public Health Nutritionist (GLITC)	2,500
		<u>\$6,684,645</u>

MEDICAL SERVICES - The Medical Department continues to strive to provide services to all in need of medical care.

In September another physician and nurse were added to the staff, bringing the number of physicians to six (6). This has enabled us to provide care to 1,600 more clients than in 1994 and 3,169 more clients than in 1993.

The average number of daily walk-in patients has remained at 20 patients per day for the last three (3) years. Efforts to decrease this number by changing the scheduling system, educating and telephone triage has not been effective.

A yearly Patient Satisfaction Survey was completed in October.

Dr. Steven Holcomb is working with employers, Marcia Whelan, Mark Caskey and Mike Hawpetoss involving the Occupational Health Program within the community.

Dr. Rusty Exner continues on the Child Protection Team and is also Medical Advisor for the Community Based Residential Facility (CBRF).

Dr. Geoffrey Coleman continues as Medical Advisor for Maehnowesekiyah Treatment Facility and EMS.

Dr. Amy Slagle continues to work as Advisor for the AIDS Task Force.

The Menominee Tribal Clinic physicians have delivered 87 babies this year.

MEDICAL RECORDS - Medical Records Committee held regular meeting to discuss issues such as advance directives, patient record audits, permission to treat minor children consent forms, abbreviation list revisions, and files control.

The Medical Records Policy & Procedure manual was completely reformatted making it easier to add new policies and revise current policies.

The advance directives project has been completed with policies drafted and approved on offering information on advance directives to patients, where such documents are filed in the patient record, and the right of patients to participate in decisions about their health care.

MTC again served as an alternate affiliation site for the NWTC Health Information Technology Program and a student spent two (2) weeks in the Medical Records, Patient Registration, Contract Health Services, and Billing departments.

Medical Records staff attended seminars and inservices covering advanced procedure coding, communication skills, Medicaid basics, patient registration training, fire extinguisher use training, and training in CPR.

**Total Patient Hospital Referrals No-Shows  
Encounters Admissions**

TOTALS            21,640        628        1,446        3,859

DENTAL - A weekly Fluoride Rinse Program is provided for children in kindergarten through 6th grade. The fluoride being used in the swish and spit routine is 0.2% neutral sodium fluoride solution. Approximately 470 students are covered by this program. Permission slips and information on the program are sent to all parents at the beginning of each school year. Teachers and school staff are trained by school/community health nurses to administer the program. They in turn are trained by the dental hygienist and consult with the clinic dentist as needed. Portable equipment was setup to screen and place dental sealants on 124 students. First, 2nd and 6th graders were seen at three (3) schools: Keshena Primary, Neopit Intermediate and Neopit Tribal School. Notes were sent home to the parents indicating the results of the screening.

Information on the harmful effects of tobacco use is provided for adults and adolescents that exhibit or report tobacco use. Many topics are covered including the relationship between tobacco use and gum disease and the risk of oral cancer with smokeless tobacco use. Referrals to the Tobacco Cessation Program are made if the patient exhibits a strong addiction with the desire to quit. Mark Caskey, RN, with the Healthy Heart Project, is contacted for referrals.

Dental health care for Headstart was off to a good start this year. Rose Pecore started as the new Dental Health Coordinator for the Headstart Program and was instrumental in making the program run smoothly with timely visits, transportation, and organization. This year, there were about 160 children enrolled in the Headstart Program. Headstart patients are scheduled three (3) days a week during the school year unless other appointments, field trips or bad weather occur.

Dr. Ron Fink completed a successful 15 day visit in September. Over 90 patients were treated; 65 stainless steel crowns, 84 fillings, 20 pulp treatments, 6 extractions, 9 exams, and 21 sealants were performed. Dr. Fink provided a three (3) day "in clinic" Pedodontic Course for the staff dentists. Topics including growth and development, pulp therapy, trauma, crowns, behavioral management and pharmacological therapy were covered.

Due to Dr. Hash's full schedule, he will no longer reschedule patients if they break an appointment. Parents are informed of this at the time their child is referred and advised to cancel within the specified time frame if they cannot keep an appointment.

\$100,000 of tribal funds was made available for Dental Care in FY 1995. \$60,000 was spent for deferred services including pediatric, prosthodontics, and orthodontic services. A total of 77 patients were referred with tribal monies and a total of 12 vendors (providers) were used. An estimated 50 patients remain in need of deferred care.

Cases usually involve orthodontics and crown and bridge. Continual funding for the program is not guaranteed, as this is "elective" dental care and resources remain scarce. Patients are advised of this when the program is explained to them.

Dr. John Greiert, who graduated from Marquette University in 1983, was hired in April as the third full time dentist.

Dr. John R. Lovas, who graduated from Marquette University in 1988 was hired as a Locum Tenens dentist in January, following the vacancy left by Dr. Joe Mastey. Dr. Lovas is still used as a "fill in" dentist when needed.

New hand instruments and handpieces were purchased to accommodate and complete the new dental operatories. A new ultrasonic scaler was added for dental hygiene. A new panograph X-Ray machine, from Gendex Midwest, was purchased to replace the old non-functional unit.

Dr. Steve Groddy attended a five (5) day Oral Pathology course in Bethesda, MD in February. Delores Boivin and Kathleen Barnes successfully completed the Basic Restorative Functions course requirements. Dr. Pat

Coriz attended Leadership Skills I for five (5) days in Albuquerque, NM in April. Vickie Spreeman attended a five (5) day course in Basic Restorative Functions in Sault Ste Marie, MI in September. She has successfully completed all requirements. Scott Hauser and Vickie Spreeman were certified in dental radiology in August.

<b>PATIENT ENCOUNTERS</b>	<b>YEAR-WIDE SUMMARY</b>	<b>PREVIOUS YEAR 1994</b>
DENTIST VISITS	5,069	4,049
HYGIENIST VISITS	1,501	1,465
DENTIST - NO-SHOWS	760	437
HYGIENIST - NO-SHOW	409	234

EMERGENCY MEDICAL SERVICE - The Menominee Tribal Rescue Service is an Emergency Medical Service that is undergoing many changes. These changes were to improve the quality of service we are able to deliver to our people in the Land of the Menominee.

In February the Emergency Medical Technicians (EMT's) were trained and certified in the use of the semi-automatic defibrillator. The defibrillator is used in cardiac emergency situations where the heart is beating very slow or too irregular to sustain life. The device delivers an electric shock to the heart in order to correct the irregular heart rhythm.

Throughout the year, the new Menominee Fire Commissioners worked with EMS to formulate a cooperative working arrangement. Fire department members were trained in the use of the extrication (J.A.W.S.) equipment. Now, whenever there is a need for the J.A.W.S. equipment, EMS will request that the local fire department respond to the scene. Usually it is a motor vehicle accident. Fire department members have received First Responder training. We look forward to formulating additional plans to address the utilization of these First Responders in the communities of Neopit, South Branch, and Zoar.

In November the EMT's were trained and certified in the use of combi-tube. The combi-tube is an advanced airway device which is used to maintain or keep open an unconscious person's airway.

EMS was not without problems this past year. One major problem being staffing. There were a couple periods where several EMT's, including the EMS Coordinator, were unable to work. This left the department critically understaffed. Our ongoing recruitment efforts brought the staff numbers up, but not in time before the existing staff was feeling the effects of burnout and critical incident stress. We had an unusually high amount of severe trauma related calls and deaths in 1995.

In all EMS responded to 1,008 medical assist calls for the entire year, 509 of which were actual transports to the medical facility. EMS continues to provide CPR and first aid training to the people and agencies of our community.

<b>PATIENT ENCOUNTERS</b>					
<b>ACCIDENTS</b>		<b>ILLNESSES</b>		<b>RESPONSE TIME</b>	
Auto	130	Other	98	Keshena	7
Home	100	Acute	242	Neopit	17

Work/School	25	Chronic	38	So/West Br.	13
Recreational	110	Drug/Alcohol	21	Zoar	24
Fight	106	Suicide	12	Lake Area	9
Animal Bite	13	TOTAL CALLS	1,008	Midway	10
		RESPONDED TO		Average (in min.)	12

RADIOLOGY - There were a total of 1,695 patient encounters, and 1,522 x-ray exams and interpretations in 1995. There were also 261 EKG's, 50 Spirometry and 89 casts fitted for the year.

LABORATORY

	1990	1991	1992	1993	1994	1995
Patient Encounters	6,741	7,400	7,489	8,767	8,371	9,968
Tests Performed	14,574	13,234	13,140	13,608	13,371	16,630
Tests Dispatched	2,692	2,786	2,856	3,654	3,699	4,081
Drug Screen Clients	0	N/A	733	761	412	479

The number of tests performed in our Laboratory will show a 24% increase over 1994 figures. Tests referred to outside laboratories will not show as substantial increase with only a 10% increase over 1994 statistics. Urine drug screen clients encounters will also show an estimated 16% increase over 1994 totals.

The significant increases in the number of patient encounters and tests performed projected for 1995 could be due in part to the additional physician hired in September. However, since the position was added late in the year its impact cannot account for much of the increase.

The Laboratory purchased two (2) equipment items in 1995. The first was a Bayer DCA 2000 Hemoglobin A1C Analyzer. The analyzer was used to perform 140 tests since it was put in use in June until October. These previously were referred to outside laboratories. This can account for part of the significant increase in tests performed in our laboratory and only a slight increase in the amount of tests referred to outside laboratories. The second item purchased was a Labconco Bacteriological Safety Hood. This item was recommended by various safety inspections to reduce the risk of exposure of laboratory employees to potential bacteriological pathogens.

The laboratory was inspected March 30, 1995 by Joan Donahue from the Wisconsin Division of Health for compliance with CLIA. The laboratory passed the inspection with only some minor deficiencies which have since been addressed.

PHARMACY - In 1995 the Pharmacy and Therapeutics Committee added 12 new drugs to the formulary and deleted 10 drugs.

The prescription volume has increased in part due to the addition of a 6th physician in September. An additional pharmacist was hired to help with the increasing workload. Increased funding is also being required as a result of these changes.

The Pharmacy continued to fill record numbers of prescriptions in 1995. This year we will dispense approximately 60,000 prescriptions. This compares to 55,772 prescriptions filled in 1994. The busiest month was October when we filled 5,596 prescriptions. The busiest day was September 25 when we filled 360 prescriptions. For 1996, we estimate we will dispense 66,500 prescriptions.

YEAR	AVG. # Rx FILLED/DAY	TOTAL Rx/FILLED YEAR
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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	223	55,772
1995	(projected) 241	(projected) 60,000

YEAR	TOTAL \$ SPENT	# Rx FILLED/YEAR	AVG. COST/Rx
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	347,191	55,772	6.23
1995	413,624	projected 60,000	
1996	439,219	projected 66,500	

OPTICAL - Access to Optical has been improved with the addition of another exam room and screening room. The appointment system has been changed to allow for appointments up to four (4) weeks. Demand is still high but the number of complaints have decreased considerably. A new display area and work station was purchased at a cost of \$12,500. Another assistant was hired to work in the department which has improved efficiency in our service. A total of 1,540 patients were seen for exams, along with a total of 17,005 technician visits. There were a total of 536 no-shows which impacts patient access to services.

HUMAN RESOURCE CENTER - During the 1995 year, the Human Resource Center staff offered out-patient mental health services by providing evaluation, assessment, and psychotherapy services utilizing a range of treatment modalities for those individuals requiring less intensive care than in-patient services.

The Human Resource Center continues to be a certified out-patient mental health program with certification being provided by the State of Wisconsin. The re-certification process for this year took place in February and the results were excellent without incident or recommendations. The staffing pattern of the Human Resource Center consists of four (4) Master Level Psychotherapists, a Consulting Psychiatrist for clinical supervision, a Consulting Ph.D. Psychologist for supervising psychological testing, and a Secretary/Receptionist. All full-time providers are certified by the Department of Regulation and Licensing of the State of Wisconsin and all staff are certified for third party billing.

The Human Resource Center will be changing its name in the immediate future to "Mental Health Services". The reason for this change is two-fold. The first is that the term "Human Resource Center" has become the phrase to describe the Personnel department in other agencies and so does confuse individuals as to the type of services provided. The second reason for the change is that Mental Health Services does allow for the specific awareness of what the services are that this department offers. Mental Health Services deal with such issues as depression, anxiety, grief, sexual abuse, children and adolescent difficulties, marital or couple problems, family issues, elder and aging issues, just to name a few.

Another change that has taken place recently is the creation of the "Youth Hotline" that is open after 4:30 PM



until 8:00 AM and throughout the week-end. This is located within the Human Resource Center department. The purpose of this is to provide to the youth of the community an access to someone who will be able to respond to the youth's problems on a continual basis. This was established through the efforts of numerous agencies, community members, and the support of the Tribal Legislature.

The problem area continues to be the no-shows that amounted to 550 in number. This obviously does not allow for others to be seen during that time. The no-show rate was 22% which is a 3% decrease from the previous year. The no-show issue continues to be addressed throughout the Tribal Clinic in a variety of fashions.

The Human Resource Center continues to work well with existing community agencies, Tribal Clinic departments, and other agencies in the area. The client contacts and professional consultations have increased this year over previous years with the expectations that this trend will continue into 1996. There were a total of 1,966 client contacts along with 1,328 consultations.

COMMUNITY HEALTH NURSING SERVICE - The Community Health Nursing Service together with the Medical Department and the cooperation of WIC and Rural Infant Health has met 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 (4) quarters. Sevenhundred (700) people received influenza vaccine.

We provide approximately four (4) hours per week nursing services to the Tribal School at Neopit and work closely with the MISD providing education classes, immunization clinics and consulting. We also provide nursing service to the Tribal Day Care and consulting 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.

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.

HealthCheck continues to be a busy area providing health screenings for children and young adults to age 21. We do sports physicals as well as routine health screenings.

We received a Cooperative Indian Health Grant and used the money for additional wheelchairs, walkers, commodes, bath benches, and medical equipment for the community nurses.

D.M. Clinic:

Patients Seen	264
Audiology:	
Patients Seen	343
School Screenings	938
HealthCheck:	
Patients Seen	435
Community Health:	
Home Visits	3,641
Blood Pressures	2,590
Maternal Child Health	1,450
Immunization	912
PPD's	285
Patient Transport Miles	27,941
Patient Transported	598
Flu Shots	700

MENOMINEE COUNTY PUBLIC HEALTH - Thirty-one (31) cases of chlamydia were reported and received follow-up. This compares to 21 cases last year and 29 cases in 1993.

Four (4) cases of shigella sonnei, three (3) cases of salmonella, and three (3) cases of campylobacter were reported with appropriate follow-up completed. Shigella sonnei, salmonella, and campylobacter are all gastrointestinal bacteria causing diarrhea as well as other symptoms.

Two (2) cases of blastomycosis were reported with one case resulting in death. One (1) case of legionnaires disease was also reported.

We continue to provide injections for the seriously mentally ill patients served by Human Services. Eight (8) clients have been receiving injections.

Walk-in blood pressures are available to all county residents at the Community Health Department. Blood pressures are also available at both meal sites.

We also coordinate skilled nursing care with Human Services Personal Care services to provide home nursing services to county residents.

DIABETIC PROGRAM - The Diabetic Program has been working to update the registry by follow up on diabetic patients through diabetic clinic, screening programs and regular appointments. Presently we have 266 patients on our patient list.

The diabetic program has been holding monthly luncheons with educational material presented before lunch. The information presented is from the Indian Health Service Diabetes Curriculum covering all areas of diabetes care and complications.

The diabetes committee agreed to purchase four (4) Accucheck Advantage machines for use on a loan basis by Gestational Diabetics. Presently none are in use.

The last completed audit of DM charts was on May 17, 1995, 50 charts were done. There was a trend toward a slight increase in documentation of the standards of care. Our facility still has documentation equal or greater than other IHS facilities.

WELLNESS PROGRAM - The Wellness Program continues to sponsor the Menominees in Motion exercise program. Incentives include: T-shirts; drawings for walking shoes; sweatshirts; sweatpants; and patches. More T-shirts will be purchased yet this year.

The "Heart of the Menominee" walk and the "Wolf River Run" were co-sponsored with the Healthy Heart Project and the Fitness Program respectively. Refreshments and door prizes were purchased for the Walk and refreshments and T-shirts were purchased for the Run. These two (2) events are also being planned for next year.

Two (2) bike rodeos were held this summer. The Wellness Project contributed to refreshments and purchased four (4) bicycles that were used as prizes for the children who attended.

Other projects the Wellness Committee were involved in were: National Breastfeeding Awareness Week, purchased two (2) cakes; Provided supplies for the cholesterol screening machine; Dental's "bottle trade in" day; and the Great American Smokeout. We will purchase 200 toothbrushes for the fluoride rinse program in the schools. A "Kopy Kit" is being purchased on Personal and Family Safety to be used for newspaper or newsletter articles.

ADOLESCENT PREGNANCY PREVENTION/CHOICES - The Adolescent Pregnancy Prevention/Choices Program is an education based program setup to provide services to all adolescents, ages 10-19 residing on the reservation.

During FY' 94-95 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 activity class for the Jr High students; 4) to provide a monthly choices meeting (covering a different health related topic each month) for all girls ages 10-19; 5) to provide case management to 10 high risk adolescents; 6) to teach a six (6) hour "Sexuality & Lifeskills" class to 15 adolescents; 7) to provide two (2) presentations on Adolescent pregnancy to a public welcome event or meeting.

Presentations were given on the following topics: Menstruation, Making Goals, Drinking and Driving, Puberty, Anatomy, Teen Pregnancy, AIDS, Educational Goals, Self Esteem, Peer Pressure, and Dating.

The Program worked with 184 different clients and had a total of 832 contacts for the year.

ADOLESCENT PARENT SELF-SUFFICIENCY PROGRAM - This program 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 (10) classes that meet once a week for two (2) hours. Self awareness, empathy, nurturing, and child development are emphasized in the classes. Fourteen (14) Parenting I classes were held in FY' 94-95 with eight (8) female participants and one (1) male participant.

Prenatal workshops are held once a month for three (3) months or when appropriate. The workshops include presentations from local medical staff, clinic staff, community members, and a visit to the Shawano Community Hospital Obstetrics Department. Embryo/ Fetal development, child birth, breast-feeding, post partum care, and baby care are some of the topics presented. FY' 94-95 included seven (7) prenatal workshops with 11 pregnant teens in attendance.

NUTRITION - There was a change in staffing in the nutrition department this year. The department was without a full-time dietitian for several months. The nutrition department has continued to provide the medical nutritional therapy to patients referred by the physicians, as well as the services to local community agencies. These agencies continue to include: Head Start, Tribal Day Care, Wolf River CBRF, Senior Centers, Tribal Jail, Maehnowesekiyah, and schools.

Total medical nutritional therapy patients = 125.

Total contacts with community agencies = 574.

The majority of the medical patients were seen for Diabetes and weight loss.

W.I.C. PROGRAM - The project's caseload allocation from the state increased this past year to 500 WIC participants. Average participation per month was 489, which is an increase of 12 from last year.

Our goal was to have participation greater than or equal to 78% of WIC population estimate for FY '95 and 85% for FY '96. WIC Report 801, dated 10-11-95, shows a participation rate of 96.8%, well above our goal, as well as state averages.

Baby Bottle Tooth Decay Prevention - There were two (2) goals for this objective. The first focussed on the percentage of all infants and children who stopped using the bottle at 19-59 months of age will be reduced to 13%. The second goal was to have the percentage of all children 19-59 months of age at certification still using the bottle be reduced to 9%. We did not achieve either goal with the percentages actually increasing from last year to 23% and 20% respectively. Our 1994 statistics were both below state averages; current state statistics are unavailable at this time for comparison. A number of Baby Bottle Tooth Decay Prevention programs have been conducted within the past year. The data is currently being analyzed so that alternative methods will be utilized.

Nutrition Education - the goal for nutrition education is to have 50% of the total number of WIC families attend at least one (1) Minwanjigewin class. The Minwanjigewin Project is a two (2) year program that will provide nutrition education to participants on the 11 Wisconsin reservations. The nutrition education workplan evaluation is to be based upon the Center for Health Policy and Program Evaluation, which has not been sent

at this time. A Minwanjigewin area worker has been established, and has been working with WIC participants on a monthly basis.

#### WOMENS PERSONAL HEALTH - Reproductive Report

Actual number served:

Reproductive Health	1,145
STD Diagnosis/Treatment	5
Contraceptive Service	639
Pregnancy Tests	324

The Reproductive Health Project uses various forms of outreach to provide information to the people we serve on the Menominee Indian Reservation. Newspaper articles are published on a regular basis, in the local newspaper, with updates of new forms of birth control and giving the public the information on what services we provide.

Pregnancy tests are performed by in-clinic laboratory staff. The test results are relayed to our department, who in turn relay the results to the client. Test results are usually available within 10 minutes and the client is notified within the same day as testing.

Consents for long term contraceptives such as Norplant and Depo-Provera are signed through this office and pre-counseling is done at this time. Post implant checks are done on Norplant clients at two (2) weeks. Second and subsequent doses are given through this office. A three (3) month weight and BP check are done on first time oral contraceptive users and a prescription is then written for the following nine (9) months. All of this is done through signed standing orders from the physicians to the nurse in Women's Personal Health. We are responsible for follow up on all abnormal PAP test results. A quarterly report is made to the Quality Improvement committee, regarding follow up and findings.

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.

We have seen almost triple the amount of clients that we had estimated. We did not see the number of STD clients as we had planned partly due to the fact that the community health nurse does most of the follow up for STD clients.

WPH - Perinatal Services Report - Actual number clients served: 113 pregnant women, seven (7) postpartum visits.

This program 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.

Perinatal services include an OB preliminary visit which includes drawing 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. A health history and risk assessment is filled out by all clients. Copies of these are transferred to the clients medical chart after a release of records is signed. A referral is also made to WIC at this time and the client is taken to the WIC department to set up an appointment.

The RN is trained to do pre and post test HIV counseling. All pregnant women are asked to have a HIV test done at the OB preliminary visit. The lab work is done after a consent is signed for the test.

Prepared childbirth classes were held at the clinic every three (3) months. The classes are free of charge and transportation is provided as needed. A class curriculum is on file and updated as needed.

A home visit is made to all high-risk infants and their mothers. The Rural Infant Health Program makes a

home visit to all postpartum women and makes necessary referrals to this program to see any women or infants that are having problems. We do 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-HEALTHY 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.

CONTRACT HEALTH SERVICES - The primary role of the CHS program is to provide comprehensive health care 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 basis of relative medical need and availability of funds.

Contract Health Service 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 providers.
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 source 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 resources available to eligible Indian people.

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

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 95 proposal was funded in the amount of \$237,500.

During the past five (5) years, Contract Health has seen an increase in the amount of payments for outside prescriptions. These prescriptions are mainly medications that the Tribal Clinic does not carry on the formulary which are prescribed by our physicians and specialist. A number of these prescriptions come from emergency room visits during hours the clinic is not open.

#### COST PER YEAR FOR OUTSIDE PRESCRIPTIONS

YEAR	# OF Rx's	AMOUNT
1991	211	\$ 7,412.49
1992	418	13,865.23
1993	701	30,555.03
1994	1,024	53,989.07
1995	1,327 (estimate)	63,216.78 (estimate)

Due to the large increase in payments for these prescriptions, a need was identified for management of these costs. In February, 1995, Contract Health began contracting with Pharmacy Select Prescription Program. This program processes prescriptions from outside pharmacies. In contracting with this program

we are able to have reports generated along with a .90 cent savings per prescription.

Staffing changes in the beginning of the year affected the CHS program. Violet Ninham began as Contract Health Assistant on January 23, 1995. She came with a broad knowledge of Contract Health Procedures and needed minimal training. In June, CHS Coordinator was given approval to begin development of a new position entitled "Medical Benefit Specialist". Terri Corn was hired on August 21, 1995. This position was developed to assist families/individuals in locating/applying for alternate resources.

With all of the current and future changes in Medicare/Medicaid programs, it is unsure of how these changes will affect the CHS program. One thing we do know for sure is that the Contract Health Program will be the last resource for a number of people affected by these changes. One major program Relief to Needy Indian Persons Program (RNIP) will discontinued as of December 31, 1995. This program has been a valuable resource in the past. The State of Wisconsin will be issuing a Block Grant to Indian Tribes for medical care. It is unknown at this time how this will be distributed. The Benefit Specialist has met with a number of RNIP clients and had CHS applications filled out.

A total of 174 new CHS applications were approved this year.

Contract Health had a total of two (2) catastrophic cases this year. When Contract Health determines that medical care for an eligible person can exceed the threshold amount set by IHS \$16,900, a number of requirements must come into play. This case must be reported to IHS so that case management may be performed. We did receive partial reimbursement for the first case from the CHEF fund.

The second CHEF case in which the medical bills totaled in excess of \$60,000 received a Medical Assistance card which was backdated to cover most of the medical expenses.

Thirty-two (32) Denials of Contract Health Service in the amount of \$21,492.79 were sent out this year. The reasons for denial of payment included No Notification within 72 hours of emergency treatment and Not referred by the Menominee Tribal Clinic.

MENOMINEE TRIBAL CLINIC IHS CHS  
 Total Number of Inpatients.....172  
 Total Number of Inpatient Days.....493  
 TOTAL INPATIENT EXPENDITURES.....\$188,269

Total CHS Vouchers Processed (Medical)..2,502  
 Total CHS Vouchers Processed (Dental)....182

FY '95 CHS Expenditures.....\$524,128

MENOMINEE DEFERRED REVENUE - The Deferred Care services component of the CHS program was funded for fiscal year 95 in the amount of \$237,500 through the Menominee Tribe. These Tribal funds were used for medical care which are not within the current level of funding and medical priority from IHS.

This year, a total of 366 persons benefited from the Deferred Care program for medical expenses. These persons were able to receive medical services that otherwise would have been put on a waiting list for months under IHS. The types of medical care approved under the Deferred Program includes surgeries for Cataracts, Gallbladder, Knee Arthoscopy, Joint replacement, Spinal Fusion, Sinus, and Tubes for children with frequent ear infections. Deferred Care funding also provided diagnostic evaluations for Cardiology (heart), Dermatology (skin), Orthopedic (bone), Gynecology (female Reproductive), and Urology.

Fiscal Year 96 Budget Proposal for Deferred Care Services was not approved. Currently, all Deferred Care is on a waiting list. There are currently 40 persons on the waiting list with referrals estimated at \$82,000.

MENOMINEE HEALTHY HEART PROJECT - Results from the cardiovascular survey provide a comprehensive picture of the cardiovascular health profile of the Menominee. Prior to this report no data was available to determine the presence of cardiovascular risk factors in the area. The data collected is valuable

for both understanding the conditions which give rise to the high mortality rates for cardiovascular disease and developing effective policies and programs to reduce the risk of cardio-vascular disease. The data have been reviewed and is ready for tribal approval and publication. Release of information will benefit us, you need data before funding. The data belongs to the Menominee People and anyone who wants to see it or use it is welcome to it.

A wide spectrum of activities are underway that address the cardiovascular health needs of people of all ages (children, youth, adults, and elders) and take place in multiple settings (schools, workouts, clinic, and the community at large). Various health promotion strategies are being employed, including education, organizational change, and policy change. Some of the prevention activities are:

**Community programs;**

Heart of Menominee Poker Walk, Wolf River Run,  
American Cancer Society-Wolf River Duck Race;  
Strongest Menominee Men and Women weight lifting contests;  
Aerobic class (two (2) Menominee women were sent for training and certification);  
Youth Bike Rodeo in Keshena and Neopit (promote helmet use and safety skills);  
Youth rollerblade programs in Keshena and Neopit; Family Day Program (Green Bay Gamblers Hockey Coach, General Manager & players were here);  
X-country Ski Clinic and skiing trails;  
Weight control and smoking cessation classes;  
Great American Smoke Out Coordinator  
Talks to community groups on wellness.

**School Program:**

Neopit Intermediate 5th and 6th grade weekly wellness class. Lifetime wellness curriculum topics include nutrition, fitness, tobacco abuse, humor, stress management, goals and self esteem, communicating with parents and teachers, sex education, and drugs.

All schools, Head Start through High School received tobacco abuse programs and low fat nutrition programs.

Smoking cessation classes and information were provided for High School students.

Mark Caskey, R.N. is the coordinator for the program. He is one of the few staff members that has been involved with the Inter-Tribal Heart Project from beginning to end. As phase II of the projects funding comes to an end, he will continue working with the Tribe coordinating the Wellness Department. Program started four (4) years ago working out of a pick up truck and with the new addition to the Tribal Clinic, has grown into an office and wellness screening room/exercise room space! New Fitness Director (Mike Hawpetoss) is funded by tribal insurance.

Will continue efforts to reduce the high prevalence of cardiovascular disease risk factors for the Menominee People.

BILLING DEPARTMENT - The clinic installed The Medical Manager in 1992 to do clinic/drug billing and accounts receivable. The system consisted of about eight (8) users and brought in about \$1.4 million per year in third party billings. Late in 1994 a separate pharmacy billing package was installed. The pharmacy does a drug utilization review at script entry time and bills drugs on-line at the time they are dispensed to the patient. Accounts receivable information from the pharmacy is passed to The Medical Manager (the clinical system) for cash receipts and collection. The reason for this link was so that the patient would get only one statement. In 1995 a communications package was added to check the eligibility of insurance status of Medical Assistance patients. A module to electronically bill Medical Assistance and Medicare was added to speed up cash collections. Cash collections from Medical Assistance are now received in six (6) to ten (10) days. In 1995 a module to facilitate collections from patients was added and a module to electronically bill commercial insurance companies was added. Over the years, personal computers were added to the system to do word processing and spreadsheets. The current configuration consists of about 19 PC's, nine (9) terminals, and about 10 printers running on a Novell server which is hooked to a UNIX server. The

Medical Manager and the pharmacy billing system run on the UNIX side while the word processing and the spreadsheets run on the Novell side. The third party billings are budgeted for approximately \$2.1 million in 1996. Billing claims are now being processed within 30 days of services. An upgrade to the system hardware is planned for 1996.

## **COMMUNICATION DIVISION**

**Dale Kakkak, Director**

Menominee Nation Communications is, for now, the unofficial title of the Tribal Communications Division. The division was created by the adoption of Menominee Tribal Legislature Ordinance 95-04, Tribal Government Plan on May 18, 1995.

Under the structure, the Public Relations Department, the Menominee Tribal News, Menominee Notes and other media fall under Menominee Nation Communications. The plan was adopted to facilitate closer supervision of these departments activities and budgets. A major consideration for forming an in-house communications division was to have Menominee people producing our own messages. Previously, the tribe contracted with an outside public relations firm to do this work.

The division was funded by monies previously appropriated to this outside firm for production of treaty rights video.

Up to this date, Menominee Nation Communications has been trying to improve coverage of tribal events through the tribal news and on radio (WTCH-960 AM) and through contact and press releases with other local media. We are in the process of forming a video component. We have video taped some tribal events and will soon be in production of documentaries on the Treaty Rights case and the Crandon Mining issue. In the near future, we will be coming to the community for more human interest stories, cultural and historical information and for educational material for various programs and departments of the Menominee Nation.

## **COMMUNITY DEVELOPMENT**

**Kim Menominee, Director**

Based on the Departmental Management Plan, the department is committed to provide the highest quality of real estate, technical assistance, solid waste/recycling, planning and transit services for the Menominee Indian Tribe of Wisconsin. This year the department has made significant progress in the component development of a Tribal Comprehensive Land-Use Plan. Planning items included:

**DRAFT RECREATIONAL PLAN** : this draft plan describes existing recreational facilities and services with in the exterior boundary along with proposed facilities, services and budgetary costs projected out for five (5) years.

**DRAFT REVISED ZONING ORDINANCE** : this draft zoning ordinance is designed to replace existing MITW ORD. 87-32 in providing the department with land-use guidance recommendations to the Community Development Committee in order to protect and conserve Tribal environment and resources, such as forestry, wetlands, surface waters and ground water while considering the most appropriate use of land.

**BASE TOPOGRAPHICAL MAP OF KESHENA** : this base map shows detailed topography, physical features, lot plats, sewer/water, road locations for planning, real estate and informational purposes.

**DRAFT SOLID WASTE/RECYCLE MANAGEMENT PLAN** : this draft plan describes historical and existing solid waste management practices along with proposed solid waste management practices incorporating recycling in order to preserve the land base and provide the most economical service with budgetary costs projected for five (5) years.

**TRIBAL UTILITY OPERATIONAL PLAN** : this plan describes the daily and operational parameters of the Tribal Utilities providing sewer, water and now electrical retail services with in the exterior boundary of the Menominee Reservation.



The department has provided significant project management in the development, design and procurement of several construction projects. Listed below is a representative sample of project description, funding source, amount along with year project was initiated and year completed.

<u>Description</u>	<u>Funding Source/Amount</u>	<u>Dates</u>
Middle Village: Tribe @ \$ 2,020,000 sewer/water/electrical phone/plats/roads	MTHA @ 375,000 BIA @ 1,400,000	1993-1995
Casino HWY 47/55 improvements	Fed.HWY @ \$ 560,000	1994-1995
Route 85 Road	BIA @ \$ 1,236,667	1985-1995
Dump Closure: Keshena/Zoar/S.Branch	BIA @ \$ 253,000	1992-1995
Pine Ridge lift stat.	EPA @ \$ 80,000	1993-1994
Base Mapping Keshena	Wis.LIB @ \$ 80,000	1994-1995
Neopit Dam repair	FEMA @ \$ 16,000	1994-on going
South Branch Community Center	Tribe @ \$ 374,000	1994-on going
Family Investment Center, Keshena	HUD @ \$1,000,000	1994-on going

#### **MIDDLE VILLAGE PROJECT SUMMARY**

In the spring of 1993, the Menominee Indian Tribe of Wisconsin aggressively initiated the development of 1,200 acres for the design and construction of a new village. The primary factor which influenced the development of the new community was the basic need for residential land use which would not compromise the Tribe's position on maintaining the forest for sustain yield silvaculture practice.

The magnitude of a project of this scale required significant project management and coordination in order for completion to occur within a reasonable time frame. Although the conceptualization of the project had been in process for years, initiation of design occurred in May 1993 with completion for lease requests in the fall of 1995. Initially, it was conceived that the project would develop in four phases. Due to the demand for residential lots, the project development will occur in two phases. The first phase of development included:

- Waste Water Treatment Plant Installation
- Well, Pumphouse and Water Tower
- Sewer and Water Distribution System to 85 lots
- Substation, primary and secondary electrical distribution to 85 lots
- Telephone distribution for 85 lots
- Road network for 85 lots
- Plat and record 151 lots

Cost for the development of the first phase was \$3.795 million. In order to finalize all financial obligations, the project did incur a 3.0% cost over run. The Department requested of the Tribal Legislature, the redirection of profits earned from a 638 Construction contract to cover the project obligations.

Additional coordination from the department included redistricting of the school district.

Attached, are the primary project management coordination items along with design criteria.

## **MIDDLE VILLAGE COST BREAKDOWN**

<u>Description</u>	<u>Amount</u>
Internal Design team	\$10,800
Survey, plat and record	6,000
Consultants:	
Hydrogology report	61,845
Sewer and Water Detail Design	91,874
Construction Inspection	39,012
Utilities:	
WWTP Equipment(jettech)	124,700
WWTP Construction	446,000
Well, Pumphouse and Tower	352,934
Sewer and Water Distribution	646,576
Replacement Structure	10,000
Electrical Substation and Distribution	490,000
Communication distribution(phone)	97,600
Road Network:	
Design 39,600	
Road Construction	1,360,000
Temporary roads	18,000
Project Totals.....	\$3,794,941

### Note:

Costs do not reflect departmental staff time in project/construction management.

## **WOLF RIVER RANCH COMMUNITY DEVELOPMENT**

### **I.TOPOGRAPHICAL MAP OF COMMUNITY LOCATION**

- A. Two (2) foot contours
- B. Scale 1 inch = 100 feet/1 inch = 500 feet

### **II.HYDROGEOLOGICAL INVESTIGATION**

- A. Define aquifer
- B. Define aquifer direction and velocity
- C. Define aquifer quality
- D. Define subsurface soil characteristics

### **III.ENGINEERING SOIL CHARACTERIZATION**

- A. Define soil strength for foundation design and roads
- B. Define storm water run-off

### **IV.PROPOSED COMMUNITY LAYOUT GUIDANCE MAP**

- A. Define number of homes and lot size
- B. Define apartments and size
- C. Define desired location of waste water treatment plant
- D. Define desired location of roads
- E. Define desired location of water well
- F. Define desired location for solid waste handling

### **G. Define desired location of community buildings:**

- 1. Elderly housing
- 2. Church
- 3. Community center
- 4. Recreation
- 5. Service station(s)
- 6. School(s)
- 7. Commercial

## V.ELECTRICAL POWER DISTRIBUTION SYSTEM

- A. Define power consumption based on population and commercial developments
- B. Define power source

## VI.SEWER AND WATER DISTRIBUTION SYSTEM

- A. Define water consumption based on population and commercial developments
- B. Define water treatment based on population and commercial developments

## VII.HISTORICAL/ARCHEOLOGICAL

- A. Define all potential areas of development for historical and archeological significance

## **WOLF RIVER RANCH COMMUNITY DEVELOPMENT**

### **KICK-OFF MEETING : DESIGN CRITERIA**

AUGUST 3, 1993

1. Sign Contract
  - a. Glen T. Miller, Tribal Chairman
  - b. Richard Schneider, P.E., Schneider Consultants
2. Site visit
  - a. Discussion of primary infrastructure items
  - b. General location of infrastructure items
3. Familiarize Schneider with internal team
  - a. Menominee Indian Tribe of Wisconsin
  - b. Environmental Compliance Consultants, Inc.
  - c. BIA road design group
    - d. Wisconsin Power & Light
4. Prioritize list of deliverables
  - a. Waste Water Treatment Works (WWTW)
  - b. Primary Water Well
  - c. Water Tower
  - d. Sewer collection system
  - e. Potable water distribution system
  - f. NPDES permit
  - g. Cost estimation
5. Set schedule and coordination
  - a. October 1, 1993: Preliminary Plans & Technical Specifications 85 % complete
  - b. October 31, 1993: Final Plans & Technical Specifications 100 % complete
6. Set development items
  - a. Residential
  - b. Commercial
  - c. Support buildings
7. Determine population factor(s)
  - a. Phase I & II: 70 residence @ population 4.3/residence
  - b. Phase III & IV: 70 residence @ population 4.3/residence
  - c. Loading/utilization factor of safety 1.33
8. Estimate treatment works loading
  - a. Influent parameters
  - b. Effluent parameters
9. Standardize on drawing details

## **CONSERVATION/RIGHTS PROTECTION**

**Leon Fowler, Director**

### **EXECUTIVE**

CONTRACT COMPLIANCE: We met with Robert Jackson from the Minneapolis Area BIA Office who did his usual program monitoring and with the Tribal Fiscal Monitoring Team. In March, word was received from Robert Jackson of Minneapolis BIA that \$149,362 was available. All enforcement personnel were recertified with their service weapons twice this year. All wardens received their 40 hours of annual inservice training. A storage shed for our fishery equipment was completed with tribal funds in February.

BUDGET: Beginning in May and through September, large amounts of time were spent doing budget details. With the tribal budget cuts, we had to do many modifications to address our needs. Toward the end of the fiscal year, we were uncomfortably nearing the pennies. With a 25% cut, it was difficult to formulate the budget, with one warden's work was reduced to part-time. In August, we were faced with another budget cut which brought our total budget cut to 39%. At that time, facing Federal budget cuts, we sent a memorandum protesting further cuts and recommended lobbying for more money to meet our needs. An amount of \$55,000 was received from the Bureau of Indian Affairs for rearing pond liners.

PERSONNEL: One Warden resigned creating a vacancy which we filled by hiring a new Conservation Warden. An Administrative Review Process was initiated against our hiree. We received a negative decision from the Administrative Review Committee in regard to our alleged hiring practices. In lieu of the Committee's decision, we released a warden who's qualifications were challenged. Since then, legal proceedings have begun in Tribal Court by the dismissed warden. In that regard, we made two court appearances. We have retained David Mahkimetas as our new Animal Control Officer who began in March.

TREATY RIGHTS: Department personnel met with James Jennetta in regard to the filing of the Off-reservation Hunting and Fishing Rights case, filed on January 13. As reported, this suit culminated from a BIA funded research grant procured by our department in 1988. On March 22, we met with Wisconsin Commercial Fishermen in regard to claims pending in Federal court. We attended a meeting with Environmental Services in regard to the water study and with the State, USFWS, BIA, Tribal Sturgeon reintroduction committee.

OTHER: We, with the Tribal College, Forestry, and Environmental Services personnel began reservation research management. This Research Group will initiate research, and review research proposal requests. Our BIA, Contract Officer's Representative was in town for the premier viewing of the Discover Wisconsin Circle of Flight film aired nationally.

### **ENFORCEMENT**

PROBLEM AREAS: A bear hunter mentioned in earlier reports was issued several citations for season overharvest. As mentioned prior, the sale of bear gall bladders (galls) recurred this year. These concerns were referred to the Conservation Committee to review. That hunter, is evidently, only interested in killing bears for the gall bladders. He seeks out other people to tag the carcass without using his own. This activity poses a threat to the reservation bear population. The market for bear galls is very lucrative and encourages illegal poaching of bear, since our fines are not high enough to deter this activity. More complaints were received in regard to horse riders in the Sand Lake and southline areas. Wardens again received complaints from local fishermen about rafters on the Wolf River. Two wardens compiled some data for Tribal Legislative review. Wardens met with Community Development regarding these problems. All summer long rafting issues plagued the department. Another rafting business sprouted from an approved rafting business. It appears to be a legal arrangement. Tribal claims may resolve this issue. At the end of June a possible trespass incident involving that same rafting business may have been averted by one warden's activities but again, legalities cloud the issue and we are not able to resolve that incident at this time. In regard to taxation issues on rafting, some possible criminal activities were referred to the Prosecutor's office.

MAJOR CASES: Three individuals were cited for a Timber Trespass incident 1-24-95. Other citations were issued for that same incident included trespass and firewood violations and a civil forfeiture of the truck and

equipment used in the violations. A complaint of a deer theft resulted in twelve citations for non registration and with the help of *Menominee Tribal News* publicity uncovered another theft case. These cases were referred to the Tribal Police.

HUNTER EDUCATION: Two hunter safety courses were held this year in which wardens participated with volunteers. A total of forty students have received their hunter safety certificates. Another hunter safety course began in September and will be completed in the next fiscal year with thirty students registered.

**FISH AND WILDLIFE**

WILDLIFE MANAGEMENT: Data on the deer harvest was compiled for the Conservation Committee. The annual deer pellet survey was tallied up and shows another decrease in the deer herd at 7.76 deer per square mile down from 8.5 in 1994. Menominee Tribal Enterprises made a commitment of \$7,500 for beaver subsidy payments. We assisted Forestry with the Wisconsin Conservation Corps application. When application was **not** approved, we discontinued the WCC project. A beaver subsidy report was finalized and submitted to Menominee Forestry.

FISHERY MANAGEMENT: Dialogue was also kept with the Bureau of Indian Affairs, Minneapolis Office and vendors in regard to fish pond liners to help with our water problems. The Biologist and a U.S. Fish and Wildlife Service biologist took samples of the salmon found in Upper Bass Lake. In April, sturgeon were received from the Center for Great Lakes Studies - Milwaukee. In May, the manager also participated in a hearing with the Wisconsin D.N.R. for the Sturgeon Management Plan at the Legend Lake Lodge.

STURGEON REINTRODUCTION: The Biology Department worked out a program for a radio telemetry tracking system for the sturgeon management plan. Arrangements were made to accommodate surgeons who implanted transmitters into twelve sturgeon, supplied by the Wisconsin DNR. Tagged sturgeon were put in the Wolf with transmitters. The manager, wardens and a USWFS Biologist monitored them for 48 hours. Monitoring continued through August and September With high water a few made their way back down the river to their place of origin. The remaining seven were found staying on the reservation. More sturgeon were released into Legend Lake and the Neopit Mill Pond which were received from the U.S. Fish and Wildlife Service.

**ENVIRONMENTAL**

There was not much activity in this work area, but wardens reported finding more junk tires along the reservation roads. Some thirty garbage incidents were checked out. All but one these incidents have been resolved through clean-up or court action. The dumping of tires remains a problem. In July, one clean-up incident involved gasoline/oil dumping on Legend Lake. The incident was referred to the Wisconsin DNR and involved excavating the contaminated soil at the expense of the violator who was also fined for the violation. The Biologist prepared environmental impact statements for the reservation roads projects.

**ANNUAL STATISTICAL & FINANCIAL**

For period ending September 30, 1995

GOAL:

This program will achieve the objectives listed in the Statement of Work as provided in the Rights Protection Contract. Those objectives specifically include: Executive duties, Conservation Law Enforcement, Fish and Wildlife Management and Environmental Quality Services. These shall be carried out by means of patrol, investigation of complaints, issuance of citations, inservice training, conducting annual fish and game surveys, stocking of fish and prescribed wildlife management methods.

**FINANCES**

<u>Remaining Balances</u>			<u>Projected</u>	<u>Actual</u>
BIA 246 YTD	\$386,575.06	\$357,346.42	\$28,254.31 (1)	
Tribal 136 YTD	\$124,852.00	\$109,484.28	\$13,964.20 (2)	

footnotes/comments:

- (1) represents earmarked carryover funds for special projects.
- (2) savings returned to tribal general account.

<b>OUTPUTS:</b>	<b>Y.T.D.</b>	<b>1994</b>
Water Resource Inventories	3	0
Fish stocked	416,415	426,450
Reportable Incidents	291	227
Warnings Issued	27	21
Citations Issues	111	66
Inservice Hours	156	144
Interagency Assists	32	33
Complaints Received	50	42

## **ANIMAL CONTROL DEPARTMENT**

### **Financial Data**

Expenses:	Projected	Actual	Remaining Balance
#137	\$75,025.00	\$51,039.14	22,506.97*

financial footnotes:

\*This large sum was unexpended because of the temporary shut down of the Animal Control Department due to extended illness of one officer and the resignation of the other. Some duties were tended to by the Menominee Conservation Department.

### **Statistical Data:**

COMPLAINTS RECEIVED	173
VERBAL WARNINGS	60
WRITTEN WARNINGS	48
CITATIONS	24
DOGS DISPOSED	101
OTHER ANIMALS	20
FOUND HOMES	15
DOG BITE INCIDENTS	18

## **OVERVIEW**

This program was seriously hampered this year as a result of a lengthy illness of one Animal Control Officer which occurred in October, 1995 and that officer returned to work on May 30, 1995. The remaining Animal Control Officer resigned in late December to assume another position within the tribe. This report focuses mostly on the period of March through September 1995. For this reason, in the financial section of this report, there was a large amount of unspent money which was returned to the tribal general account at the end of the fiscal year.

## **NARRATIVE**

After a period of having no animal control personnel, this department resumed activities after a new officer, David Mahkimetas was hired. Mahkimetas assumed his duties on March 20, 1995. This report will focus on the activities from that date. The Conservation Department handled pressing complaints prior to this date and that information is contained in the Conservation Department report.

The new Animal Control Officer is learning that there are no simple solutions to the dog problems on the reservation. Mahkimetas was also certified with the nine millimeter pistol. We have been in contact with the Community Development department for another dog disposal/burial site. We are, so far, pleased with the new officer's performance and he still demonstrates enthusiasm in his work despite some distasteful situations.

Officer Herrera returned to work on May 30 after a long illness. Herrera assured us that his medical condition will not hamper his ability to perform his duties.

We met with Gary Schuetpelz of Environmental Health, Yvette Snow of the tribal Licensing Bureau, Jeremy Weso from the Tribal Attorney's office to discuss the animal control issues on the reservation. They offered some suggestions and everyone agreed that the Ordinance needs some revision. One recommendation was that the fines be increased because most of the offenders are the same people from previous incidents and the small fines are not deterrents.

We began looking into the possibility of utilizing a private on-reservation kennel to keep our dogs for holding purposes. As of the end of this month, nothing has materialized with the proposed kennel arrangement. In regard to the animal holding facility, we checked several times with the private individual offering service. Still no further progress on that facility has been reported. The lack of a holding facility for dogs under rabies quarantine is still a problem that must be addressed in some detail in the event a tragedy occurs. Other avenues have been explored but are not feasible.

It has been believed that our statistical section illustrated the activities of this department. The statistics have consistently shown that our department has been very busy. However, late in the month of August, we received a notice from the Tribal Administrator that the Legislature requested an additional "activities report". We supplied them with all the information we have available, not in report form since we received a short notice. This additional task took up to three days to compile which resulted in less time in the field. Our monthly reports have been filed timely every month.

With our new approach of focusing on animal owners, it appears that more owners are complying with the law. There are some rare instances where owners are cited as repeat offenders.

We have been contacted by Humane Animal Rights group, Washington D.C., who presented us with some humane alternatives to killing the animals. We are beginning to explore these possibilities, but it may be somewhat more costly and some training or licensing hurdles may be encountered. Still our ordinance mentions that shooting is humane.

## **ECONOMIC DEVELOPMENT**

**Wilmer Peters Jr., Director**

### Economic Development - Organization and Structure:

The Menominee Office of Economic Development presently employs four (4) Menominee tribal staff members; the Executive Director, Project Manager, one (1) Office Manager, and a Research Specialist. The Executive Director's primary responsibilities is to establish the financial and service parameters of newly developed businesses, negotiate with funding sources, and supervise the Project Manager in the implementation of business planning. The Executive Director comes under the direct supervision of the Tribal Administrator.

The Project Manager in turn assists the Executive Director with developmental activities, maintaining grant compliance, and monitoring aspects of all tribal business development. The Research Specialist will be utilized to coordinate the tasks between architects, builders and suppliers, the Executive Director and the Project Manager. Together with the 1995 ANA carryover funds of approximately \$23,000, a 1996 tribal budget totalling \$341,530.00 and the anticipated approval of our 1996 ANA "cash match" grant application totalling \$75,000, the Office of Economic Development will operate with an approximate total of \$440,000 for F.Y. 96. This represents an 8.0% budget increase from the previous year.

The Office of Economic Development meets on a regular basis with the Office of Community Development and the Environmental Services Office for the coordination of activities. In the near future, we will be required to report on a monthly basis to an economic development legislative committee. Reports and activities undertaken during the fiscal year, and any legislative mandates, laws or ordinances that may have a bearing on economic development activities will be considered. The Tribal Legislature retains the authority and power to exercise proper governmental and sovereign functions over the establishment of tribal businesses they create, and over the property managed or owned by tribal businesses.

Since the dissolution of the Commission on Economic Affairs by the Menominee Tribal Legislature in April of

this year, the Office of Economic Development has undertaken the task of developing tribal businesses on and off the reservation. Utilizing a 1995 Administration for Native Americans (ANA) grant totalling \$404,619 the Office of Economic Development has set out to establish business development in the commercially zoned areas of the Menominee reservation.

#### Goals and Objectives:

The Mission Statement of the Office of Economic Development emphasizes a need to “enhance business and employment opportunities for all tribal members by creating organized and effective processes, diversified businesses, and alternative income sources, and to improve the membership's overall standard of living. The planning for this foundation has placed considerable emphasis on job creation in the drive toward future economic security of the Menominee tribe and its members.

To date the Office of Economic Development has analyzed the merits of 72 viable business prospects, and have introduced three (3) sound business proposals to the Menominee Tribal Legislature. The proposals with the most potential included the Menominee Auto-Service Center, the South Branch Satellite Casino, and the Shawano Ford/Tractor land and business transaction. The later, a proposed truck repair center located on Highway 29 in Shawano, with a traffic volume of almost 20,000 cars on a single day, was nixed by the legislature because of the cost associated with property and structural renovation. The need has been established for a tribally owned automotive center. The former should be given greater emphasis following the procurement of the 1996 ANA funding appropriation.

The need for an auto-service center stems from a community consensus survey developed in 1990. In that study, 77% of those surveyed felt that an auto service center was greatly needed on the reservation. The population who voluntarily participated listed; a credit facility, a hotel/motel complex, and an automotive repair center in order of importance to people's service needs. A threshold analysis, feasibility study, and business plan have been completed for this proposed service facility. If the traffic volume of approximately 6,000 cars per day continues to increase, all negative impact on existing facilities in the area will be alleviated. In essence, a tribally owned auto service center will have no adverse impacts on the already operational service stations in our area. A planned three-stage developmental strategy is presently being considered.

Initially, the 1995 ANA “Infra-Structure Project” sought to develop the organizational and administrative infrastructure of the Commission on Economic Affairs, thus improving the Menominee Tribe's management capabilities as it relates to privately and tribally owned business development. The second and third objectives were to provide training to the respective personnel involved. Because of the desire by the Menominee Tribal Legislature to reassess tribal economic development, the Commission On Economic Affairs became expendable. A dissolution of the commission came about in April.

In July, arrangements were made to travel to Washington D.C. to prepare for and acquire an official “no-cost extension” from our ANA Contract/Grant Specialist. An eventual change of methodology included the consolidation of both the Tribal Sector Initiative (TSI) and Private Sector Initiative (PSI) into one program. An entirely new and reorganized department now operates in concert to **plan and develop private sector, and tribally owned businesses**. The 1996 Tribal Budget assures the Office of Economic Development the necessary financial resources to sustain Menominee Indian ambitions to attain economic parity in the 21st Century. With the exception of programmatic change and methodology the objectives under the 1996 funding cycle remain the same.

#### **Conclusion and Summary:**

When jobs are made available, they produce an economic development phenomenon referred to as the employment and money multiplier-effect”. In short, when dollars change hands within a specific locale, business activity increases creating more employment opportunities. This in turn gives rise to personal and disposable income levels and greater wealth in general. With the establishment of new businesses on the reservation, an economic safety mechanism enables the reservation to capture substantial revenue lost to the “outside” economy on an annual basis. As advocated by the 1979 Menominee Flow of Funds Study, this is the essence of our developmental approach. With emphasis on diversification, job creation, and capturing lost revenue the establishment of a healthy economy is the long-term goal of the Office of Economic Development.



The basic tenets of Menominee economic developmental strategy must be taken seriously to further economic growth. These tenets are about leadership, vision and the right to a dignified livelihood. The key is controlled "sustainable development". It is important to note that not only conventional business activity (as reflected by the surrounding economy), but also the Menominee Indian culture engages in sustainable development activities. The Menominee Indian forest resource is only one example of that activity.

The Menominee Office of Economic Development would like to thank all who assisted in the development of reports, drawings, surveys and other needs centering around this critically important problem area. We feel that these heretofore mentioned determinants for the success of our future economic development drive is taken seriously enough by all who feel it's necessary to contribute to lessening the severity of adverse living conditions. Because in the long run the real solutions to resolving those adverse conditions rests with you--the Menominee people.

**PRIVATE SECTOR INITIATIVE:**

The Menominee Private Sector Initiative Staff was composed of Laurie Reiter, Director, Terri Holzman, Researcher, and Renee Mahkimetas, Administrative Secretary. Sadly enough, Terri Holzman left our department at the end of 1994, and Laurie resigned to become the Tribe's new CEO at the end of FY 1995. Needless to say, Laurie's hard work and dedication to her clients has given this program a lot of recognition and support from such government agencies as The Department of Development, The Small Business Association, BIA, local banks, and other local programs and departments. The new Director, Wilmer Peters, (who is also the new director of Economic Development) came on board in the beginning of September 1995.

"Private Sector Initiative" program has been funded as of September 30, 1994, one-hundred percent by the tribe. The clients who came to our department for funding assistance have received up until now, grants from BIA and loans from the Menominee Revolving Loan Fund. We are happy to announce that progress has been made in this area because awaiting approval are the following 1995 projects: 1 Early Planning Grant, 3 Department of Development assistance applications, and 1 (WHEDA) Wisconsin Housing and Economic Development Authority Loan Fund application which includes the WHEDA Linked Deposit Loan program with a guaranteed loan from one of our local banks. This proud entrepreneur who is awaiting this WHEDA funding, will be guaranteed to start their business early next spring.

Since the conception news article announcing "The Private Sector Initiative" in May, 1992, there have been over two hundred eighty (280) 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, FY 1993-1994, and 1994-1995.

	<b>1993</b>	<b>1994</b>	<b>1995</b>
Number of Requests Actual	86	135	199
Businesses Started Actual	3	13	20
Jobs Created Financing Secured	10	25	N/A
	\$56,500	\$232,285	\$501,742
Business Plans Completed	10	20	29
Educational Sessions Held	10	19	29
Local Labor Force (wage)	\$119,276	\$275,124	N/A
Income to Tribe	\$ 10,258	\$21,370	N/A

The reason why some of the accumulated totals could not be obtained is because, all Business Plans and files were mailed back to their original owner except for a few on-going clients who requested that we keep

their records here in the office.

All educational sessions are now given by the Menominee Nation College. This has been a great stepping stone because the entrepreneurs who seek the knowledge of "owning" their own business, can now earn college credits as they learn. Finally, another achievement which the Private Sector Initiative has been a part of is the FmHA project. FmHA has granted part of the construction of the new Economic Development building which will start construction early next spring.

## **EDUCATION**

**Virginia Nuske, Director**

### **HIGHER EDUCATION**

Goal: Maintain a minimum of 80 undergraduate students in colleges and universities, with the projected number of graduates at the end of the 1994-95 academic year at 20.

To accomplish this goal, the following services are provided:

1. Admissions and Financial Aid Application assistance
2. Education Counseling
3. Information and financial aid workshops
4. Student follow-up through university and college financial aid departments, multicultural centers and student contacts.

#### Cummulative Progress:

- A. Number of new applicants - 49
- B. Number of active students - 159
- C. Number of graduates - 10

<u>1995 FY BUDGET:</u>	\$265,285.09
Expended:	<u>239,637.30</u>
Difference:       9%	\$ 25,647.79

#### Higher Education Activity Highlights:

\*Assisted with the planning of the Annual Career Day held at the MISD High School on November 3, 1994. Recruiters were placed in various classrooms which resulted in a better response from the students.

\*Provided assistance for the Menominee Education Summit held on November 5, 1994 at the Menominee Hotel.

\*Was involved in the organization of the Wisconsin Education Directors Association and the development of the Association's Mission Statement.

\*Held two financial aid workshops, one in the evening for parents and students and one at the high school during the day to help students begin the application process.

\*Was involved in the efforts to restore the Wisconsin Indian Grant to the 1994 level of funding when notified that the grant was reduced by 50%. Worked through the Wisconsin Indian Education Association to provide information to State Legislators on the negative impact this will have on Indian Students in the coming academic year.

\*Attended W.I.E.A. Education Summit held in Black River Falls in April, the summit was modeled after the Menominee Education Summit.

\*Began coordinating 1996 W.I.E.A. Education Conference to be held at the Menominee Hotel/Casino. Theme - "Visions, Values & Voices - Indian Education"

**HIGHER EDUCATION:** The projected goal of 20 graduates was not reached this year. It has been shown historically that a majority of college students do not complete their education in 4 years but take at least 5 years. These projections are based on the number of students in their fourth year of college. The university system's capping of their enrollments and the reduction of the Wisconsin Indian Grant by 50% may be a reflection of an overall 29% drop we have experienced in our higher education student numbers. We will continue to work to try and get the Wisconsin Indian Grant restored to its 1994 funding level. The annual Wisconsin Indian Education Association Conference will be held at the Menominee Hotel/Casino on April 21 - 24, 1996. The Education Director and JOM Director are coordinators for this conference.

**ADULT VOCATIONAL TRAINING**

GOAL: Improve the level of vocational education for Menominees through vocational technical programs and increase the number of Menominees in vocational technical programs. To accomplish this goal, the same services are provided to vocational technical students that are provided to higher education students.

Cummulative Progress:

- A. Total number of contacts/assists - 436
- B. Number of new applicants - 79
- C. Number of active students - 183
- D. Total number of completions - 23

<u>1995 FY BUDGET:</u>	\$285,086.60
Expended:	<u>269,178.29</u>
Difference:	5% \$ 15,908.31

A.V.T. Activity Highlights:

\*The financial aid workshops held for parents and students at the MISD included students who were planning to attend technical colleges.

\*The Wisconsin Indian Grant reduction affects students attending technical colleges as well. Letters were sent to all students notifying them of this action and requesting them to write their State Legislators expressing their concern and let them know how it has affected them.

\*The W.I.E.A. 1996 Conference will include workshops related to technical college students.

**ADULT VOCATIONAL TRAINING:** The projected completions of 9 students was exceeded by 14 for a total of 23 students who completed vocational/technical programs. Students in the vocational/technical schools are affected by the reduction in the Wisconsin Indian Grant. We have seen a 21% decrease in student enrollment for this academic year.

ADULT EDUCATION

GOAL: Improve the education level of Menominees through GED instruction. Provide workshops, courses and seminars to enhance employment skills and income potential. To accomplish this goal, the following service is provided:

- 1. Full-time GED instruction from Monday - Friday.
- 2. Licensed GED testing center that tests twice a month.
- 3. Limited assistance for workshops, courses and seminars(tuition, books & fees for short-term training).

Cummulative Progress:

- A. Total GED students enrolled/completed - 331/20
- B. Total A.E. students enrolled/completed - 56/53

<u>1995 FY BUDGET:</u>	\$57,952.33
Expended:	<u>38,296.77</u>

Difference: 33% \$19,655.56

Adult Education Courses Offered:

Taxidermy	1	Intro to Computer Spreadsheets	1
Cosmetology Workshop	1	Empowering Our Families Seminar	2
Microsoft Excel	9	Microsoft Access	9
Historic Preservation Law	1	Lotus 1,2,3, V.2.3.	19

Adult Education Highlights:

\*Instructor hours were adjusted to include two evenings a week in order to accommodate students who cannot be in the classroom during the day.

\*We are in the process of working cooperatively with the court system and Maehnowisekiyah to try and meet the needs of their clients.

ADULT EDUCATION The GED score requirement change to 230 is reflected in the projected GED completions which were exceeded by 3 for a total of 20. We have been informed that when the GED tests are upgraded in the year 2000, as they are every 10 years, the national score requirement will be raised from 225 to 230. We have also been informed that there will be an effort on the part of Wisconsin to again raise the score to 250 when this happens. We continue to work cooperatively with any department or program whose clients need GED/ABE services. The hours have been adjusted to accommodate people who cannot attend class during the day.

EDUCATION PERSONNEL DEVELOPMENT 1992 - 1995

GOAL: To increase the pool of qualified and fully certified Indian teachers. August 31, 1995 was the completion of this contract. Twenty-four (24) Indian students from the Menominee and Oneida reservations attended St. Norbert College in the teacher education program. We had 12 students complete the program under this contract.

\*A new proposal was submitted before the August deadline, however we have not had any word as to whether or not we will be considered in the next funding cycle.

**ELECTION COMMISSION**  
**Davey Jean Peters**

The Menominee Tribal Election Office re-opened, August 15, 1994. Nomination papers were available to eligible tribal members for the Tribal Legislature. The Primary Election was held November 9-10, 1994. There were four seats open because of the resignation of Richard "Waubabo" Awonohopay, who resigned on September 15, 1994. Resident Candidates for the Tribal Legislature Election that were certified are as follows:

Luke Beauprey	William Penass
Frieda M. Bergeon	Edith Peters
Rod A. Boivin	Lorene Pocan
Joan Boyd	Norman Shawanokasic
Llewellyn "Lew" Boyd	Theodore Warrington
Shirley Daly	Fay Waukau
Judith "Judy" Duquain	Lisa S. Waukau
Jerilyn R. Grignon	Chauncey J. Webster, Sr.
Glen T. Miller	Bruce A. Wilber, Sr.
Sylvia Wilber	

The Non-Resident Candidates were:  
Rosemund "Warrington" Hoffman

Voting results at the polls:

November 9, 1994	Neopit Fire Station	146
November 10, 1994	Keshena Tribal Offices	472
Absentee Ballots	Returned	637
	Total	1,255

The top eight in the Primary Tribal Legislature Election were:

Lisa S. Waukau	583	Fay Waukau	477
Frieda M. Bergeon	556	Jerilyn R. Grignon	445
Glen T. Miller	538	Bruce A. Wilber, Sr.	445
Norman Shawanokasic	530	Joan Boyd	428

The final Tribal Legislature was held on January 18-19, 1995. The four winners for the Tribal Legislature were:

Lisa Waukau	692	Norman Shawanokasic	626
Frieda M. Bergeon	641	Glen T. Miller	597

Voting results at the polls:

January 18, 1995	Neopit Fire Station	143
January 19, 1995	Keshena Tribal Offices	469
Absentee Ballots	Returned	838
	Total	1,450

Total Budget for the Tribal Election Office \$37,971.

## **ELDERCARE SERVICES PLANNER**

**Leonard Kary, Director**

As with the previous year, the main function of the Eldercare Dept. was the completion of the Wolf River CBRF. Initially, the opening date had tentatively set for the middle to the end of January, but as of that date we were still waiting for the electrical company to install permanent electricity to the entire area. This was not accomplished until late January, so the majority of the building was completed using generator power. Sewer and water was not in place until March, and the final testing took until April.

I hired the first staff person for the facility in January, and we began to prepare for the opening of the new Wolf River CBRF. In the next three months we continued to hire the remaining staff and began purchasing furniture and equipment for the building, as well as developing policies and procedures specific to the facility. The basic policies have been implemented, but will be an ongoing process. We looked at having our landscaping completed by an outside company, but decided against it and hired a part time groundskeeper who was able to complete the task. We were also reimbursed for a portion of his wages through a county program.

On the 2nd of May we had our official Grand Opening of the Wolf River CBRF, and we were off and running! Throughout the summer we have been steadily increasing our numbers which has given our staff a chance to learn their jobs gradually. We had several of the Seniors from the Elderly housing from Keshena and Neopit stay with us while their apartments were being refinished. They chose to stay here because their meals were rather costly at the hotel restaurant, while they were included in our daily rate, which housing paid for. All of those people have since gone home, and we currently have eight full time residents. We anticipate this to continue to increase and hope to be full by next spring.

On the 24th of September we held an open house for the Adult Daycare Center, and shortly thereafter we admitted our first resident. We have had several inquiries regarding the day care, but have just the one

resident.

Just a few other highlights for the year were:

1. We had a large meeting for all providers of Senior care on the reservation.
2. I was invited to participate in a leadership seminar at the University of North Dakota, which has been designated as a Geriatric Center for Native American Aging by the Administration on Aging. I presented to them the "Continuum of Care" as a project for reservations.
3. I have received both my Nursing Home Administrators license and my Social Workers license by the State of Wisconsin.
4. We have had visits from several other tribes who have expressed an interest in a facility similar to this one.
5. We have been developing a full color brochure which highlights some of the beauty of the building and Reservation.
6. I have been invited to do a presentation at a national conference in Mesa Az. on the "Continuum of Care".

## **ENROLLMENT**

**Eileen Schultz, Director**

The goals and objectives of the Enrollment Department have been met to the best of our ability. The figures are the actuals for the FY 1994.

Other Enrollment actions have greatly increased due to our having to constantly update the Enrollment Book, ie; birthdates, SSN's, name changes, updating addresses is a constant job for this department.

Applications distributed - 541, of these 267 have been returned, of these 213 were approved for Enrollment with the Tribe. The remaining 54 are Ancillary Roll Members, first and second degree descendants.

	APPLICATIONS RECEIVED	APPLICATIONS APPROVED	CERTIFICATIONS COUNTED	DECREASED MEMBERS
OCT	92	52	700	6
NOV	32	59	72	1
DEC	9	22	106	5
JAN	10	8	644	7
FEB	9	6	161	3
MAR	12	0	308	2
APR	19	0	123	4
MAY	16	24	255	8
JUNE	24	30	640	3

JULY	13	4	165	4
AUG	14	4	224	4
SEPT	17	1	206	1
TOTAL	267	213	3,604	48

Six (6) members have relinquished to go to other tribes. We have had some relinquish from other tribes and are now enrolled Menominees.

**FINANCIAL**

Total BIA Funds received	54,294.00
expended	<u>53,595.00</u>
Balance	699.00
Total Tribal Funds received	35,711.00
expended	24,294.12
Balance	<u>11,416.88</u>
Total Budget	35,711.00

**ENVIRONMENTAL SERVICES**

**Gary Schuetteltz**

**WATER QUALITY**

Staff is continuing to work with Community Development Department in addressing wellhead protection portions of the proposed Zoning Ordinance.

**SURFACE WATER**

The Quality Assurance Project Plan (QAPP) was completed for the 106 EPA water project. Continual difficulty with EPA getting this document approved.

Continuing to work with FWS, BIA, and attorneys on the relicensing of Balsam Row dam. Staff is currently involved with BIA in a comprehensive study of the dam.

Working with Great Lakes National Program Office (GLNPO) in addressing and promoting habitat restoration in particular wild rice, and reintroduction of the Lake Sturgeon to the Menominee Reservation.

Project to collect data related to the existing conditions of the main stem of the Wolf River is being delayed by difficulties in EPA approving the QAPP.

Draft Floodplain delineation report and maps have been provided by the ACOE for review under a contract with the Tribe.

Water Quality Standards Ordinance has received first consideration from the Tribal Legislature, and is currently tabled awaiting revisions.

**MINING**

Department took over full function of the Crandon Mining Project. Person hired to coordinate the project, after some time was let go and new proposal implemented where-in one person from this department would work half time on this project in conjunction with staff from the Treaty Office.

Completed a grant to State Mining Impacts Board for \$20,000, not yet received notification if received.

Mining Impacts Committee formed, and is currently active in providing guidance on this issue.

Continuing to review pertinent data, and documents regarding CMC. Attending meetings concerning ground water modeling, tailings management, etc. Working with other agencies (ACOE, EPA, GLIFWC, other Tribes, etc) in the opposition to the mine.

Outreach activities have included a "media blitz" and the development of a full color brochure.

### **CIP**

57 serious injuries occurred on the Reservation during the period of January 1 - September 30. This compares with 32 in 1994, 38 in 1993, and 81 in 1992. Injuries thus far for the year broken down as follows: Motor Vehicle Crashes-20, Falls-18, Assaults-4, Suicides/gestures - 6, Other- 9.

Six fatal injuries have occurred thus far this year broken down as 2 motor vehicle crashes and 4 suicides.

### **UNDERGROUND STORAGE TANKS**

Working on agreement with DILHR, DNR, EPA for Tribe to take enforcement of State UST codes on the Reservation/County. Agreement not yet finalized.

Following UST's removed:

- Tribal Office
- Old Hydro Plant in Neopit
- Francis Walkers Residence

Work with Hillstop and Trading Post to mitigate LUST sites. PECFA funds may allow for replacement of Keshena well contaminated by benzene from Trading Post.

### **HAZARDOUS WASTE**

Participated in Household Hazardous Waste Clean-sweep program. Two sessions conducted in fall and spring. In excess of 2,162 gallons of household hazardous waste disposed.

Tribes Resource Conservation & Recovery Act (RCRA) Authorization Application was finalized for USEPA approval. Will allow regulation of transporters and generators of hazardous waste.

46 RCRA inspections done on facilities, transporters, and generators on the Reservation. Seven emergency responses completed. Wisconsin Central Railroad inspected. Only RCRA waste shipped was PCB contaminated oil from old hydro plant in Neopit. Fifty-five spills or abandoned containers closed out.

2,115 gallons of waste oil recycled. 1,653 fluorescent lamps recycled.

### **OTHER**

First draft of long range planning document for Environmental Services.

Investigated a possible food-borne outbreak associated with Grand Opening of Elderly Nutrition Site in Neopit. Investigation failed to link anything specific to the outbreak.

## **FINANCE**

**Kathy Kaquatosh, Director**

The Tribe has a centralized finance department which provides the accounting services to forty-five departments. Total funding for FY 1995 was approximately thirty-five million.

With our new computer system and software we are able to provide more services i.e., additional wage assignments to help the employee, detail listing of an account activity without running the total report for a ledger, directors' access to their own financial information. This is the first full year the Tribe has been on the new system and we were able to close out this fiscal year one month sooner.



Services our department provides which are governed by an Accounting Manual of Federal, State, and Tribal regulations:

- Payroll
- Cash Receipts
- Purchase Orders
- Accounts Payable
- Inventory of equipment
- Travel advances
- Financial reports to program directors and funding agencies
- Cash flow and monthly/quarterly fund request from state and federal agencies
- Preparation of the Tribe's Indirect Cost Proposal
- Single Audit - assisting auditors with detail information

The Tribe has a very dedicated finance staff of thirteen employees and with the cooperation of program directors we hope to continue to be successful in our audit reports.

## **FOOD DISTRIBUTION**

**Pat Roberts, Director**

Out of 3,196 households certified 3,021, received food. The Frozen Ground Beef Project was successful and USDA expanded the project to all Food Distribution Programs on Indian Reservations.

In January we applied for a Nutrition Education Grant and in April we received approval of the proposal. In May a nutrition aide was hired to do home visits to provide families and individuals information on healthy eating habits and lifestyles.

We received visitors from USDA officials in Washington, D.C., Midwest Region Office (Chicago), Duluth Field Office and Shawano Field Office. Purpose of the visit was to help D.C. officials become familiar with Food Distribution Program operations.

Director was elected as Treasurer of the National Association of Food Distribution Programs on Indian Reservations (NAFDPIR) for a two year term during the annual NAFDPIR Conference.

Our Administrative Secretary retired in August. She worked for Food Distribution for 10 years. She was a dedicated and dependable assistant and is missed. Our clerk was promoted to secretary and a new part-time clerk was hired.

USDA Field Officer from Shawano came in for a half day to help train secretary and warehouse supervisor in certification process.

Program was able to purchase a new computer system and software for nutrition education, analyzing recipes for our cook book, and general office needs.

Our program works every year with the JTPA Summer Youth Program. Youth learn about the Food Distribution Program and how it operates. They also learn some of the job duties required in the distribution of commodity food items.

Problem in Congress is trying to eliminate the Food Distribution Programs on Indian Reservations. We are not sure what to expect for 1997. The 1996 program has been funded.

### **TEFAP PROGRAM**

We only receive a couple of items on this program. During the past few months the only food items available for distribution were rice and macaroni.

In the past we had received cheese, butter, and various other items. It is unknown at this time how long this program will continue, we are funded for 1996.

## **FORESTRY MANAGEMENT/DEVELOPMENT**

**Marshall Pecore**

The forest development work that was completed in fiscal year 1995 with carry over funds from FY'94. Carry over money from FY'94 were \$75,517.67.

The break down of monies spent in FY'95 is as follows; In reforestation \$20,414.24 was spent towards 140 acres of site preparation for tree planting and 900 acres were evaluated for shelterwood/site preparation. In CFSI (commercial forest stand improvements) \$55,103.43 was spent towards 150 acres of set-up and treatment for pine release and 253 acres of crop tree pruning.

Most of this amount was utilized by February 1995.

## **GAMING COMMISSION**

**Lynette Miller, Director**

### **ADMINISTRATION:**

1994-1995 was a productive year for the Menominee Tribal Gaming Commission. The Gaming Commission is continuing to make great strides. The previous seven (7) member Commission has been replaced with a three (3) member Commission as of August 17, 1995. The new Commission consists of Joan M. Boyd, Chairman, Max Dixon, Vice-Chairman, and Lloyd Waukau, Commissioner. The staff of the Commission includes: Lynette Miller, Executive Director, Lorraine Cox, Administrative Assistant, Renee Caldwell, Administrative Clerical Aide. Recently an Internal Auditor, eleven (11) Observation Technicians, and an Observation Supervisor came under the direction of the Commission.

The Commission members and staff need to be knowledgeable, ethical and properly empowered in order to promote and ensure integrity, security, honesty, and fairness of the operation and administration of the gaming facility.

According to the National Indian Gaming Commission, there are approximately two-hundred tribes in gaming and there is an estimated sixty-six (66) tribes in compliance. I am honored to report that the Menominee Indian Tribe is one of the sixty-six tribes.

### **SERVICES PROVIDED:**

The Gaming Commission has the responsibility of keeping out undesirables, maintaining the integrity of the games and protecting the assets of the Tribe.

### **ACCOMPLISHMENTS:**

Throughout the past months, the Gaming Commission has been vigorously completing background investigations and licensing actions on all gaming personnel. Additionally, we have been working to assure that the Tribe's gaming operations are second to none in the areas of internal control, security and regulation.

We strive to assure strict compliance with the Tribal Gaming Code, the State Gaming Compact, and with the Indian Gaming Regulatory Act.

The Gaming Commission is proud to announce that as of January, 1995 every gaming employee at the Menominee Tribal Gaming Establishment has some type of gaming license. There are three (3) types of license the Gaming Commission issues to each employee. Those license include a provisional license, which an employee receives upon being hired at the Gaming Facility. A temporary license, which an employee receives once their background investigation is reviewed by the Executive Director and approved by the Commission. Finally, a permanent license, which an employee receives only after National Indian Gaming Commission reviews and approves the employee's investigative report.

In 1994-1995 the Gaming Commission issued 187 permanent licenses, 200 temporary licenses, and 336

provisional licenses. In addition to issuing these licenses the Gaming Commission adopted C 94-1 Barring Regulation which allows the Gaming Commission to exclude or eject individuals who pose a threat to the gaming facility. The second regulation adopted is C 95-1 Internal Control Regulation, this allows the Gaming Commission to establish minimum internal control standards for the operation of the gaming facility. Additionally, we have passed a number of policies and procedures that are crucial to the day-to-day operations of the Gaming Commission.

**OBJECTIVES:**

In 1995-1996 the Gaming Commission plans to continue the background investigation process established for new employees and develop the protocol to be used for re-licensing individuals as the current license expire. We are striving to develop procedures for background checking gaming related vendors and contractors. Throughout 1995-1996 we propose to review current internal controls and regulations that are used throughout the gaming industry. To review current internal controls to identify the strengths of the current standards and adopt these standards to meet regulatory requirements and protect the gaming operations. To utilize these control standards as a method for periodic site checks at the gaming operations.

The Gaming Commission will continue to develop a "site visit checklist" or compliance assurance protocol to be used by the Gaming Commission and auditors when reviewing/inspecting the gaming operations.

**GOALS:**

It is the responsibility of the Menominee Tribal Gaming Commission to promote and ensure integrity, security, honesty, and fairness of the of the operation and administration at the Menominee Tribal Gaming Facilities.

Remember, that **WE ARE ALL PRODUCTS OF OUR PAST**. The collection of experiences--good and bad--that define our past doesn't necessarily determine our future. But background does clearly influence what a person can and will become. (The Guide to Background Investigations.)

**HISTORIC PRESERVATION**

**David J. Grignon (Nahwahquaw), Director**

**Posoh, Nec-Omaeqnomenewuk! (Hello, Fellow Menominees!)**

The Historic Preservation Department is continuing to work on several important objectives in regard to the preservation of the tribe's history, culture, language and traditions. First of all, we will be presenting to the Tribal Legislature, for approval, the Menominee Nation Cultural Center charter. The charter will enable the new entity, the cultural center, to name a five member board of directors that will be comprised of enrolled Menominees. Along with the charter for the cultural center, the new entity will be applying for 501 (c) (3) tax exempt status with the Internal Revenue Service. The 501 (c) (3) tax exempt designation will be needed to conduct fund-raising activities to construct the new cultural facility. The cultural center will not only be the "show case" for Menominee culture; it will be a place of learning. The timeline for the opening of the cultural center will depend upon on how long it takes to raise enough funds to build and operate the new cultural facility.

The department is near to completing the objectives of the Native American Graves Protection and Repatriation Act (NAGPRA) Grant. We have thoroughly analyzed the summaries that we received from museums and are in the process of tabulating how many Menominee cultural objects are now held in museums. Other objectives of the grant are to create a plan for the care and treatment of repatriated human remains and cultural objects. Previously, the department had visited museums in Wisconsin where most of the Menominee cultural items are located. Also, in reference to NAGPRA, the department is searching for a place of internment for human remains that will be repatriated from museums. By November 16, 1995, museums and other institutions who have human remains and associated remains in their possession, must send tribes inventories indicating how many human remains and associated funerary objects they have for future repatriation purposes.

The department has become involved in what is called a "Traditional Cultural Properties Investigation" (TCPI), in reference to the Crandon Mine Project. Crandon Mining Company is applying for a 404 Clean Water Permit through the U.S. Army Corps of Engineers. This action, applying for the Clean Water Permit, is considered a "federal undertaking" which triggered Section 106 of the National Historic Preservation Act.

Under Section 106, a Traditional Cultural Properties Investigation must be initiated to identify potential sacred and historical sites that could be nominated to the National Register of Historic Places. A component of the TCPI is to interview local people about the possible effect to traditional cultural properties in the area of "adverse effect" which, in this case, is the Menominee Reservation and the Wolf River. Our involvement in the TCPI was to interview tribal members for their knowledge of the cultural and spiritual significance of the Wolf River to the Menominee people. In all, we interviewed 15 tribal members and a report will be generated from the interviews that will hopefully convince Crandon Mining Company that the Wolf River is indeed culturally and spiritually significant to the Menominee people.

The department has completed a draft of the Cultural Resources Protection Ordinance. The ordinance will help protect the cultural resources on the Menominee Reservation. Initial comments indicate that language pertaining to the Native American Graves Protection and Repatriation Act, National Historic Preservation Act, Archaeological Resources Protection Act, American Indian Religious Freedom Act and the National Environmental Protection Act should be contained in the ordinance. The department will continue to work on the ordinance, so that it can be an affective document for the protection of the tribe's cultural resources.

During this past year, the department has been given the responsibility of overseeing the annual pow-wow budget by the Tribal Legislature. This will only be an advisory role and the culture committee will continue their duties of organizing and implementing their plans for the annual pow-wow as they have done in the past. The department looks forward to working with the Culture Committee, so that we can again have a spectacular cultural event that can be enjoyed by everyone.

The department is continuing to monitor on and off reservation archaeological sites and mounds. The Wisconsin State Historical Society, Department of Transportation, and other government entities have been notifying the tribe, through this department, of archaeological sites that are discovered during construction projects located in Menominee ceded territory. The reason for monitoring the archaeological sites and mounds is that they may contain Menominee human remains and associated funerary objects that must be protected and preserved. We will continue to monitor these sites when they are reported to our department.

Once again this year, the department coordinated the annual "Sturgeon Ceremony and Feast" and the "Menominee Wild Rice Harvest". Both events are necessary in sustaining and preserving the rich cultural heritage of the Menominee people. Hopefully, we can make the annual wild rice harvest a community event and get more people involved. Our potential of harvesting the abundance of wild rice here on the reservation can only lead to a better understanding of our culture and traditions. The department would like to praise the ninth grade class of the Menominee Indian High School for their enthusiastic participation in the wild rice project.

The department is taking a concerned look at the preservation of our Menominee Language. We will be applying for the next Native American Language Preservation Grant that is being offered by the Administration for Native Americans (ANA). We feel this is an opportunity for the tribe to obtain funding for the preservation and continuance of our most precious cultural resource, our language. The tribe's native tongue is the basis of Menominee culture and traditions and if we loose our language, we will loose our identity as Menominee people.

## **HOUSING**

**Jerry Nunway, Director**

The H.I.P. program is federally funded through the Bureau of Indian Affairs. The main objective of this program is to renovate sound existing homes or build/purchase new Standard Units for families.

During the past few years, we have been experiencing cut-backs in our budget. This year was no different. We originally started out with enough funds to do the following: Purchase 2 new 3 bedroom modular homes for needy families. We applied for a State funded program, Local Housing Organization Grant (L.H.O.G.), in which we were awarded \$24,300.00. By paying for office expenses out of this grant, we were able to use the \$24,300.00 for construction. With these funds we were able to purchase a 4 bedroom modular home for a third needy family.

The average cost of these homes was \$45,000.00 which included the new home, the demolition of the old home, new power and septic and water hookups.

We also did a Category "B" Major Renovation to a home. This was started in the Fall of "95". This cost the full \$20,000.00 allowed by the program.

Major Problems with the H.I.P. Program.

As stated, we are getting cut yearly in our budget. We always have many applicants that do not receive assistance. This coming year FY-96 we only have a total of \$67,000.00 and for construction next year it'll probably be less again.

In the future, homeowners are going to have to take better care of their homes. Repairs should be done as soon as possible to prevent a minor problem turning into a major problem.

The 3 homes we purchased this year also shows the costs are rising. A few years ago, we could get a pretty nice two bedroom home built for less than what is allowed. Today's prices are nearly doubled, thus the purchase of the modular homes.

**INDIAN HEALTH SERVICE INDIVIDUAL WELLS & SEPTIC SYSTEMS**

**TOTAL CONTRACT \$138,086.56**

Under this contract we did the following:

Schedule A - Well drilling

14 wells were drilled at an average cost of \$2,465.00 each.

Schedule "C" - Well Hookups

We hooked up the 14 wells to the homes at an average cost of \$1922.00 each. We also hooked up two existing wells for new home.

Schedule "E" Septic Systems Regular Program

We installed 14 Septic Systems at an average cost of \$3,328.00 each.

Schedule "F" Septic Systems - Sanitary Deficiency Systems

This year funds were made available for existing home's that did not qualify for the regular program. We were able to serve 5 families at an average cost of \$5,657.00 each.

Schedule "G" Water Main hookups

2 families were connected to the Tribal Utilities sewer and water mains. This was done at the average cost of \$892.00 each.

Indian Health Service will construct wells and septic's for families that are building a new home or have extensive plumbing work done to their home. Also if a family adds a bedroom to their home they are eligible for these services. However if a family purchases a home that already has a well and septic and one of them fails, they are not eligible for this program.

Families served must provide skirting (if they live in mobile homes), and have it installed A.S.A.P. after the connections are made.

**HOUSING PRESERVATION GRANT \$55,500.00**

This is a State funded program. We are to do a total of 5 homes and have them brought up to state standards. These homes have to be inspected by a State Building Inspector. Average cost to each home is \$11,100.00 each. Of the 5 homes, 4 were elderly persons.

**LOCAL HOUSING ORGANIZATION GRANT (L.H.O.G.) TOTAL GRANT \$24, 300.00**

This was another State funded grant that allowed us to use these funds to offset the administration of our program. By using the State \$24,300.00 we were able to free up the H.I.P. monies by this same amount and

we were able to purchase another home.

This grant came to us at the right time, if we were only able to use the H.I.P. funds as allotted, we would have only been able to serve two (2) families instead of three (3).

### **TRIBAL HOUSING TOTAL CONTRACT \$70,132.00**

This program is funded 100% by the Tribe. The main reason for this program is to provide administrative functions for the, H.I.P. Program, Indian Health Service, and L.H.P.G. Grant.

The program picked up 50% of the directors salary and fringes. 100% of the Administrative Assistant salary and fringes plus 1/2 of the operating office expenses.

The office administrative work consisted of, but was not limited to, the following: giving out application's, helping fill them out. Checking information on each. Receiving and answering phone calls, paying bills, getting estimates, and all office functions.

## **INDIAN HEADSTART** **Dr. Candy Waukau, Acting Director**

Menominee Indian Headstart Centers in Keshena and Neopit continue to serve preschool children and their families in Keshena, Neopit, South Branch, and Menominee County. The Headstart program is based on the premise that all children share certain needs, and that children from low-income families, in particular, can benefit from a comprehensive developmental program to meet those needs. Menominee Headstart program goals as outlined in national Headstart performance standards provide for the following:

- The improvement of the child's health and physical abilities, including appropriate steps to correct present physical and mental problems and to enhance every child's access to an adequate diet. The improvement of the family's attitude toward future health care and physical abilities;
- The encouragement of self-confidence, spontaneity, curiosity, and self-discipline which will assist in the development of the child's social and emotional health;
- The enhancement of the child's mental processes and skills with particular attention to conceptual and communication skills;
- The establishment of patterns and expectations of success for the child which will create a climate of confidence for present and future learning efforts and overall development;
- An increase in the ability of the child and family to relate to one another and others;
- The enhancement of the sense of dignity and self-worth within the child and his family.

These standards are reached through the implementation of program components in nutrition, health, education, disabilities, social services/ mental health and parent involvement. In the past two years, special efforts have been made to hire coordinators in each of these area to provide for better delivery of services.

As a matter of celebration, Menominee Headstart has been in operation since 1965 as the first Indian program in the United States. Our program has been in operation for the past 30 years and has been a licensed daycare center since 1967.

During the 94-95 program year, 210 children were enrolled including 77 three year olds and 133 four year olds. There were 44 exceptional educational needs (EEN) children served, which represented approximately 21% of the total enrollment. Using tribal and federal funds a new addition was completed at the Keshena Center during the summer. This added space for 4 classrooms and expanded capacity to 179 children in Keshena.

By the end of the program year, 11 teaching staff earned a Childhood Development Associate (CDA), which is a requirement for Headstart teachers. In order to earn this certificate, teachers must participate in certain training and pass certain competencies. A total of 21 staff out of 28 have their CDA.

The new education mandates of the "inclusion" of handicapped children into standard classroom activities was implemented in Menominee Headstart classrooms. MISD EEN staff provided supportive services for the special needs children, as well as, our own EEN staff. In previous years EEN students were delivered to MISD for services. In addition, the inclusion mandates had major impact on the education, disabilities, and social services component.

The inclusion process necessitated additional training for teaching staff to meet the needs of all the children in their classrooms. Headstart paid tuition for an exceptional children class for interested staff and provided seven on site workshops throughout the program year.

During the 1995-96 program year, the Education Committee and the Headstart Policy Council wanted to make available the Headstart program to all 3 and 4 year olds on the reservation. Headstart guidelines mandate that 90% of all children qualify under the poverty guidelines, which are very low. As the reservation economy has improved, we have many more children falling into the over-income category. Because Headstart is in the process of changing the eligibility guidelines on Indian reservations, we are able to accept all children whether they are low income or over-income children.

We have expanded the number of children served in the Keshena Center to 160 to meet the population demands of the reservation. In addition, we have opened two new classrooms in the Keshena center and added two additional teachers. With the approval of the Policy Council and the Education Committee, we are using summer school tribal funds to subsidize the additional over-income children in the program and the additional classrooms and teachers.

## **INSURANCE**

**Marcia Whelan**

This report will describe the activities of the Insurance Department for the period 10-01-94 through 09-30-95. This information includes the Gaming Corporation whose benefits and insurance programs are administered by the Tribal Insurance Department.

### **LIFE/HEALTH/DISABILITY**

Health and dental claims paid for the year were approximately \$2,834,196, up from \$2,249,575 in FY 1994. One life claim for a spouse in the amount of \$2,000 was paid. Three dependent children claims were paid in the amount of \$1,000 each. Factors contributing to the large increase in claims include the increase in the size of the group, high utilization of the benefits by employees and also some high cost auto accident claims. At the beginning of the year, there were approximately 656 insured employees and by 09-30-95 there were approximately 712.

The third-party administrator for the Tribe's health plan remained Midwest Security Administrators in Green Bay.

In an effort to contain costs, the health plan subscribes to a preferred provider network named Associates for Health Care (AHC). The providers in this network give discounts on the costs of their services. In FY 1995, the savings to the health plan from AHC was approximately \$253,024. These savings were the combined result of provider discounts and utilization management by AHC. The annual fee paid to AHC for their services was approximately \$27,252.

A prescription drug card program was implemented February 1, 1995. This was done to eliminate the need for employees to file for reimbursement of their drug expenses and also to access discounts. The company chosen to administer the drug card program is Bravell/Provantage. The savings since February 1 has been approximately 20% over last year's drug cost. The monthly administrative fee paid to Bravell/Provantage is approximately \$600.

The health plan was audited again and an Annual Report Form 5500 was filed with the IRS in August 1995.

Negotiations began with Shawano Medical Center for discounts on their services. These negotiations were initiated by Tribal Clinic and included the employers on the reservation and Stockbridge-Munsee Clinic. Proposals have been exchanged between the tribal organizations and Shawano Medical Center, however, no agreement has been reached yet.

Discussions began this year about how to administer the Medical Block Grant that is being given to tribes for RNIP recipients. Medical Assistance through the State will no longer be available as of January 1, 1996. The Insurance Department is working on the possibility of using this grant money to establish a self-funded program in an effort to make the best use of the limited funds. There are a couple of insurance companies interested in working with the Tribe on this project. Nothing definitive has been decided to date.

The Health/Fitness Instructor position is funded through the Tribe's health plan fund. A full-time employee was hired in October 1994 to work with employees and the community in improving overall health and well-being. Open houses were held at the fitness centers and various community events were held during the year. On-site information sessions were held at some of the employer sites on the reservation and individual health screenings were given to employees at their request. This position was created to develop fun and healthy activities for employees and community members and to assist individuals in making healthy lifestyle changes.

#### **401k RETIREMENT PLAN**

The participation rate for the retirement plan remains about 50% which is quite low considering the generous matching contribution made by the Tribe. Changes were made to the plan this year and the assets were moved from Equitable Insurance Company to Provident Mutual Insurance Company on November 1, 1994. Also, the recordkeeper changed from Wm. Michaels Ltd. in Appleton to Charing Company in LaCrosse. These changes were made in an effort to improve the performance of the investment funds and also improve the recordkeeping services. Representatives from Provident Mutual were here for an entire week in October 1994 to enroll employees and answer questions. Quarterly account statements are now being issued to employees instead of semi-annual statements so that employees are more frequently updated on their accounts.

Total assets of the plan as of September 30, 1995 were \$2,844,877.

The plan was audited and the Annual Report Form 5500 was filed with the IRS in July 1995.

#### **WORKER'S COMPENSATION**

The Tribe self-funded its worker's compensation coverage 07-01-94 and continued this program in FY 1995. The total savings to the Tribe for the 12 month period ending 06-30-95 was \$169,142. These savings will be used to offset future costs of the program. The third party administrator remained Berkley Administrators in Minneapolis.

A total of 229 claims were filed in FY 1995 which resulted in a cost of approximately \$66,685 in paid health care and compensation benefits.

Discussions were initiated with Shawano Clinic about the development of an occupational health program for the Tribe. The target of this program was the Gaming operations due to the large amount of worker's compensation claims. In May 1995, we toured the Casino, observing employees performing their jobs. The relationship with Shawano Clinic did not work out, however, Tribal Clinic is assisting in this project. One of the Tribal Clinic physicians wrote a summary about the findings of our tour and we will be working with a physician and an occupational health nurse out of Green Bay to help develop this program.

#### **PROPERTY/AUTO/LIABILITY**

The Tribe's property/auto/liability insurance package renews October 1 of each year with the exception of Utilities, Gaming Corp. and the Supermarket. The annual premium paid for this package was \$82,345 which was a decrease over last year's premium of \$87,984. The coverage was purchased from Continental Insurance Company which was the same company that insured the Tribe last year.



Auto claims paid for the totalled approximately \$28,693, up from \$10,068 for last year. The increase was due to more claims being filed and the severity of those claims. Property/liability claims paid for the year totalled approximately \$1,964, up from \$670 last year. Below, the individual claims are listed by department:

**Police:**

February 1995 - deer claim. Total repair bill = \$1,333; insurance paid \$1,233.  
February 1995 - collision claim. Total repair bill was \$5,856 and insurance paid the entire amount.  
March 1995 - deer claim. Total repair bill = \$608.20; insurance paid \$508.20  
May 1995 - deer claim. Total repair bill = \$717.20; insurance paid \$617.20  
June 1995 - deer claim. Total repair bill = \$652.23; insurance paid \$552.23.  
August 1995 - collision claim. Total repair bill = \$1,084.07; insurance paid \$584.07.  
September 1995 - collision claim. Total repair bill = \$10,938.39 and insurance paid the entire amount.

**Conservation:**

September 1994 - collision claim. Total repair bill = \$1,174.40; insurance paid \$674.70.  
December 1994 - seat burned by spotlight. Total repair bill = \$467.75; insurance paid \$367.75.  
May 1995 - collision claim. Total repair bill = \$1,588.45; insurance paid \$956.19.

**Headstart:**

June 1995 - deer claim. Total repair bill = \$2,407.27; insurance paid \$2,307.27.

**Maehnowesekiyah:**

January 1995 - collision claim. Total repair bill = \$993.16; insurance paid \$493.16.

**Chairman's Office:**

November 1994 - deer claim for rental vehicle. Total repair bill = \$1,553; insurance paid \$1,453.

**Woodland Bowl:**

Liability claims for minor injuries at Pow-Wow in August 1995. Total of three claims = \$212.30 and insurance paid entire amount.

**Wolf River Ranch:**

Lightning damage to pump house in August 1995. Total repair bill = \$1,647.50; insurance paid \$647.50.

**Elderly CBRF:**

Lightning damage to electrical system in September 1995. Total repair bill = \$2,105; insurance paid \$1,105.

Three professional liability claims were filed against law enforcement personnel. Two involved individuals who were incarcerated for a considerable length of time without a hearing. These claims have been dismissed in Tribal Court and are in the appeal process. The other claim involved the treatment of someone who had been arrested. To date, nothing has been paid on any of these claims.

**INVESTMENTS**

Associated Bank Trust Company continued to manage the Tribe's investment portfolio. As of 09-30-95, total assets were \$3,665,206. Approximately 18% of the portfolio was invested in stocks, 77% was invested in bonds and 5% was held in cash. The annual return for the period was 13.8% which was higher than last year's return of 4.76%. This large increase in the return was due to the good performance of the stock market.

**MISCELLANEOUS**

Efforts continued on the credit union project. Meetings were held in December 1994, January 1995, March 1995, April 1995 and June 1995. Information articles were published in Tribal News and the Shawano Evening Leader in February 1995. This project has been put on hold due to the lack of response by community members in the attendance at the meetings. A credit union is a community business and cannot

be sponsored or organized by a specific entity. Community participation is essential to the success of the project.

A burial insurance proposal was taken to the Legislature in December 1994 and referred to the Socio-Economic Committee in January 1995. A census was sent to two insurance companies in August 1995 who then submitted proposals in September for consideration in FY 1996.

## **BUDGET**

The annual budget for the Insurance Department was \$197,080 and total expenses were approximately \$158,746. Last year's budget totalled \$159,960 and the main reason for the increase was the inclusion in this year's budget of a 401k surrender charge that was supposed to be paid to Equitable when the Tribe moved its 401k retirement plan to Provident Mutual. However, Equitable waived this charge when the change was made.

## **JOB TRAINING PARTNERSHIP ACT (JTPA)**

**Rudy Reiter, Director**

The JTPA Program is committed to finding 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 1995 program year it was estimated that the program could possibly serve approximately 30 people. At this point, we have served 25. Out of the 25, we had 4 positive placements and 1 indirect placement, with 3 more indirect placements to take place. We had \$35,386.42. The JTPA Program is composed of the following components: Work Experience, Community Service Employment, On the job training, and Supportive Services.

This program is for people who are 18 years of age and older.

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 \$129,486.00. The amount spent on services was \$108,005.09, 230 clients received services this year. As of September 1996 the JOBS Program will revert back to the Menominee Indian Tribe to operate the Tribal JOBS Program.

The JTPA- Summer Youth Program ran for 6 weeks this past summer. We were able to serve 30 participants with 18 people completing the program. 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. Transportation was provided for all students so that they could be there on time. Work hours were 7 hrs. per day. Total funding level was \$62,107.00 and funds expended were \$48,469.84.

The Tribal After School Program was able to serve 8 students this past summer. We had enough money to let them work for 6 weeks at 7 hrs. per day. This used up the money that was left from the 1994 budget. We were granted \$28,500.00 to run the after school program again this year. To date, we have 20 students who are working 2 hrs. per day and this takes place after school. All those working now will be working for 14 weeks and then we will have a new crew starting and they will work for 14 weeks. If any funds are left, we will use this during our 1996 summer program. (Over Income Students)

On The Job Training - (OJT) At this time, we do not have any people on this program. We have \$3,000.00 set aside for possibly 5 people.

Supportive Services. No one has requested any help from this program yet. We have \$2,315.06 left.

**JOHNSON O'MALLEY**

**James Reiter, Director**

### JOHNSON O'MALLEY - ADMINISTRATION

The Menominee Johnson O'Malley provided a total of 19,339 service units in the supplemental services programs and 187 service units in Parental Costs or Financial Assistance program. Total service units provided are 19,526 for F.Y. 95. This is a decrease of 3,203 students served than in F.Y. 94. In F.Y. 95 our Annual Headcount was 1,435 students, and out of these students at least 1,185 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. -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. 95 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 and reduced funding.

In Administration we spent 67,207.27 in Fiscal Year 95 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 187 service units in the areas of: musical instruments, supplies, senior pictures (1/2) or less than \$45.00 and other extra-curricular needs. The 187 students served represents 7 more than projected.

In Fiscal Year 95 we spent \$10,464.93 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. 95 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 a six week summer work program. The total service units provided by our Career Exploration program was 1,654. This number was 614 more service units than projected.

In Fiscal Year 95 we spent \$24,164.38 in cumulative expenses.

### **COMMUNITY RESOURCE CENTERS**

The Community Resource Centers have been one of the most successful projects in the Johnson O'Malley Programs. We have centers in Keshena (1,838 service units), Keshena Youth Center (2,841 service units), South Branch (645 service units) and Neopit (2841 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 videos, tutoring services, arts & crafts, theater and holiday events. A total of 5,559 service units were provided in F.Y. 95. This represents an increase of 759 students over our projection. The South Branch Resource Center remained open in the summer months. Also we encountered personnel problems

and the Zoar Center was closed in F.Y. 95. In the new fiscal year we will again try to establish a Resource Center in Zoar.

In Fiscal Year 95 we spent \$20,918.35 in cumulative expenses.

### **POSITIVE YOUTH DEVELOPMENT**

In fiscal year the Positive Youth Development program provided 12,126 service units to Indian students, this figure is 7,326 more than the projected number we planned to serve. This component is made up of the Positive Youth Development/Community Development 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, AODA projects 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 all our events we try to continue some of our monies with Recreation and having to provide more youth programs.

In Fiscal Year 95 we spent 22,900.96 in cumulative expenses.

### **JOHNSON O'MALLEY COMMITTEE**

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

In Fiscal Year 95 we spent \$1,323.57 in cumulative expenses.

### **JOM/CULTURE PROGRAM**

In F.Y. 95 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 three communities on the Menominee Reservation. Our instructor went to South Branch Firestation, Neopit Recreation Center and the Menominee Youth Center in Keshena. In F.Y. 96 we hope to get the Zoar Center functioning at the firestation again.

In F.Y. 95 we served 2841 students in the various communities. We averaged 237 students per month for instructions. Some of the students attended youth conferences and pow-wows throughout the State and 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 pow-wow tapes that are being used in the community. We are trying to combine interest by our 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. '95 we spent \$38,016.88 in our JOM/Culture budget and returned \$21,855 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.

### **JOM/TRIBAL DONATION FUND**

In F.Y. 95 the JOM/Tribal Donation Fund assisted 27 students. We spent all of the \$4,750 dollars allocated by the Menominee Tribal Legislature to provide this service to our Community. Our goal was to provide as much assistance to our students up to \$200.00 per student per the guidelines. This meant we could provide services to 25 students. we exceeded our goal by 2 students 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 was attending various athletic camps, AISES Conference, Foreign Exchange Student-Brazil, International Baseball Team-Holland, Engineering

camp, tuition fees, supplies, Science Fairs, graduation, etc. All in all this is a very good program that meets some of the needs of our community.

### **MENOMINEE WEATHERIZATION**

The Menominee Weatherization Program has changed in F.Y. 95. Currently our office just does the intake and referrals. In F.Y. 95, New Cap Inc. out of Oconto completes the work on the homes that needed to be weatherized. Last year we referred 25 homes to New Cap and 8 were completed. In F.Y. 95 New Cap will continue working on the homes referred as well as the other homes referred in our new fiscal year.

Menominee homeowners or renters first have to apply for energy assistance to qualify for weatherization. Once a person is approved for energy assistance they are automatically eligible for weatherization if they haven't received weatherization since September of 1985.

In fiscal year 95 we had total expenditures of \$3,130.22. The breakdown is as follows: \$379.55 on administration, \$2,531.25 on labor referrals and \$219.42 on program support. In the new fiscal year we can complete up to 36 homes. If any further information is needed please contact Jim Reiter, Director, Weatherization, at 799-5135.

### **LAW ENFORCEMENT**

**Keith Tourtillott, Acting Tribal Police Chief**

The main goal was to provide law enforcement and detention services to the residents of the Menominee Indian Reservation, 24 hours a day, throughout the fiscal year. These services were performed in accordance with the authority granted under the Menominee Law and Order Code, Menominee Constitution, USCA Title 18, CFR 25, 68 BIAM, court decisions and other applicable rules, regulations, ordinances, and statutes.

The Tribal Police Department received a record high allocation of \$1,867,762 for fiscal year '95. Funding sources were the Bureau of Indian Affairs \$840,500, Menominee Tribe \$905,497, National BIA Highway Safety \$57,130, Bureau of Justice \$49,635, and the State Department of Justice \$15,000. Additional funds were granted under the COPS FAST program at the end of the fiscal year to be disbursed over a 3 year period and therefor have not been included as part of the FY '95 total.

A total of 47 staff positions were maintained to fulfill departmental goals and objectives. 24 Deputized Officer positions which includes; the Chief of Police, Captain of Police, Lieutenant Investigator, Master Sergeant, 2 Investigators, 4 Sergeants, 14 Patrol positions, and 4 Administrative support positions made up of the Systems Manager, 2 Clerical, and a Law Enforcement Community Organizer were utilized to provide enforcement services. In addition, 19 Detention Officer/Support positions were maintained to provide 24 hour detention services.

Major issues that the department has been faced with under my administration has caused a great deal of changes. The department will continue to change over time to make it a more effective and efficient service provider to the community. These changes are for the most part, designed by the department as a whole and not just one person. Policy formation will undergo a period of evaluation to ensure that the desired affect will occur, the outcome must be improved law enforcement services.

Areas of change has occurred in preserving the integrity of the Chain of Evidence, advancement towards computerizing dispatch and the reporting process, organization of investigations, restructuring patrol protocol, and reorganization of administration

#### **Sgt. Gerald T. Smith**

The fiscal year ending September 1995 results in the following figures of mileage, gasoline, and oil which were by the GSA vehicles.(It also contains approved equipment purchased and installed by the department.)

<u>Mileage</u>	<u>Gasoline</u>	<u>Oil</u>
Total 366,659	23,788.3	36

Currently the Menominee Tribal Police Department has thirteen (13) vehicles which are being used for patrol and investigative follow up. The yearly figures are as follows:

The mileage and gasoline is up considerably because of added patrol being put on. The mileage is up by 94,709 miles compared to last year. The department has seven (7) more vehicles. The vehicles are holding up well and are serviced at regular intervals. There has been no major problems with the vehicles.

Training for the police officers has been one of the department's priorities. Several inservice programs have been held at the meeting room at the Casino/Hotel complex. The training was for all officers.

During the year the department had four(4) officers graduate Basic Recruit Training from Fox Valley Technical College in Appleton, Wisconsin. Another officer is currently enrolled and is expected to graduate in November.

There were several officers who attended the Multi-Jurisdictional Law Enforcement Conference in Green Bay, Wisconsin. All officers had to participate in the annual PEB test which was held at the Menominee Indian High School in September. Firearms qualifications was also held for all officers. This training is conducted bi-annually to ensure the safety of all officers and the community they serve.

During the year the department reported several accidents to the GSA vehicles. One accident involved a squad from Menominee County in which two(2) officers received injuries. In the other accidents, the officers were involved in three(3) separate car deer accidents which resulted in minimal/damage.

There were several major accidents which the department is still investigating, one resulting in the death of a juvenile and others resulting in great bodily harm injuries. Another accident resulted in the death of an adult male. This accident is also under investigation.

The department is involved in Alcohol, Drug, and Suicide prevention and is helping to organize groups to get into the schools, day cares, and communities. Prevention and detection are the major goals and concerns at this time. Prevention activities are considered a priority to the department. This past summer has been very tragic for the department and community. Four suicides and several traffic related deaths affected the department professionally and personally. Most of the deaths were related to alcohol and/or drug abuse.

A recent drug bust on the reservation is a major break through resulting in numerous arrests. The department is working with the FBI, ATF, and MEG units from surrounding areas. Drugs on the reservation still seem to be a major problem. This investigation is on-going and more arrests are pending. Charges have been filed in Federal Courts against seventeen(17) people involved in one of the major drug distribution organization.

This annual report was submitted by Sgt. Gerald T. Smith. If you have any questions, please feel free to call me at 799-3321.

### **Annual Investigators Report**

I have currently been assigned in charge of investigations due to the termination of Investigator James Brisk, and the assignment of the acting Chief of Police Keith Tourtillott.

As it is my responsibility to turn in a monthly report and annual report of investigations, I have attempted to retrieve the reports from investigators to compile this report. There appeared to be a problem immediately with the keeping of records. In this report I will explain the problem and attempt to come up with a solution to the problem.

1. In the past there was no assignment of cases by any supervisor. Each investigator took what ever cases were there and no data records were kept, except for each individual investigators own recollection. In the past reports it appeared that maybe the investigators were double reporting, and investigating the same crimes without the knowledge of the others.

**Solution:** All investigations will be transmitted to the supervisor of investigations. The supervisor will assign individual cases to the investigators. A record of all the cases will be kept with the supervisor. A status board will be kept to determine if cases are being investigated and if any problems arise.

2. The monthly report used in the past, did not show any new cases, old cases, closed cases, or completed cases.

**Solution:** With the status board the report will be able to show all new cases, on a monthly report. The report will explain the old cases being carried over to the next month. It will also explain how many cases each investigator has, and how many he has completed or closed. The report will also show the cases that are Juvenile investigations, and the ones that are referred to the Federal Bureau of Investigations.

3. The investigators in the past have turned in individual monthly and annual reports. This created double reporting that was unknown to investigators.

**Solution:** The supervisor is responsible for the monthly and annual report. No longer will each individual submit a report. They will be responsible for submitting daily logs, and activity reports to their supervisor, so that he can turn in a accurate report monthly and annually. A outline of the report is attached.

With the termination of Investigator Brisk and my new assignment, we have made some changes in this unit. Investigators are supervised, in the past they were only supervised by the Chief of Police, and had no direct supervisor to review the cases. A new investigator has been hired full time and will help with the burglary investigations, and other cases. We will also be rotating patrol officers into the investigation unit. This is done for several reasons most of all it is hands on training for investigators, and will assist them when they return to patrol. They will be assigned to the burglary investigations.

Since the change in the department and the assigning of cases we have had a number of burglary cases solved and processed through the tribal courts. Two cases have been referred to the United States Attorney's office (AUSA). We have also sat down on cases that need to be referred to AUSA's office, and they have came out with a manual that the officers can use to assist them in that process. For December 1995 a up to date monthly report will be turned in by myself, and annual report will be turned in for 1996. This concludes this report.

#### **LAW ENFORCEMENT ACTIVITY**

Past annual reports had provided a number statistical information that really did not give any indication of how officers performed. This report will attempt to provide some kind of idea as to how officers perform, shifts perform, and what the monthly activity really is. The following charts are basically developed from three(3) simple statistics: incident reports, citations, and arrests. Annually these categories total;

ARRESTS	1,288
CITATIONS	1,945
INCIDENT REPORTS	11,112

The first chart entitled "**LAW ENFORCEMENT ACTIVITY BY MONTH**" depicts what months generated the most amount of work from all the officers. It also provides information as to what months had the greatest amount of crime or demand for public safety. The chart measures incident reports and arrests only, so that the viewer can see the number of arrests relative to the number of calls serviced.

The second chart labeled "**ACTIVITY BY LABOR GROUP**" breaks down personnel into four separate groupings; Administration, Day, Night, and Reserve. There has been an age old assumption that the night shift does more work than the day shift. The chart helps us to understand that while the night shift does make more arrests and issues more citations, the day shift gets detailed with more day to day departmental responsibilities, i.e. postings, mop up court work, and the like. The reserve is separated because this function was funded directly with tribal dollars. While for the most part, reserve is scheduled to work the night shift, the chart demonstrates that the program serves the desired purpose. Finally, administrations function is to support field personnel with structure, organization, processing, employee services, and investigative

services in complex crimes.

The third chart entitled “**SHIFTS BY TEAM**” examines the four teams resulting from the 4 days on, 4 days off, 12 hours shift and their relative performance to each other. Team 2 Night suggests that the department needs to review management and take corrective action. The power shift is more administrative in it’s design and function, again too much activity would suggest that it is not performing at the desired level.

The final chart labeled “**ACTIVITY BY OFFICER**” identifies the performance of each officer relative to incidents reported, citations issued, and arrests made or assisted. This chart exemplifies those officers who engage in the most activities of law enforcement. The top five Patrolman in ascending order are; Charles Frechette - 5th place, Sgt. Cris Delabrue - 4th place, Wayne Swett - 3rd, Brett Reiter - 2nd, and **Acting Sgt. Warren Warrington - 1st place Congratulations!**

## **LEGISLATIVE STAFF SERVICES**

### **Royal Warrington**

The office of Legislative Staff Services serves as a direct support staff unit to the Tribal Legislature and is supervised by the office of the Tribal Chairman. One of the primary duties of this office is to plan, study and recommend changes to provide improvements to the legislative systems of the tribal government. Another area of concern is to provide centralization of recording and staffing of the main committee level of the Legislature, as well as the four community committee meetings required in the tribal constitution and bylaws.

The main goal is to provide direct support services to individual members of the Tribal Legislature in their duties as committee chairs, including all meeting agendas, posting in the community, scheduling meeting places and the packet mailing notification of all committee members as well as recording and transcription services.

Newly elected tribal members serving on the Tribal Legislature go through orientation and training developed by the Legislative Staff that cover such skills areas as Robert’s Rules of Order, Duties and Responsibilities of Government Officials, Role of the Tribal Committee Chairman and Members, Tribal Administrative procedures and overview and the function and role of the Menominee Tribal Government. In the past tribal members who became Legislator's had no formal training in the processes and the workings of government but now attend training programs to improve skills and carry out the duties of being an elected official.

Legislative Staff provides research regarding issues brought to the attention of the Tribal Legislature pertaining to the passage of potential legislation, including but not limited to the history of the development of such legislation, identifying the advantages and the disadvantages and whether similar legislation is already in place on the books, and other pertinent information when not provided by a department or program within



their responsibilities. When requested, we assist with public hearings and other informational sessions for and on behalf of the Legislature.

The primary reason for the establishment of this office is to respond to requests from either the Legislature as a body or individual Legislators that require assistance researching legislative issues or matters. At the direction of the Legislature, we conduct studies and perform other duties which may be of assistance to the Legislature in dealing with the internal affairs of the Menominee Tribal Government. When requested and/or not provided by the relevant department or program, summarize pending legislation proposed by other governmental bodies.

Legislative Staff is responsible for serving as a staff liaison with the other 10 Wisconsin Tribes. We travel along the Tribal Chairman or Legislators to attend meetings and Great Lakes Inter-Tribal functions to maintain contact with the key staff people working on related issues in the neighboring Tribal communities.

The staff office work consists of monitoring national and state legislation introduced in the Congress affecting Indian Tribes and specifically the Menominee Tribe. One of the tools that we use is the Inter-Net system which is a computer base data source that links us with Washington and Madison Legislative libraries, to provide the Chairman and the Legislature with accurate information to assist in decision making on behalf of the tribal membership. Another tool that is essential is the net-working that occurs with other staff people in the National Congress of American Indians and our lobbyist in Madison, as well as our Washington D.C. law firm legislative staff.

We did assist with the research and orientation on Tribal Ordinance 79-16, which was the Tribal Government Plan, by providing a historical overview covering the present day backward to February 1979 showing all the changes to the Legislature that the tribal government made in programs as well as committees structures.

The Legislative Staff office is also in charge of special projects assigned from the Tribal Legislature. One of the main projects that we continue to work on is the assessment of a utility tax on such areas as the electric company and the telephone lines. The sovereign authority of the Menominee Tribe to levy taxes or impose tribal ordinances on any company crossing the tribal Reservation boundaries is an area that is both complicated and involves the right of ways or the right to enter and cross the tribal lands subject to Menominee tribal laws and ordinances. This is an area that we are exploring to bring additional revenue due to the Tribe to offset the loss of funding from the Federal level.

Worked with local radio station owners to incept the Menominee Notes daily 10 minute program covering community news events. The future plans are to go to a half-hour daily program that would encompass not only local but also state Indian news and issues as well as national Indian news coverage to both inform our reservation community, but also to improve communications with the surrounding communities.

## **LIBRARY**

**Sally Kitson, Director**

This year the Menominee Tribal/County Library was shot into the computer age through some very exciting developments. The two computers which are used by the patrons were upgraded from 386 to 486 and although that doesn't sound like very much to some it was in terms of upcoming programming that the library will be capable of providing. The upgrade was the first step toward the initiation of an Automation program which will help to serve the community in accessing more library materials at a faster rate. It has also provided the computers with the capabilities of accessing the internet.

The automation project will allow for on-line information concerning material in two library systems, the Nicolet Library Systems and the Outagamie-Waupaca system. This is material which is being held in libraries in approximately ten counties in Northeastern Wisconsin. The on-line searches will allow patrons to find out where material is being held, whether the material is checked out and if so when the material will be available. This means a much faster return for anyone needing interlibrary loan material.

Another development has been the installment of the Wisnet system. This allows patrons to access the

internet on the patron computers in the library.

In 1996 the library will have been operating in the present building for five years. We have certainly seen it grow and become a vital element in the community through such programming developments. However, due to the growth the library building has already become too small as it presently stands. That is why the library staff and board has initiated a series of fundraisers. It is hoped that with the money that is earned from this a new room can be prepared for use. We plan to use the new room as the meeting room with the present meeting room will become the historical room. We have been aided in our efforts by many community members who we are very grateful to. We ask the community for their help in any way possible in our efforts.

This past year the library said good-bye to a dedicated staff person who has served with us for the past couple of years. We wish to extend to Frances Walker our heartfelt thanks for all her work done as librarian/tutor and wish her well in her future endeavors.

The arts festival was a success and we hope to make it even more so in the coming spring. Thank you to all who participated and helped with the effort. The same can be said for the summer reading program.

Finally, it is our commitment to the community to develop library programming which will serve the area in the most effective way possible. We would like to extend our gratitude to all those who have supported our efforts in this whether it be buying our chili and raffle tickets to donating money and books. On behalf of the Menominee Tribal/County Library staff and board we wish everyone a safe and happy coming year.

## LICENSING AND PERMIT DEPARTMENT

Yvette Snow, Director

### STATISTICAL SECTION

#### TRANSACTIONS FOR THE LICENSING AND PERMIT DEPARTMENT FOR THE PAST YEAR:

LIST	TOTAL
TITLE FEE	1221
LIEN	412
REPLACEMENT TITLES	66
TIRE WASTE	67
PLATE TRANSFERS	451
TAX EXEMPT CARDS	486
HUNTING AND FISHING I.D. CARDS	461
FISHING LICENSE	190
HUNTING LICENSE	184
DOG TAG LICENSE	19
ISSUANCE OF FOOD HANDLING PERMITS	36
ISSUANCE OF FIREWORKS PERMITS	7
ISSUANCE OF BINGO INSTANT GAME WINNERS PERMITS	6
ISSUANCE TO CONDUCT BINGO OPERATION	1
ISSUANCE TO CONDUCT VIDEO BINGO/GAMES	0
ISSUANCE OF TOBACCO PERMITS	15
ISSUANCE OF CONSTRUCTION PERMITS	86
ISSUANCE OF SOLID WASTE DECALS	555
ISSUANCE OF RECYCLE DECALS	50
ISSUANCE OF RAFTING PERMIT	2
ISSUANCE OF MINNOWING PERMIT	2

THE LICENSING AND PERMIT DEPARTMENT ISSUED 2,096 automobile plates, 782 truck plates, 150 personalized plates, 91 municipal plates, 31 motorcycle plates, 15 mobilehome/motorhome plates , 129 veteran plates, 19 trailer plates, 107 handicap plates, 11 veteran handicap plate, 29 disabled cards.

Total revenue for FY' 95 \$113,848.29.

The Licensing and Permit Department served 5,560 client for FY 95.

### **NARRATIVE SECTION**

The Licensing and Permit Department increased revenue due to the higher license plate prices and the establishment of personalized plates available as of 1-1-95.

October 1994--The Department has ordered 1000 "A" & "R" plates, 560 "B" plates, 106 "VET" plates, and 99 "handicap" plates.

November 1994--An article was placed with the Tribal Newspaper to inform the customers that we have the new woodland scenic license plates on sale.

December 1994--The Department met with Wisconsin Department of Transportation to have our licensing information printed in "Plain Dealing" pamphlet that is distributed to all dealers throughout the State of Wisconsin.

Placed an article in the Tribal Newspaper explaining that the Wisconsin Dealers can lease a vehicle to a resident on the reservation without showing a Wisconsin plate to transfer or remitting cash for State of Wisconsin Plates. The resident of the Menominee Indian Reservation has the responsibility of telling the Wisconsin dealer that s/he has a MENOMINEE NATION LICENSE PLATES TO TRANSFER OR WOULD LIKE OUR MENOMINEE NATION LICENSE PLATES.

The Department held a meeting with Mr. Lowell Powless, of the Oneida Nation to discuss the possibilities of establishing Oneida Tribe's own Tribal License Plates program.

January 1995--An article was placed in the Tribal Newspaper adding a change to truck weights. Straight Truck with pup tractors can exceed the weight of 80,000 lbs. and carry more weight than a regular Semi truck and trailer. Straight truck can carry a weight up to 56,000 lbs., and the pup trailer/tractor can carry an additional weight of 34,000 more or less, to exceed the regular 80,000 lbs.

February 1995--The Department had several new procedures changed to the computer program by adding Macros and Merging, to be more efficient.

March 1995--The Legislature approved Personalized Plates for Motorcycles.

April 1995--A meeting was held in Oneida with Ernie Steven Jr., Councilman and Gerald Hill, Tribal Attorney, and the Wisconsin Department of Transportation to discuss the possibilities of establishing the Oneida Tribe's own Tribal License plate program.

A form was created by the Program Attorney Office to have the customers read and endorse to verify residence on the reservation.

June 1995--Wisconsin Department of Transportation agreed to accept the Tribal Police and/or County Law Enforcement Officers signature for inspection on school bus conversion to a recreation vehicle on the form MV2103.

### **NARRATIVE SECTION**

June 1995--A meeting was held with the Ho-Chunk Nation of Tomah, Wisconsin and the Wisconsin Department of Transportation to help establish the Ho-Chuck Tribe's own Tribal License Plate program.

July 1995--(2) telephones were installed. The phones have assisted the Department greatly in day to day operations.

August 1995--The Department requested assistance from Madison to have title's issued for older trailers. According to the State of Wisconsin's Transportation Department older trailers don't have to be registered. However, a number of citizens have requested to register trailers of this type.

A motion was sent from the Legislature which reads: "I move to set the quantum blood requirement for Ancillary Roll at 1/16, and impose a \$25.00 fee for necessary paperwork." A meeting was held with Betty Jo Wozniak, Program Coordinator, Roderick Boivin, Chairman of Conservation Commission, Jeremy Weso, Paralegal, and Yvette Snow, Licensing and Permit Manager to discuss how this will affect the Conservation Commission, Enrollment and Licensing and Permit Department.

September 1995--The Conservation Department gave permission to the Licensing and Permit Department to issue deer tags to descendants, spouses, and members of the Clergy. This process has simplified and quickened the procedure, making it more efficient.

Solid Waste/Recycle permit (windshield sticker) sales decreased, due to the Community Development Department closing the Neopit Transfer Station and implementing a curbside collection for garbage and recyclable materials. The Keshena, Transfer Station remains operational and open for the public use still allowing this department to sell a smaller quantity of dumping permits, which shall recover part of the cost. However the lower sales will not compensate fully for the funds used to purchase the permits earlier in the year. The department will not order permits for dumping purposes any longer.

## **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 staff includes the Credit Officer, Assistant Credit Officer, two Bookkeepers, 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 1995 fiscal year ended September 30, 1995, 1,636 new loans were approved and processed through this fund to eligible members for a total amount of \$4,033,934.02. As of the end of the fiscal year there were 1,500 loans outstanding with a total principal balance of \$4,093,511.06.

**MENOMINEE REVOLVING LOAN FUND** - The Menominee Revolving Loan Fund provides a means for eligible Menominees and Menominee partnerships to obtain financing for business purposes. The Credit Officer also provides technical assistance to individual Menominees in obtaining financing from the same sources that serve other citizens. All applications for this fund must be for a business located within the exterior boundaries of the Menominee Reservation. During the fiscal year ended September 30, 1995, there were 14 new loan packages approved and processed through this fund for a total credit of \$297,429.00. At the close of the fiscal year there were 34 business loans outstanding in the aggregate amount of \$701,604.86.

**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. 22 new loans were approved and processed through this fund during fiscal year 1995 for a total amount of \$96,675.00. As of the close of the fiscal year there were 75 loans outstanding under this program for a total amount of \$197,425.06.

## **LOGGING MUSEUM**

**Wayne Martin, Director**

Due to the replacement of the floors in the two largest rooms in the complex, namely the "Bunk-house" the cook shanty and the "dingle" which is the drive-through section of this one building, we had a short season in 1995. The floors had to be specially coated and all the tools and artifacts had to be moved back in to the buildings and set in their proper locations. We finally were able to open in early May.

We took tours even though we weren't completely organized as far as moving some of the smaller articles from other buildings to the afore-mentioned complex.

The Tribal/County Library held their second annual Art Fair here at the Museum and it was very well attended. Arts and Crafts were on display and other community - oriented booths were set-up and giving pamphlets and information about their projects and progress.

We again had visitors from around the world. We had two exceptional months as far as attendance is concerned. Most of these came because of a video that shown through out the state. Also because of our participation in events, such as Indian Summer and Tomahawk "Yesterfest."

We have yet to attend Lumberjack Days in Tigerton. A lot of times we are prevented from attending area celebrations because we do not have dependable help. The young people who are hired as guides, for the most part, do not like to work on weekend's.

We advertise as much as we can in the media and that generates some revenue. Brochures are placed in motels, hotels, and other tourist oriented businesses. We are always getting requests for more and newer brochures and/or pamphlets. In the years past we have mentioned the need for billboards on all the major roads entering the Reservation, but the cost of standard - sized billboards is prohibitive for the museums advertising budget.

We as stewards of this valuable and history teaching treasure should take a greater interest in this fine attraction. The lack of interest in the Museum prevents us from staging any fund raising events. We would need at least 25 volunteers to put on any function. We have had some commitments to help but not nearly enough to effectively make any fundraiser a success.

Schools and organizations have toured the Museum and marvelled at the location, the buildings and their contents.

It has been estimated that we have at least 3,000,000 dollars in tools and artifacts. This figure comes from antique dealers, collectors, and historians and, in that light, we shall strive to generate more interest among our tribal members. We do have a treasure here.

## **MAEHNOWESEKIYAH TREATMENT CENTER**

**Rose Hoffman, Director**

### Administration

The Maehnowesekiyah Treatment Center is a nationally accredited substance abuse center, having received accreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF) in FY 1994. Funding for the services offered by the center comes from Tribal, state and federal sources. In addition, Maehnowesekiyah also generates income through billings submitted to Insurance, Title 19 and other available resources. This is possible because the programs are certified and able to collect third party reimbursements. The accomplishments of our programs are evaluated against established goals and objectives. Our programs are required to provide reports to the funding sources, Tribal Legislature and the General Council.

A variety of approaches are used in the provision of services which are intended to address chemical abuse along with the physical, emotional, social and spiritual needs of clients served by our program. Services are provided by a staff of competent and dedicated people who, despite setbacks, are proving themselves to be a tremendous asset to the program. Maehnowesekiyah has a staff of 42 full time and 7 part time employees. Eleven of the staff are administrative and/or maintenance while the remaining 38 are involved in the

provision of direct services.

Maehnowesekiyah has a total annual budget of \$3,647,586.00 for FY 1995. Of this amount, \$155,889.00 was for loan repayment, \$434,819.00 was for renovation costs and \$257,704.00 was for Tribal Indirect Costs. The remaining budget of \$2,799,174.00 was for direct program services. During FY 1994, Maehnowesekiyah generated \$343,186.73 in income and this income was put back into service programming. During FY 1996, we will not have this revenue because the income collected will have to be directed toward repayment of the loans. Moreover, the revenue generated from the provision of services to RNIP recipients will be lost when the RNIP Program is discontinued in January, 1996. On a more positive note, it is our intention to utilize all available resources and funding sources to continue to maintain and improve services offered by Maehnowesekiyah.

Staff development training programs conducted by experienced staff will be continued in FY 1996 along with training by professional consultants funded under staff development agreements. The first of two on-site training sessions by the professional trainers are scheduled for December and January and will address case management training needs of staff. Follow through will be made to ensure that the courses offered continue to receive credits from the Wisconsin Certification Board for Counselor certification.

#### Prevention Program

Prevention services are provided under our T.R.A.I.L.S. and Adolescent Health programs. Both programs are involved with youth activities in the schools, in the community and in programs operating out of Maehnowesekiyah. The programs provide youth with understanding and the opportunity to learn about alcohol and other drugs, enabling youth to make educated choices in their daily living. Group meetings are held throughout the reservation and in our school system. The prevention department organizes most of Maehnowesekiyah's larger social events. A youth survey was completed by youth involved in the prevention program and the results were used in planning activities. AODA Awareness Week was a huge success. This year 272 community members participated in program presentations, meals, witness talks, and door prize drawings during Awareness Week. The prevention staff actively participate in the planning and implementation of retreats, especially adolescent retreats.

A monthly newsletter is an on-going activity and youth involvement in this project is encouraged. This year, a total of 289 were served involving 213 families. There were 169 group activities planned and provided during the year.

#### In-Home Family Based Program

The Counselor in this program responds to crisis situations in the home for purposes of assisting with the crisis and for referring to appropriate resources for services to meet the client need. There were 44 unduplicated individuals served during FY 1995 with a total of 42 families and 119 home visits. Another component of this program is Family Enrichment/Parenting Skills. Participation in this component may be through self referral, counselor referral or court order. The Parenting I courses are 14 weeks long and Parenting II, which is a more advanced class, is 8 weeks in duration. A certificate of completion is awarded to all who complete the program. A pre and post test is administered along with an evaluation and exit interview at the end of the program. This year, 23 parents completed the Parenting I courses and 19 completed the Parenting II courses. Child care services were provided to 51 children while the parent attended Parenting I and to 31 children whose parent attended Parenting II.

#### AODA Residential Program

At the close of this program year, the AODA Residential Treatment Program was operating at full capacity. There were 69 persons served in this program. An increase was seen in therapeutic group activities over FY 1994 with a total of 1,614 groups conducted this year compared to 1,409 in FY 1994. Referrals were received from self-referrals, Open Door-Milwaukee, Indiana State Court, Grand Traverse Band-Chippewa Ottawa, Oneida Tribe, Menominee Tribal Court, Probation and Parole and the Federal Bureau Of Prisons. AA meetings at the residential facility were well attended. Clients also attended community AA meetings, sweat lodges, and other community activities. Cultural and spiritual activities include the Talking Circle, morning meditation and presentations by traditional guest speakers. The Psychologist, Dr Bob Owen, was at the residential program 36 times during the year. Services provided by Dr. Owen include client staffing, Client/staff consultation, individual client sessions, and trauma group sessions. A series of group session

began in October dealing with the brain and the effects of alcohol, drugs and inhalants. The consulting psychiatrist and Addictionologists also provided services to clients, including staffings, review of client records, individual sessions and assessments and lectures. Dr. Grieban provided 10 individual sessions, Dr. Benzer saw 44 clients and Dr. Goldstone saw 43 residential clients.

#### Emergency Shelter/Transitional Housing

These programs are funded through three grant programs - Innovative Housing, State HUD and Federal HUD. Three separate sites are used for emergency shelter and transitional housing. Two units are leased from the Menominee Tribal Housing Authority and one is a Tribal facility. Eligible applicants for these programs must be homeless, facing eviction, or be at incomes below the poverty level. The number of clientele served by the program in FY 1995 was 48. Twenty clients with 41 children were provided shelter this year and another nine clients with 10 children were provided transitional housing services. These two components together involved 3,846 provider days. The program also provides eviction prevention activities.

There were 19 clients provided heat, utility and rent assistance under this program. Other services include food assistance, transportation, AODA assessments and therapy. With the demise of the RNIP Program on January 1, 1996, we are anticipating an increase in the number of referrals to this program.

#### Child Care

The Day Care Program provides services to clients of the Pregnant/postpartum Women's Program, outpatient treatment Program, parenting classes and participants in other services provided by Maehnowesekiyah. The Day Care center is open from 8:00 A.M. to 7:30 P.M., Monday through Thursday and from 8:00 A.M. to 4:30 P.M. on Friday. Mothers of the children are invited into the day care center to act in the capacity of day care workers and to apply skills learned or refined in the parenting classes. Many donations of toys, clothes and furniture for the children were received from individuals and from organizations in the community. Available space presents concerns, especially in the summertime. We were able to deal with this by using other available rooms and this also gave us an opportunity to group the children by age/abilities. Maintaining flexibility with space and staff have helped to extend the availability of day care services. The total number of unduplicated children served in the day care program was 209 in FY 1995. Future planning needs to include an outdoor play area, expanded space, and licensing of the day care center.

#### Outpatient Program

Primary Day Treatment - Two Primary Day Treatment programs are operating at our Center. The programs are intended to offer intensive AODA treatment on an outpatient basis. A total of 74 unduplicated clients were served in this component during FY 1995. Fifty-one of the clients were male, twenty-three were female.

The program is offered twice a day ( AM group and PM group) to accommodate persons who work or are otherwise unable to attend the AM group. They meet Monday through Thursday. One weekly individual session is required as well as three family sessions during the six week program.

Aftercare Program - Twenty-six male and fourteen female clients were served in the aftercare program for a total unduplicated count of 40 clients. This program is designed for clients who are just coming out of inpatient or residential and deals with issues of adjustment that occur for the person who is in early recovery.

Clients in this component participate in 12 weeks of group, individual and family sessions based on individual need.

Education Group - Education needs relating to chemical use issues are addressed by this component. The focus is on how the use of chemicals compromises the individual's life, the lives of their families and the effects on employment and the community. During FY 1995, the program served 15 males and 8 female clients for total unduplicated count of 23. There were a total of 97 groups held during the year.

Assessment- An evaluation to determine the client area of need is completed for all outpatient programs, including assessments, social history, completion of information releases, consent to treatment, orientation to the Center and programs offered. There were a total of 217 AODA assessments completed by the outpatient department in FY 1995.

Mental Health - The mental health component has been in operation since March of 1995 and offers a resource for clients with multi-diagnosis. Intervention is made in the school system. Referrals are made

from in-house programs and also offers an option to community members with mental health treatment needs. A total of 12 clients with only a mental health diagnosis were seen during FY 1995, along with 7 additional clients who had a dual diagnosis.

Family Violence - This program is involved in examining coping skills in areas of anger management and emotional, physical and verbal abuse. Both individual and family sessions are provided over a 17 week period. A total of 86 unduplicated clients participated in the program this year. Twenty-four were female and 58 were male. A total of 44 group sessions were held and 39 domestic violence assessments were completed.

Family Therapy/Family Retreats - The Family Therapist received 56 referrals for family services during FY 1995. The referrals were made from in-house programs, community agencies and the community. Three weekend family retreats were held at the Sunrise Facility on Legend Lake. The retreats averaged 6 to 10 participants per retreat and are designed to facilitate family communications.

Adolescent Aftercare - This program went through some difficulty this year with the resignation of the Adolescent Counselor in February of 1995. Services continued to be provided with the support of the Family Therapist and the Clinical Social Worker. A new Counselor was finally hired in September of 1995. Much of the last month of this program year was spent in orientation, becoming familiar with community resources, networking and developing objectives. A total of 22 unduplicated clients were served during FY 1995. Fifteen were male and 7 were female. There were ten group sessions, 51 individual sessions and 10 family sessions completed.

School Intervention Program- School intervention programming was facilitated both in the Tribal School and the Menominee Indian School District. Two groups were held each week in each of the schools. A total of 34 groups were conducted at the Tribal School and 99 groups with the Menominee Indian School District. Individual and family sessions are scheduled based on need. This program component affords students an opportunity to address problems that are barriers to the student succeeding in the school and the community. Referrals for this program are received through self-referral, from the teachers and school guidance counselors or the parents.

Alternative School Program - The Alternative School operates out of our treatment center but is a Menominee Indian School District Program. Our Counseling staff provides supportive services to the participating students.

Our Adolescent Counselor provides weekly lectures to the Junior and Senior High School groups. We have had good reviews from both the students and the teachers. Difficulty has been experienced in providing counseling to the target group due to student and/or parental lack of interest and/or unwillingness of either to participate. The Director has initiated meetings with the School District for purposes of clarifying roles and responsibilities and to develop a formal agreement since the program has been operating without one since inception. She will also be setting up meetings with the Menominee County Human Services Department for this same purpose.

#### Pregnant & Post Partum Women's Program

This program has completed it's second year of operation. Culturally sensitive services have been offered while expanding education and support groups for women's issues and special needs. Sixteen women were admitted to the pregnant and postpartum women's program in FY 1995. All of the women admitted were 35 years or younger. The majority of these American Indian women admitted were from the Menominee Tribe. A total of 34 children entered the program with their Moms and another 23 children remained in foster care or with family members. The average stay for FY 1995 for the women entering the program was 4 1/2 months.

We need to work with appropriate agencies such as the criminal justice system and social services to have them involved so that the women complete a full six to twelve month treatment program. We have had three WINGS clinics during the past year. Several of the children were tested and evaluated during these clinics. Dr. Robert Owen the consulting psychologist held a trauma group for the women three times per month. All women who enter this component attend parenting classes. The Parenting Coordinator also spends hands on time with individual mothers and the children. A host of other supportive services are provided during the course of residential treatment.



### Transportation Services

The Maehnowesekiyah Treatment Program provides transportation services for residential clients who have appointments at the various agencies for medical, vocational, financial and housing needs. Transportation is also scheduled and provided for clients who are attending group therapy sessions and have no other means of transportation. There are currently ten vehicles assigned to Maehnowesekiyah. This includes five vans which are used for client transport, three cars which are used for routine agency tasks, and two trucks which are used by maintenance. The following table provides an overview of the cost per mile and vehicle utilization:

Vehicle	Total Annual Mileage	Annual Fuel Cost	Repair & Maintenance	Cost Per Mile	Number of Clients	Staff Hours
1992 Chevy Van	8,653	640.00	312.00	.11	947	218
1989 Ford Van	1,029	76.00	35.00	.11	180	38
1988 Chev Van	23,171	1,998.00	1,070.00	.11	1,076	662
1988 Dodge Van	23,995	1,937.00	1,076.00	.11	1,206	771
1989 Dodge Van	3,475	257.00	138.00	.11		
1989 Chev.Cavalier	7,818	579.00	212.00	.11		
1986 Plymouth Reliant	6,853	507.00	276.00	.11		
1987 Chev. Cavalier	2,523	187.00	104.00	.11		
1988 Chevy 1 Ton Truck	4,169	309.00	173.00	.11		
1977 Dodge Truck	1,878	139.00	69.00	.11		

### **MAINTENANCE** **Dick Dodge, Director**

#### **TRIBAL OFFICES:**

The renovations that were completed include the following: The maintenance office was enlarged with the installation of a dropped ceiling. New carpeting and baseboards laid in the Loan Fund hallway. The stairway between the 1st floor and the Loan Fund basement was replaced with the installation of new risers and treads. A locked security gate was installed in the Chairman's storage area. Environmental Services removed an abandon underground fuel tank located behind the building. Landscaping was completed in this area. Major repairs and servicing of the boiler was completed. A new radio repeater system, a riding lawn mower, and a used aerator was purchased. Two (2) used vehicles were added to the department. They were both acquired through GSA. One (1) maintenance personnel received a EPA Universal Certification in refrigeration.

#### **RECREATION CENTER:**

Additional security equipment such as lights and a monitoring camera were installed in the parking area. This addition was necessary due to the continual high rate of vandalism which occurs in this area.

#### **WOODLAND YOUTH:**

A new entrance door with handicap hardware was installed. The security system was also upgraded for better coverage.

#### **FACILITIES MANAGEMENT:**

The front entrance to the building had the roof repaired and the back entrance roof was replaced. Carpeting

was removed from the squad room and hallway. This was replaced with tile flooring. A cement slab was poured for the dumpster. Landscaping was completed around the area of the dumpster. Six (6) smoke detectors were replaced and one (1) additional surveillance camera was installed in the jail area. A water softener was installed and two (2) water heaters were replaced. Repairs and servicing on the boiler was complete. Additional equipment purchased included a riding lawn mower and a walk behind mower.

**TRIBAL SCHOOL:**

Numerous renovations took place throughout FY 95. Some of these renovations included the following: new windows, drop ceilings, lighting and flooring were installed in various classrooms and other sections of the building. New siding was put on the building. Landscaping was completed. Asbestos was removed and new insulation was installed. The room inventory and space report was updated. With this new update, 19,200 square feet was added to the total footage of the building. The total footage determines the amount of O & M monies made available to the school through the BIA. The maintenance personnel assisted and worked with the various crews through out the summer months resulting in the completion of projects before the start of school year 95/96.

**TRIBAL CLINIC:**

A drainage ditch was installed in the west parking lot with landscaping completed around the area. The punch list regarding the Clinic additions was accepted. A new gas line was laid for the boilers. New carpeting was installed in two (2) offices. Two (2) new doors were hung in the Medical Department. The sprinkler heads were replaced. An inspection was done on the sprinkler system after the sprinkler heads were replaced with approval given. One (1) maintenance personnel was certified in Boiler Operation. He also attended a Blueprint Reading Training and an Energy Management Training.

**MAINTENANCE DEPARTMENT UPDATE:**

Besides the above listed buildings, the Maintenance Department and personnel were involved with various projects at the following locations: Tribal Supermarket, Headstart (Neopit & Keshena), Daycare, CBRF, Food Distribution, and the Gaming Commission offices. All personnel, including the housekeepers, were required to attend both the Fire Extinguisher Training and Hazardous Chemical Training. Maintenance personnel were also required to attend monthly maintenance meetings and a Lock-out, Key-out OSHA Training. The department was updated by the purchase of various hand tools and small equipment items. Routine maintenance and monthly scheduled maintenance of the equipment, machinery, and buildings, along with the daily housekeeping schedule is an ongoing and continuous process. A breakdown of statistics regarding the five (5) maintenance vehicles include:

TOTAL YEARLY MILEAGE.....27,108 miles  
TOTAL YEARLY GAS USAGE..... 1,782 gallons  
TOTAL YEARLY GAS COSTS.....\$1,625.00  
TOTAL YEARLY REPAIR COSTS.....\$1,934.00  
TOTAL YEARLY INSURANCE COSTS.....\$1,013.00  
TOTAL YEARLY GSA LEASE COSTS..... \$780.00 (4 MONTHS)  
ESTIMATED COST PER TRUCK-PER MILE.... \$0.19

**MANAGEMENT INFORMATION SERVICE**

**Rod Boivin, Director**

**Staffing**

The MIS department consisted of a staff of seven which includes a Director , Systems Engineer, two Technicians, Administrative Assistant, Secretary Receptionist, and a GIS Coordinator. Just before the end of the fiscal year, one technician resigned to take a position with the College of the Menominee Nation leaving us short handed with just two technical staff.

**Service Calls**

In 1995 the MIS department handled **2,770** calls for service from 77 departments with an average of 230.83 calls per month. Service calls can run anywhere from a few minutes to several days depending on the nature of the problem. These calls are regularly handled by less than four people. Calls for service may include the following: Computer system failures, software problems from user errors, preventive maintenance on equipment, moving computers around an office, loading new software.

### **New Equipment installations**

The following departments had new equipment installed or upgraded:

**College of the Menominee Nation** - Installed a second computer lab on the second floor of the classroom building. Included installation and setup of 20 computers and all associated network cabling and equipment.

**Tribal Clinic Optometry Department**- Installed a new computer and software in the Optometrist office.

**Tribal Police Department**- Installed a Novell network consisting of a fileserver and 3 Personal Computers.

**Tribal School**- Purchased and installed 5 laptop computers for the Gifted and Talented program. Also installed and setup 20 additional computers to the existing Novell Network. A new computer lab was set up in the basement of the school with 12 of the 20 computers.

**Tribal Clinic Human Resource department**- Upgraded two computers with more memory and faster motherboards.

**Tribal Clinic Womens Personal Health**- A new computer and software was set up for this department.

**Tribal offices**- Installed an additional hard drive in the tribal office file server because we were running out of space for all of our user information.

**Program Attorneys office**- Several computers in the department received motherboard upgrades.

**Keshena Headstart**-Installed and setup 3 computers and software on a Peer to Peer network.

Many new printers and Print servers were installed in several departments within the tribal organization.

### **Training for departments**

The MIS department provides training to all other departments within the tribal organization on a regular basis. Much of it is done on a one on one basis from the MIS departments administrative assistant who is cross trained as an in-house trainer. Her specialties include all versions of WordPerfect, Lotus, Microsoft office which includes Word, Excel, PowerPoint, and Mail. In Fy 96 she will be attending advanced training courses in Milwaukee WI. to provide advanced training skills to the departments. Some of the specialized classroom training provided by the department was; Davinci EMail software which was held in the boardroom and taught by the director and the In-house trainer. There were 4 dates spread out over two weeks held during office hours so all staff could attend. The training was well received and everyone got up to speed quickly on using the new EMail package. The Tribal Police department was also trained on a new BIA Crime Reporting system. The MIS Director trained Judy Duquain, among others on how to operate the system. Different departments are trained on internet access as they become connected. They are trained one on one by the MIS Director.

### **Internet connections**

The MIS director was appointed to the Wolf River Internet group board of directors to represent the Menominee Indian Tribe in the group. The WRING board was formed when Shawano, Menominee and part of Waupaca County formed a coalition to apply for a grant from the National Science Foundation to setup local or Rural access to the Internet. The monies were used to buy equipment consisting of bridges and routers and modems that are stored at Frontier Communications in Shawano. This allows anyone in the Shawano calling exchange to gain access to the internet by calling a local call. Previously the nearest access point was either Wausau or Green Bay. So on top of the access charges to the company you were purchasing access from you had long distance charges too. The WRING group was formed to set by-laws

and administer this access which is through the University of Wisconsin in Madison.

#### GIS Coordinator

The GIS Coordinator who is under the MIS department handles all land related matters for the Tribe including creation of topographic maps and maps of sewer lines and parcel maps of the reservation. The GIS coordinator works so closely with staff of the Community Development Department he was moved into an office with another member of the Community Development Department so they could share some of the GIS equipment such as the Color Plotter and digitizer. The GIS coordinator will be transferred to the Community Development Department in Fy 96 as he works so closely with them on their land related projects.

#### Departmental Evaluation

The MIS department participated in a program evaluation conducted by a program evaluator from the Program Coordinator's office. The evaluator conducted surveys of all the departments within the Tribal Organization, both through written surveys and personal interviews. The overall report from the evaluation was favorable with the only complaint being that the Tribal Office network system was too slow. The system was slow with the amount of users that it was supporting. This problem was rectified by segmenting the network and adding disk space until a new system could be purchased in FY 96. MIS was the only department to participate in this evaluation process, as shortly afterward the evaluator resigned from the tribe.

#### Summary

The MIS department continues to provide various levels of computer related support for over 77 departments that include general hardware and software support, Network installation and administration, system evaluation, system analysis and system upgrades. Over **2770** service calls were handled in Fy 95 alone with only three technicians. The department is far understaffed and sometimes has a difficult time keeping up with the work that needs to be done. Many times the director and other staff members have to go out and assist with service calls just to try to help keep up. In the next fiscal year it is hoped that we will be able to add another technician to help with the workload. The majority of the Tribe's departments and offices are computerized but all are continually adding new or additional equipment or upgrading the older existing equipment. The department has its hands full just keeping all the computers upgraded and keeping up with the new technology as it evolves on a monthly basis.

### **MENOMINEE TRIBAL SCHOOL** **Allen Caldwell, Principal**

The Menominee Tribal School completed its fifth year of operation with the dismissal of students for the summer on Thursday, June 1, 1995. A review of the past school term is one of high and lows of accomplishment and a lot of compassion and sympathy for the students, staff and their families.

This past year saw the Menominee Tribal School make major building upgrades, a dedicated and committed staff that reached new levels of attainment, an energetic group of children, increased student achievement, a number of individual and school awards, increased parental involvement and lots of enthusiasm. The school produced its first ever school yearbook, held its first Math-a-Thon (with live play-by-play courtesy of WTCH radio), took a first place trophy in the Shawano OctoberFest parade, held two highly successful BookFairs, another extremely successful "Reading Is Fun" program, had new playground equipment installed, completed major curriculum development efforts in language arts and math, upgraded the services for students in special education, and talented and gifted programs. The school's enrollment expanded to reach a fifty percent increase in the number of students served since the opening of the school in 1990 (from 162 in '90 to this year's level of 242 students).

The year also produced some difficult times for the emotional and spiritual well-being of students, staff and families. It seemed that the staff, students and families were on a weekly basis dealing with the issue of death. A number of school staff lost members of their respective families. Students suffered the loss of loved one's including parents, grandparents, aunts, uncles, brothers and sisters. It was especially difficult for the school at the end of the year with the deaths of three members of the 1994-1995 eighth grade class - Martha

and Warren Smith, and Schuyler Webster. It included the untimely death of Larry Lapierre, our former special education teacher last July. It also included the loss of two leaders of the Menominee community - Kenneth "Paddo" Fish and Glen Miller. Members of the Menominee community crisis response team assisted the school in helping the school to deal with the number of deaths over the course of the past year which was much appreciated. Our sympathies continue to go out to those who lost a loved one this past school year.

The students returned to school in August, 1994 with a building that received a \$100,000 makeover. New siding and roofing were completed on the older section of the building. The gymnasium floor was resurfaced and walls painted. The parking lot was paved and the school grounds landscaped. The asbestos tiles were removed from the lower level hallways and classrooms, in response to the inspection by the B.I.A. Facilities Management safety inspector.

Several classrooms had renovations completed to make them usable for instructional and program services. The M.I.S. Department installed the wiring needed to hook up the school computers in the building so it could be networked and external computer networks such as "E-NAN" accessed. The school will be hooked up to other networks such as "AISES", "UW--Library System", "On Line America", etc. when the new school year begins.

The school staff completed a major effort to develop and implement new curriculums in the areas of language arts and math. Bonnie Klein, Chapter One teacher and Lynn Skenadore, third grade teacher, coordinated this effort. As a result, the classroom teachers were better able to serve the instructional needs of the students in grades K-8 in these subject areas. New textbooks were purchased for the classrooms as well as other instructional resources.

The classroom teachers enjoyed the opportunity to go to the "School House" in Green Bay to purchase items for their individual classrooms. Many new and interesting instructional tools were seen in use because of the opportunity to go to the School House. A number of staff members participated in workshops, locally and nationally, as they continue to upgrade their skills and abilities. Several staff, students and parents attended the annual National Indian Education Association (NIEA) conference in St. Paul, Minnesota last fall. Others attended conferences and workshops sponsored by the BIA Office of Indian Education Programs and the National Indian School Board Association (NISBA) in Minneapolis, Minnesota, Albuquerque, New Mexico, Denver, Colorado and San Diego, California. Through the efforts of CECA 8 at Gillett, M.T.S. staff were able to have training and access to CECA workshops to enhance their individual skills.

Another school activity was to upgrade the services of the special education (EEN) program at M.T.S.. Consultants were hired to provide the Tribal School with meeting the need to upgrade the policies handbook for special education and remain in compliance with special education regulations. Several staff development sessions were scheduled for special education and regular classroom teachers on issues related to special education. Efforts were established to coordinate activities and services through a memorandum of agreement for special education students between the Tribal School and the Menominee Indian School District.

The Tribal School began working with the Consortium for School Improvement at UW-Green Bay this past December in the development of a school improvement plan. This was timely for it put us ahead in the new federal regulations - Educate America: GOALS 2000 and Improving America's School Act (IASA) requirements for systemic school reform. These acts require all public and Bureau schools to begin efforts to reform their schools by the year 2000. As the new school term begins the school will be asking the Menominee community to provide input into the school's future plan. With the efforts put forth over the past year in curriculum, staff development, parental involvement, student behavior and so forth, MTS is well into the reform effort of GOALS: 2000 and IASA.

The Tribal School is accredited by the North Central Association (NCA) after meeting the requirements set forth under their criteria for elementary schools.

Through our funding sources the Tribal School made major upgrades in its computer education program. Acquisition of new computers for the school computer lab, special education classrooms, library, individual classrooms and the office areas increased the availability of computers for students and staff. New software

was purchased for the school office attendance and lunch programs. This provided the school with more accurate and timely information on student attendance.

Our new school librarian, Maria Waupochnik, made significant improvements to our school library services program. Prior to Ms. Waupochnik being a member of our school staff our library was unorganized and little used. Now students and staff can be found checking out books, participating in reading programs and using the computers. Through the library and Chapter 1 parent liaison the school held two very successful "Book Fairs" where students and families could purchase books and posters for their personal use. Thank to funds received through the Menominee Indian School District we received monies to increase the volume of books and resources for our school library.

Margaret Otradovec, MTS Chapter 1 parent liaison, with assistance from Tonya Pocan, put together our first school annual which was dedicated to Lorene Pocan, long time tribal legislator, former tribal education committee chair, elder, member of the MTS-PTO and supporter of the Tribal School. Margaret played a major role in the effort to increase the level of parent and community involvement at the Tribal School. She organized parent volunteers for school activities, supervised the after school tutorial program, provided transportation for students and parents, solicited donations for fundraising or school activities such as the Chapter 1 parent breakfast door prizes.

Our school Parent-Teacher Organization (PTO) continues to grow. Through the leadership of Orman Waukau, Ralph Lyons and Catherine Waukau, the MTS-PTO provided funds and support to a number of school and student activities. PTO members sponsored student after school and field trips activities. The PTO provided refreshments for school staff in recognition of their efforts with the children. They presented the teachers with a coffee cup and flowers on National Teacher Appreciation Day. The PTO also provided transportation and registration fees for several workshops in Green Bay and surrounding areas that enabled parents to actively participate. A number of community programs and organizations helped to sponsor or provide services to the Tribal School. Included were the Menominee Tribal Police, Menominee County Human Services Department, Menominee Tribal Housing Authority and Drug Elimination Program, Johnson-O'Malley Program, Tribal Recreation, Woodland Youth Services, Menominee Tribal Enterprises and Maehnowesekiyah. A special note is given to Gerald "Joe Swede" Wayka, for his voluntary effort in supervising the open gym during the winter months. Special "Thank You's" go to the many tribal and community businesses that made donations to the various school activities such as the Chapter One parent breakfasts and parent workshops.

The Tribal School continues to include a cultural component to its instructional programs and activities. Students had the opportunity to view several outstanding assemblies this past year. They also had the opportunity to participate with their families in our two annual powwows sponsored by the school. Staff and parents assisted in the in organizing the "Welcome Back to School" and "New Year's Eve Sobriety" powwows. The New Year's Eve Sobriety Powwow is becoming a major holiday event as the crowd in attendance has grown substantially over the past three years. The school also held a mini-powwow for a group of German foreign exchange students visiting the area in April.

Through the efforts of the classroom teachers, students had the opportunity to participate in a number of fun and interesting activities. Three middle school students had the opportunity to visit Washington, D.C. in May as participants in the "Washington Seminars". They visited a number of landmarks including the Capitol and the highlight being a visit with Ada Deer, Menominee, who is the Assistant Secretary of the Bureau of Indian Affairs. Two intermediate level students along with their teacher attended the National Very Special Arts Conference in Shawnee, Oklahoma in early May. Twenty middle school students along with Mr. Clark, Mrs. Creapeau and Mr. Kenote, participated in the annual "Trees For Tomorrow" program in Eagle River, Wisconsin in January. A very nice letter was received from the director commending our students for their participation. Middle school student also participated in a retreat at Maenowesekiyah in October. Mrs. Skenadore's third grade and Mrs. Creapeau's middle school students participated in the "Learn and Serve" project. Their project to provide landscaping for the Tribal School playground park has added a new beauty to the school. End of the school year field trips to Green Bay, Appleton and St. Paul, Minnesota were enjoyed by all the students who participated.

This year the Tribal School shared the cost of a truancy officer with the Menominee Indian School District.

The Tribal School did so to follow through with the need to improve daily student attendance and comply with tribal law. At times the efforts were difficult to deal with but, at the end of the year the average daily attendance figure for 1994-1995 saw an increase over previous years. Each quarter of the school term we had an average of twenty-two students attain "Perfect Attendance". We had six students with perfect attendance for the entire year. We also had a student - Pamela Waukau - who has had perfect attendance for the past three years. We have another six students who missed one day of school this year. Even three teachers achieved perfect attendance for the year - Mr. Clark, Mr. James and Mr. Dillon. Mr. Clark has missed one day of work in the five years he has taught at MTS and Mr. James has missed one day in his three years as a member of the MTS staff.

Student achievement at MTS has continued to rise. This year for the first time our students participated in the American Indian Science and Engineering Society (AISES) national science fair held in Milwaukee. Three MTS students brought home major awards in their respective categories of entry. Talena Peters, Shane and Antone Boyd placed as winners at the AISES science fair. This year MTS tested all students on the Stanford Achievement Test (SAT) as required by the Office of Indian Education Programs. Our students fared well on the tests as results show a lot of individual student progress made. Overall achievement rates increased slightly school-wide. Our third graders again did well on the Wisconsin Third Grade Reading test. Staff members continue to work toward raising the overall student achievement levels in all our testing programs.

This year the Tribal School received funding of \$2.3 million for school operations. Funding was received from the Office of Indian Education Program through the Bureau of Indian Affairs of \$2.1 million. Funding also came from the Wisconsin Department of Public Instruction for food service, and language and culture programs in the amount of \$84,000. \$42,607 was received from the U.S. Department of Education for our Title V Indian Education program. Fifty-six thousand dollars was received from the Menominee Indian Tribe for our computer education program. The school received notification that it will be losing funds for Drug Free Schools and the AODA counselor program for the 1995-1996 school term. Budget cuts are being anticipated from the federal level as the new congress tries to achieve a balanced budget under the Contract with America. It is unknown as to the amount or programs in Indian education to be cut.

Our students participated in a number of fundraising events for various programs and made donations to such programs as St. Jude's Children's Hospital, Jump Rope for Heart/American Cancer Society, Cora Jones Fund, the Oklahoma Disaster Relief Fund, families who suffered the loss of a loved one or were in need especially during the holidays. These efforts demonstrated the caring our students had for the misfortunes of other people. The sense of accomplishment and pride our students exhibited was wonderful.

Our custodial staff needs to be complimented on the appearance of the school. We received a number of compliments from visitors about the appearance of the school on the cleanliness both outside and inside.

Lastly, each and every classroom teacher and teacher assistant deserve a huge pat on the back for the effort they put forth this past year. With the new curriculum, teaching resources, facilities and their individual and group dedication and commitment, the students received a first rate quality education. They put forth many extra hours to ensure their students had high quality lessons, they were prepared to teach each and every day. Though there were trials and tribulations, tears and frustration, the staff worked extremely hard. The growth of the individual character of the staff was noticeable as was their individual skills. Our teacher assistants were outstanding. Like the classroom teachers, the teacher assistants worked extremely hard to develop their skills and in the provision of services to the students.

Though the staff of the Tribal School realize we have a few warts to work on (student behavior, parental involvement, etc.), we have seen growth in all areas of the school. Our optimism continues as we look to the upcoming school year as we continue in making children and school improvement our priorities. MTS has begun and will continue that effort. It is reassuring to know, we are told, our school is an emerging leader among schools in the Bureau school system reform effort as a Bureau Effective School Team ( or "BEST"). We have asked staff, students and parents for their input in helping the Menominee Tribal School to reach its goal and fulfill its' vision as a "School of Excellence".

All of this could not have been accomplished without the students. MTS has a great group of students who made it all possible.

## **NAES COLLEGE**

### **Carol Nepton, Dean**

Highlights: Menominee Campus moved forward in many ways during the past year. The campus building has become a center of activity and community renewal. In addition to the regular bachelor degree program, the campus has offered many educational opportunities to the community.

Beginning last summer, NAES offered very popular traditional plant classes taught by a Menominee elder. Participants were instructed in plant identification and traditional uses of the plants. Gathering for identification purposes was allowed. The day long classes were well attended by over forty community members without charge.

With funding from an EPA Educational grant, three water monitoring workshops taught by an aquatic chemist were held - two last summer and the third in March. The first class was held for high school students during the summer school program for the Menominee Indian School District followed by a group of adults the following day. Baseline data was gathered on the outstanding water resource Wolf River which runs through the reservation. The project was implemented to create a water monitoring watchdog group that could monitor any changes in the water should a proposed copper-zinc mine north of the reservation go online.

A workshop was also held in environmental law in connection with the EPA project grant. Tribal legislators were in attendance at all of the community classes. These types of classes not only provide much needed information for the tribe, but benefit NAES by the good public relations they engender.

Menominee Language Class - Last September the Menominee Language class was restructured from the traditional college class format to family classes. The first attempt was very well attended with twenty attending each class night. The room at the high school could not accommodate any additional students so other interested families were asked to wait until the Spring term when two classes were held. The ages of the students ranged from 6 to 72, with five college students taking the course for credit first semester and six credit students second semester.

As a result of the community reaction to this class and considering the outstanding qualifications of the instructor, Karen Washinawatok (NAES '93) was hired in January as a fulltime faculty to develop the language and culture emphasis for the community and the college. We have established a Language and Culture Resource Center where the community can drop in or call for information and assistance. As Director of the Center, Karen will continue to expand the scope of the program. This will include elder visits with students working in cultural resource management, continued plant classes and the coordination of enrichment opportunities in traditional crafts, storytelling and language immersion opportunities. These gatherings will be developed in four phases and will include all ages. Funding is being sought to expand this work through an ANA proposal submitted by Central and negotiations with the Bader Foundation.

EPA Educational Grant Project: With the funding from the EPA, Menominee Campus was able to offer four community workshops as previously mentioned. In addition, water monitoring testing equipment, books, resource and curriculum materials were added to the library collection. A Soil Science class was offered that prepared students to take the Wisconsin soil certification examination. Cost of the state test, however, prohibited the students from this round of examinations.

Following survey results assessing environmental educational needs in the community, a student internship model was established along with a format for students to minor in natural resource management. The internships will not only provide direct experience for the student but will assist tribal departments and/or the local school system. Two students indicated an interest in the school internships but their respective change of work schedules prevented them from accessing this opportunity.

A current proposal for an additional federal environmental grant would provide some funds to pay interns and may provide the additional incentive for students. We expect to hear the status of this grant by July 1.

The project director, Kathleen Kalina, is currently enrolled in a doctoral program in the Fisheries Department at the University of Minnesota. She has been named a MacArthur Scholar and is developing a model



program in aquaculture for at-risk Indian youth. She has ongoing contact with Menominee providing us with resources and contacts at the University. Through her efforts, NAES students are being recruited into natural resource graduate programs at UMN. She is also arranging for the transfer of trout to establish a fishing pond on the reservation for elders and youth.

In the Fall of 1994 the campus began to offer DPI (Department of Public Instruction) approved coursed to teachers for recertification credits. The Spring semester proved popular with the teachers.

**Enrollment**

Fall 1994	20 full-time matriculated students 0 part-time students 1 audit student 0 non-matriculated credit students Total FTE = 21.5
Spring 1995	17 full-time matriculated students 0 part-time matriculated students 0 audit students 14 non-matriculated credit students Total FTE = 22.25

The campus has demonstrated steady progress in increasing enrollment: Fall '93 13 FTE, Spring '94 14.5 FTE, Fall '94 21.5 FTE, Spring '95 22.25 FTE.

Four students completed degree requirements and graduated on May 20, 1995 at a ceremony held at the Wolf River Dells. A traditional feast followed the celebration. This brings our total number of graduates to 12. The students and their Field Projects were:

Rebecca D, Alegria, "Historic River Drive Sites on the Wolf"  
 Charles D. Fox, Jr., "The Hudson Venture"  
 David W. Oshkosh, Sr., "Environmental/Cultural Liason: Educator, Protector, Interpreter"  
 Robert L. Unger, Jr., "Save the Wolf"

Overall students have improved scholastically. For the Fall semester 5 students achieved a GPA of 3.25 or better and were named to the Dean's List. In the Spring, 13 students earned this distinction.

**Faculty and Staff**

**Full-time:**

Carol Nepton, Dean and Senior Faculty (Abenaki)  
 Karen Washinawatok, Faculty (Menominee)  
 Sue Nichols, Administrative Assistant (Ojibwa)

**Part-time:**

Carol Dodge, Adjunct Faculty (Menominee)  
 Lance James, Adjunct Faculty  
 Kathleen Kalina, EPA Project Director (Ojibwa)  
 Joe Lawe, Adjunct Faculty (Menominee)  
 Mary Lewellin, Adjunct Faculty  
 Matthew Miller, Adjunct Faculty  
 Leslie Penass, Adjunct Faculty (Menominee)  
 Leslie Teller, Adjunct Faculty (Menominee)  
 Mary Waukau (Menominee) and Cheryl Warrington (Menominee descendant) both College Work Study

All of the full-time staff are American Indian, seven of the ten part-time are American Indian, seven of the ten part-time staff are American Indian for 76% AI staff. Of this, 70% are Menominee.

**AAC Meeting**

Menominee Campus hosted the Academic Affairs Committee meetings in October. The meetings were productive and provided an opportunity for the other Deans to see the Menominee campus

operations. A forum on Values Based Education presented by opportunity for members of the AAC to interact with more Menominee and appreciate the need for culture based education in the community.

**Grants/Funding** - Menominee campus has full collection of tuition and will continue to work with students to ensure receipt of all funds available to them.

The Menominee Tribe renewed a grant request for \$39,796. We have been asked to cut our budget request by 25% if we intend to go for another round of funding. We are looking at ways to alter our status with the tribe and perhaps come in line with tribal college classifications so that we would be entitled to federal funding based on enrollment as the community college has done.

Thirty six letters of inquiry were sent to Wisconsin foundations. Most replied that we either were not in their funding area or were outside the scope of their philanthropy. Two encouraged full proposals which are in progress. The Bader Foundation will be making site visit early in June.

Central has included us in a ANA grant proposal for language renewal which has not received final notification of status.

The renewal of the EPA grant was denied but a small second EPA Environmental Justice grant was submitted. Notification is expected around July 1. Notice was received that the NEETF grant proposal was submitted too late for consideration.

**Recruitment** - Recruitment of new students is ongoing with alumni and current students actively pursuing possible new students. Five prospective students have taken application forms for Fall enrollment. No one has submitted them as yet.

The Forest County Potawatomi is negotiating with the campus to have outreach classes on their reservation. There has been discussion of a group effort with the Sokaogon Chippewa at Mole Lake who had indicated an interest a year ago but never produced enough students to make outside classes possible. Menominee did get one Sokaogon student this year which may lead to more enrolling from the reservation. The FCP is mainly interested in certifying teachers for the school system. Although Menominee campus can and has offered classes accepted for certification, our campus cannot provide the breadth of classes and practicum needed for state certification. We are trying to work something out to help that tribe with their needs.

**Campus Evaluation - Strengths/Weakness** - In May, the campus was visited by Dr. Wallace Appleson and Girri Shangreaux, Dean of Chicago Campus. During their visit they interviewed Site Council members, alumni, faculty, staff and students. The team articulated what the staff and students already knew that we have a strong community based program, that the campus has become a center for community people to drop in for resources. The academic program is challenging and adaptive to the growing needs of the tribe it serves. More offerings are desired in language and culture renewal. The emphasis on natural resources management should be continued and developed. Offering DPI approved courses should be continued and provides a great service to teachers who would otherwise have to travel greater distances to take necessary courses. NAES - Menominee is like "family".

The weaknesses are apparent in the facility and the lack of computer equipment. Dr. Appleson said that we could expect NCA would be critical of our "one room schoolhouse" and lack of a computer lab at the beginning of the twenty-first century. While he applauded full utilization of our existing building and said it was certainly a strength, he documented over twenty uses of our campus center and said library holdings were also inadequate.

The Site Council and staff had already stated that we need a new larger facility to accommodate growth and provide a better learning environment for current students. We need to find funds to purchase at least one (ideally two) double wide trailers which will be placed on land secured from the tribe or purchased from a private owner. This all hinges on finding building capital. The Site council plans to include the appropriation in the upcoming budget although no funds have been found as yet. The amount will reflect unmet needs.

## **PERSONNEL**

**Ben Kaquatosh**

### BUDGET:

The Budget allocation for Personnel operations was \$368,900 for fiscal year 1994 - 1995. Of the total, \$175,306 was allocated for Personnel, \$70,086 was for fringe benefits, and \$123,508 was allocated for expenses of running the operation. The staffing for FY 94-95 was at 7 persons and included the following Personnel; the Director Of Personnel, Office Service Technician, Data Entry Technician, Personnel Assistant, Secretary/Receptionist, Purchasing Specialist, and a Training & Development Specialist.

### DRUG FREE WORKPLACE:

Our policy on a Drug Free Workplace continues to be an effective deterrent in eliminating drug usage in the workplace. Without this policy, one cannot imagine the drug usage in our workplace. We had conducted a total of 284 random drug tests for fiscal year 94-95. We had a total of 18 positive test results out of this group. Of this group, 14 employees tested positive for marijuana, 4 employees tested positive for cocaine. All of the employees were tested under strict guidelines adopted by the Federal Government and subsequently adopted by our own Personnel Policies and Procedures. Concern still exists because we get many anonymous phone calls regarding our employees who are using illegal drugs, unfortunately, this would be hearsay information and we could not act or have a reasonable suspicion test done on hearsay information. In summary there is a real concern by the employee regarding the Drug Free Workplace policy as evidenced by the many questions asked in the employee orientation program.

### EMPLOYEE ASSISTANCE PROGRAM:

Our Employee Assistance Program continues to grow in numbers due to the increase in the number of random drug tests that are performed annually. Another reason is due to the fact that the Supervisors and Managers have suddenly started to use the Program the way it was intended. Special training has been provided to some department heads that would cause them to recognize the problems or behavioral indicators where a person would be administratively referred. In FY 93-94, we had 37 referrals to our employee assistance program. In the current fiscal year FY 94-95, we had a total of 48 employee referrals. Not all of these referrals are drug related or are a direct result of a positive drug test, they are also administratively referred by Management or self referred. The majority of those accepting treatment are non-repeaters of the program. In effect, the counseling or treatment received by the employee being referred has been very advantageous to the organization. The EAP services provided demonstrate that there is an economic return because of reductions in illness, absenteeism, or other problems that the employee may experience. Because of client confidentiality and the need not to be identified with any particular person, group or function within an organization, internal Employee Assistance Programs are like orphans outside the organizations political mainstream and rightly so.

### EMPLOYEE COMPOSITION:

The following is our employee composition for the last year. During FY 94-95, we had hired a total of 219 employees into new or replacement positions. There were 104 regular full time persons in this group with the balance being classified as part time or on-call personnel. The composition of the employees in our workplace are as follows:

### COMPOSITION

<u>NO:</u>	<u>CATEGORY:</u>	<u>PERCENT:</u>
425	Enrolled Menominee	70%
14	Descendants	2%
18	Spouse of Menominee	3%
5	Descendant & Spouse	1%
30	Other Indians	5%
115	Non-Indians	19%

### **PURCHASING:**

The Purchasing Specialist continues to be involved in the operation of Tribal Vegas tickets. Our concern is that it should be transferred to an applicable department that interacts with gaming operations. The gross revenue generated from Tribal Vegas ticket sales was \$33,547.97. Of this amount, \$4,742 was for salaries, \$2,365 for fringe benefits, and \$3,404 for operation expenses. This left the Tribe with a net revenue of \$23,034.97 generated from the sales to four businesses on the Reservation.

### **TRAINING & DEVELOPMENT:**

On March 20, 1995, the Training & Development Specialist began employment as a member of the Personnel Department. The primary responsibilities and duties of this position are to: 1) identify, coordinate and implement training programs for tribal employees; and 2) assist programs having mandated training requirements in maintaining program compliance.

A preliminary survey of management and supervisory staff was completed to determine areas in which they felt training was needed for employees. A majority of responses identified the following training needs areas: advanced management, budgeting, business writing, counseling employees, effective communications, employee recognition/feedback, managing stress, conducting effective meetings, motivation, understanding policies of the organization, planning, managing conflict, and computer skills.

The Training & Development Specialist worked closely with Law Enforcement staff to ensure they were in compliance with mandated training requirements. The Law Enforcement Contract and various records were reviewed to identify and verify training that was provided during the year did meet contract requirements. Results of this review indicated that contract training requirements were being met.

The Gaming & Hospitality Institute of the College of the Menominee Nation was utilized as a training resource for employees. Five one-day workshops were offered as follows in July, August and September: Microsoft Word for Windows, Excel for Windows, Microsoft Access, Microsoft Powerpoint, and Lotus 1-2-3. Combined attendance for these workshops was 57 employees. A one-credit, 15-hour Speed Writing course was offered from July 20 to September 20, with a total of 10 employees completing the course. The computer workshops and speed writing classes were held at the college. The Training & Development Specialist also assisted several employees in obtaining information about off-site training opportunities.

### **OTHER COMPONENTS:**

Another significant area of personnel administration was in our grievance process system. During FY 94-95, we had a total of 74 grievances that were processed, six of those grievances went to level 3, which is our Administrative Review Board.

We also had 15 complaints that were filed by enrolled Menominees for various reasons against Management, Administration, or other employees and these complaints were handled by the Personnel Department. Of the 15 complaints filed, 13 of them were settled at the Personnel level and two (2) of them went before the Administrative Review Board.

We had 83 unemployment compensation claims filed, four (4) of these went before the Administrative law judge level with the State of Wisconsin. In FY 94-95, we have the option of having the unemployment compensation hearing to be held in person or by telephone hearing mode.

## **PROBATION/PAROLE**

**William Beauprey, Director**

Probation supervised a total of 125 clients during fiscal year 1995, 121 probationers and 4 parolees. This is an increase of 5 percent over the previous year when the clients numbered 118. The breakdown consisted of 105 males in the age group of 18 through 54 years old and 20 females, who ranged in ages 18 and 58. The number of clients on probation/parole fluctuated between 50 and 64 cases per month. Additionally, the Probation Department supervised four individuals sentenced only to Community Service and another three who were awaiting sentencing.

During the past year, the court ordered 27 Pre-Sentence Investigations. This is comparable to a year ago when the Probation Department had been ordered to do a total of 32 Pre-Sentence Investigations or a decrease of 16 percent. Nineteen of those who had Pre-Sentence Investigations conducted on them were sentenced to Probation and six received jail sentences and two failed to cooperate with the court's orders.

Also during the past year, there were 129 court appearances which included initial appearances, post-Pre-Sentence Investigative testifying and revocations.

There were 34 revocations during the year or 27 percent of the clientele population had their probation's revoked. All of those were the result of individuals' continued use of alcohol or drugs. In past years, the Department was often able to offer AODA in-Patient Treatment as an alternative to revocation to those found in violation of the prohibition of alcohol. With budget constraints this no longer became a possibility.

§82.9(2) "Battery continued to be the number one offense among the clientele. Sixty-six percent of those on Probation were convicted of battery, fifty-eight percent were ordered to obtain AODA counseling and 51 percent were ordered to seek domestic violence counseling.

Another casualty of budget constraints was the department's yearly workshop. In years past the Probation Department has been able to have workshops on FAS/FAE and other alcohol related topics.

## **PROSECUTOR** **Andy Pyatskowitz**

**PERSONNEL:** The office is staffed by three full-time people. The Prosecutor is Andrew J. Pyatskowitz, the Assistant Prosecutor is Tina Gouty-Yellow and the Secretary is Lisa Lyons. The office is located in the Menominee Tribal Law Enforcement Center Building.

**SERVICES:** The office is charged with the responsibility of enforcing a number of tribal codes which deal with the area of law enforcement. Many of these codes and ordinances have been drafted specifically by the Tribal Legislature to deal with the law enforcement issues which may be specific to the Menominee Tribe. Other codes were created in 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 prosecutor can be further broken down into two categories, criminal and civil.

**CRIMINAL:** Criminal cases are those cases which have the potential of resulting in incarceration if the alleged offender is found guilty. The offense must specify that conviction for a violation of the ordinance may result in a jail term up to a specific term. In almost all cases, the additional penalty of a monetary fine is included. Examples of our criminal ordinances include; 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, escape and fraud. Second convictions of OWI/BAC traffic citations may also result in criminal penalties. The maximum jail term and fine that can be imposed by the tribal court is one year in tribal jail and \$5,000.

Juvenile delinquency cases are criminal in nature. A juvenile between the ages of 12 and 17 who commits any of above offenses is handled in children's court through a delinquency proceeding. Dispositions vary from supervision by Menominee County Department of Human Services to commitment to a maximum secure juvenile facility. Restitution to victims is often included as necessary.

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

OTHER JUVENILE: This area includes child custody and civil forfeiture cases.

PROCEDURE: In all of the above cases the prosecutor represents the interests of the Menominee Tribe. For those cases deemed ready for court action, petitions and criminal complaints are drafted. If the case is contested, it is then prepared for trial. Most of the juvenile and ordinance cases are handled by court trials. Many contested criminal cases are handled by requests for jury trials. After a finding of guilt, recommendations are made for sentencing adults and dispositions involving juveniles.

## **PUBLIC RELATIONS**

**Verna de Leon, Director**

The Public Relations Department has become very involved in learning about tourism on Indian lands. We have attended a number of conferences that focus on tourism and we have become members of the Wisconsin Native American Heritage Tourism Initiative. Our committee promotes non-casino tourism on reservations throughout Wisconsin as mandated by a grant received by GLITC. Because tourism on Indian reservations is such a sensitive subject, we have moved cautiously; with consideration and sensitivity as we progress toward acceptable promotions efforts. One of our first projects was a brochure called "Native Wisconsin". A video has also been produced. We hope to continue our work with the committee; we feel that the Menominee Tribe will benefit greatly. In an era where tourism has become one of the country's biggest industries, it is imperative that the Menominee Tribe prepare to take advantage of economic opportunities created by tourism.

The Menominee Tribe's opposition to the proposed Crandon Mine has required attending public hearings and scoping meetings to keep ourselves abreast of the latest occurrences. The Public Relations Department assisted in the creation and production of the Crandon Mine Brochure that discloses information about mining impacts.

Last year's "Menominee Nation Powwow" video has won the Northeast Wisconsin Addy Award, a national Telly Award and was shown at the Native American Film Festival in San Francisco. Sales of the video continue.

With the introduction of the Menominee Treaty Suit efforts are underway to educate the public about the Menominee Tribe to help in avoiding any extreme reaction. Editorial Board Meetings were scheduled to ensure that accurate information reaches the print media. A meeting was held with the Lake Michigan Commercial Fishermen's Association as part of the educating effort. Information about the Menominee Tribe's outstanding environmental and resource conservation methods was shared and appreciated by the Association. We believe that education will promote a better understanding of the Menominee People.

There were many visitors to the Menominee Reservation in 1995. The Public Relations department greeted and accommodated many of them. U.S. Secretary of the Interior, Bruce Babbitt was one of those visitors, accompanied by Assistant Secretary on Indian Affairs, Ada E. Deer.

Assistance was given during the Native American Arts and Crafts Festival that was held at the Menominee Logging Camp Museum, The Annual Menominee Nation Contest Powwow, The National Drug Elimination/Crime Prevention Conference and the many other events that occurred in 1995.

A brochure was designed for the new Community Based Residential Facility and assistance was given during their grand opening. A flyer was also designed for the Wisconsin Indian Education Association as they plan their spring conference at the Menominee Casino-Hotel.

The Public Relations Department coordinated the tribe's participation at the Indian Summer Festival. The Menominee Indian Tribe, the Menominee Nation Casino-Bingo-Hotel, and Menominee Tribal Enterprises received recognition in the form of a banner that was visible above the ticket area, as a sponsor of Indian Summer.

The 1996 Menominee Tribal Calendar was completed. This year's calendar displays flowers, plants, and

anecdotes that are native to the Menominee Reservation

The Public Relations Department continues to coordinate television and newspaper media relations whenever possible. Planning for next year's events are also underway.

## **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 passible 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 served for 1995 fiscal year was 12,665, adult leagues serviced 1,087.

Installed new grandstand at the ball park in Keshena.

Installed sewer & water lines at new ball park in Keshena. Installed sprinkler system at new ball park in Keshena. Installing new scoreboard at new ball park in Keshena.

Purchased new playground for Neopit Park across Buddy Kaquatosh home.

Installed playground equipment at Zoar Firestation.

Installed tile floor at Menominee Youth Center.

Purchased new tread mill and bike for fitness room.

Implementation of 5th & 6th grade boys basketball program. January-February 1995.

Implementation of 5th & 6th grade boys summer league in Green Bay from June-August 1995.

Implementation of Saturday Morning Basketball Instructions grades 1-4 from 9:00-10:30 a.m., grades 5-8 from 10:30-12:00 p.m.

Participated in the Shawano Optimist Club Boys Basketball Tournament, grades 6,7 & 8 teams.

Sponsored High school basketball team Sunday Night Basketball Summer League Gillett June thru August 1995.

Co-sponsored dances and youth trips with Drug Elimination Program.

Working cooperatively with Community Development on completion of Five Year Comprehensive Recreation Plan.

The Recreation Department also provided many activities including: Halloween Costume and Dance, grades k-3, 4-6 and 7-12. Christmas Santa Claus Visit. Bucks Game to Milwaukee, Bay Beach, Noah's Ark, Great America, Ski Trip to Rib Mountain, TCJ Baseball, American Legion Baseball, Community Easter Egg Hunt. Co-op Summer Youth Program with Woodland Youth Neopit/Keshena Little League teams, equipment and insurance, van usage Tribal School, MISD, Social Services, Tribal Housing Authority, Girl Scouts, North American Indigenous games Minnesota. Provided donations to South Branch Community Halloween Party, Christmas party. Zoar Halloween Party.

Total allocation for F.Y. 95 \$306,490.

## **RELIEF TO NEEDY INDIAN PEOPLE**

**Wayne Pecore, Director**

RNIP is an Emergency Assistance program funded by the State Department of Health and Social Services.

Clients are Native Americans who do not qualify for AFDC or SSI. Their benefits are a monthly grant and a MA card. To qualify you must be Indian, be in need by State standards, live on Tax free land and comply with the Work Experience Program.

The Program will be ending December 31, 1995. There will be no more RNIP. The Tribe has applied for BIA General Assistance, but at this time we are not assured of receiving any funds. We will continue to try to find a way to provide assistance to those who are in real need and can not work.

We were not given enough time to get the BIA assistance grants in place to begin January 1st. The Tribe has lobbied the State to extend the RNIP program. As a type of compromise the Joint Finance Committee approved a Medical Block grant of \$800,00 to be divided among the Tribes for eligible clients. The coverage will be available after January 1st.

I wish to thank Maehnowesekiyah and Staff for the program they developed for our clients. It was set up to have them gain a better understanding of the effects on the use of Alcohol and Drugs. How the overuse will have an impact on our lives, the lives of their families and in our community. It was set up as an Education program and met every Wednesday afternoon at the Maehnowesekiyah Treatment Center. Transportation was provided by Maehnowesekiyah. This program was a great asset to RNIP. Our clients received a great deal of information and knowledge.

We were able to receive additional money from the Food Stamp Employment and Training Program. The FSE&T program is a federally funded program that provided Tribes with a fifty percent (50%) federal funding for employment and training activities given to our clients who are eligible to receive food stamps. We used our Administrative funds for this 50--50 match for the federal dollars, any costs directly related to running the Work Experience Program. The purpose of the program is to get clients to become self sufficient.

As a comparison in 1987 our caseload was an average 470. This year our average was 145 and the last 3 months were 105. A lot of our clients applied at the Casino/Hotel and have been working steady. Availability of jobs has always been a factor on our reservation and transportation is another big problem. We always have had people on RNIP that did not want to go to work, some were fully qualified and would not apply for a job but would choose to stay on RNIP. Maybe they were waiting for a better job. We need something in place for our clients who are in real need.

YEAR OF 1994/1995 GRANTS OF ASSISTANCE AND CASELOAD						
TOTALS	369,299	1,741	1,751	1,236	175,285	544,584
AVERAGE	30,775	145	146	103	14,607	45,382

## SOCIAL SERVICES

Mary Husby, Director

The Menominee Indian Tribe of Wisconsin received a contract from the BIA in the amount of **\$102,450.00** in new monies for its Social Services Department for FY-95. Of this amount, **\$32,177.89** 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. **\$37,448.00** of the budget was designated for indirect costs. **\$4,652.12** was designated for Indian Child Welfare Act Task Force. Program expenditures for the year amounted to approximately **\$212,310.26**.

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) additional 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, State Day Care funds. In addition, fees collected from enrollees assist in meeting operational costs.



During fiscal year 1995 Menominee Tribal Social Services provided services to **131** new cases and **94** carry-over cases from FY-94 for a total of **225** cases. New cases for FY-95 included **99** ICWA cases and **ten (10)** enrollment assistance cases. **Five (5)** cases were study cases either for adoption or for the Court. **Eleven** cases were child welfare assistance cases. **Six (6)** cases were information and referral cases. There were **four (4)** adoptions finalized in Tribal Court in FY-95. **One (1)** other case was finalized in a state court for a total of **five (5)** adoptions.

A variety of agreements were negotiated, through the assistance of the Program Attorney, with Menominee Co. and Wisconsin Dept. of Health and Social Services to allow social services resources available to those entities to be utilized by the Tribe. Some examples are adoption services and subsidies, foster care payments and the use of State Juvenile Correctional Facilities.

A total of **three (3)** applications were submitted to Wisconsin Dept. of Health and Social Services for supplemented funding for the Tribe's Respite Day Care Project. The department prepared applications which resulted in funding in the amount of **\$49,744**. **One** additional application was submitted to the Federal Dept. of Health and Social Services for Child Care Development Block Grant funding. These funds are used to assist low income families who are employed, in training or in an educational program, pay for child care services. A total of **\$66,789**. was received for the fiscal year.

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. Thus far, the Tribe's child support ordinance has been substantially revised and a Tribal support schedule is in draft form. It appears that start-up funds from Federal/State agencies may be available to the Tribe for operational costs. Negotiations with the State are continuing on a regularly scheduled basis to finalize all details necessary for the establishment of a child support agency.

#### **INDIAN CHILD WELFARE ACT**

The Menominee Indian Tribe through its Social Services Department received a grant in the amount of **\$65,000** for its FY-95 Indian Child Welfare Act grant. The grant for FY-95 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 providing two (2) training events for Day Care parents. Each series was to consist of eight (8) sessions. The focus for parent meetings was on Child Development issues. Another program objective called for the departments participation in court hearings in **35** cases generated under the ICWA.

During the course of the year, **99** new cases were noticed to the Tribe under the requirements of the ICWA. Counseling services were provided to **47** of the **99** families. In the remaining **52** cases, contact has been with the agencies involved, as in many of these cases they were ineligible for services. We exceeded our objective by **two (2)** 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 **77** separate cases. We provided legal assistance to **50** cases through the Program Attorney's Office. **Two (2)** 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 **22** unduplicated cases. This represents **2142** 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. We served **eight (8)** cases less than our projections for the year. We attribute this to a younger population being served and their staying in the program for a longer length of time.

Parenting education services were provided through the publication of monthly newsletters which focused on child development issues. In addition **two (2)** training events for parents were held. Each event consisted of **eight (8)** sessions devoted to topics on child development.

The Indian Child Welfare Act grant funded **one (1)** full time social worker position and **one (1)** part time position, (.75 FTE) teacher aide position. Other support services were covered with this funding. Funding for next year will be at the same level as in FY-95.

**SUPERMARKET**  
**Janice Latender**

For year October 1, 1994 through September 30, 1995, the Supermarket has concentrated on improving sales and decreasing expenses to realize a net profit over the previous year. Information concerning the sales are as follows:

Dept.	Sept. 30, 94	Sept. 30, 94	Inc. (Dec.)
Grocery	\$929,404	\$1,040,621	+\$111,217
Meat	259,052	323,146	+ 64,094
Produce	61,044	75,164	+ 14,120
Dairy	126,860	141,554	+ 14,694
Beer/Liquor	162,894	149,180	(13,714)
Tobacco	532,533	475,369	(57,165)

The overall increase in sales over last year is \$127,256. As these figures indicate, the Supermarket continues to realize significant growth in departments associated with that of a Supermarket. Also, cigarette sales continue to have a negative financial impact on the Supermarket. However, the cigarette sales for the year end of September 30, 1995 are for cigarettes sold over the counter whereas, the figure at the end of September 30, 1994 included sales to local retailers. Future year end cigarette sales should be more consistent and not show large decreases.

Statistics provided by the Supermarket's grocery supplier indicate that a new facility is needed. At this point in time, the Supermarket experiences more inventory turnovers in groceries than the average for supermarkets. This is caused by the lack of space to expand our shelving and storage areas. Also, there is the never ending concern over repairing or replacing obsolete equipment. A new facility would give the Supermarket the opportunity to become more competitive by adding profit centers such as deli, bakery, sporting goods and automotive line. We, at the Supermarket, will make every effort to make the dream of a new facility become a reality to provide our customers with services they have come to expect at the Menominee Tribal Supermarket.

**TAX COMMISSIONER**  
**Rose Cantrel**

The office of the Menominee Tribal Tax Commissioner monitors and enforces tribal regulatory permits, ordinances, licenses and payment of tribal taxes, and is responsible for the State of Wisconsin Cigarette Tax Refund, the Gasoline Tax Refund for fleet vehicles and the Tribal procurement/bid process.

Seven (7) Ordinances are enforced through the Commissioner Office:

1. NO. 79-04 Cigarettes
2. NO. 80-13 Rafting
3. NO. 82-10 Tribal Preference (applied to bid process)
4. NO. 82-19 Use Tax on Construction Materials
5. NO. 82-22 Construction Materials Purchased from MTE
6. NO. 83-03 Fireworks
7. NO. 94-15 Hotel Room Tax

The Tax Commissioner Office has been staffed full time with the Tax Commissioner and a full-time secretary 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.

Fourteen (14) taxable "Invitations to Bid" were posted for the past fiscal year and the Menominee Indian Tribe awarded bids for the following projects:

Headstart Bus		Construction
Route 85		
Clearing, Grubbing Route 85		Closure Keshena Solid
Waste Facility		
HIP Modular Homes		Waste Water Treatment
Facility		
Sewer and Water		Minnow Creek
Flowage		
Logging Museum-Renovation		Fencing-Law
Enforcement Center		
Animal Shelter		Family
Investment Center		
Middle Village-Pavement/Sidewalks	Middle	Village-Housing
Construction		

The Tax Commissioner's Tax Revenue projection for the 1995 Fiscal Year was established at \$340,000.

Actual revenues received by the tax office are as follows:

Gas Tax Refund	5,434.01
Construction Materials Use Tax	\$ 34,493.22
State Refund	242,849.97
Rafting	9,000.00
Lodging Tax	52,669.98
Tribal Cigarette Tax	<u>219,750.69</u>
TOTAL	\$564,197.87

**TRIBAL JUDICIARY**  
**Robert Kittecon, Chief Justice**

The budget for the 1995 fiscal year was \$92,160.00. The total expenditures was \$82,957.52; a return of \$9,203.48 returned to Tribal treasury. The Menominee Tribal Court is a court of general jurisdiction with appellate review operating under the authority of Articles III and IV of the Menominee Tribal Constitution as a separate but equal branch of the Tribal Government. The primary roll of the court is to provide judicial services on the Menominee Indian Reservation through the adjudication of criminal, civil, juvenile, family, probate and other matters within the jurisdiction of the court.

The Menominee Tribal Court has fulfilled this responsibility in Fiscal Year 1995 by processing a total of 4,429 separate cases in the following areas:

CRIMINAL	200
TRAFFIC	2,180
PROBATION REVOCATION	25
ADULT ORDINANCE	316
RESTRAINING ORDERS	42
CHILDRENS	920
(CHIPS, ADOPTIONS, ORDINANCE, DELINQUENCY, TPR's)	
CIVIL	230
FAMILY	27
CHILD SUPPORT	364
PROBATE	24
PROBATE (SUMMARY)	87
GUARDIANSHIP	14
<b>TOTAL</b>	<b>4,429</b>

In addition to the above, the court also handled 1,632 separate pre-trial, post-trial, and review hearings for a total of **6,632** separate matters heard by the court in FY-95.

In each of the above matters, the equal protection and due process requirements of the Indian Civil Rights Act and of the Menominee Tribal Constitution were adhered to. Each matter was docketed and a file generated. Opinions were written where applicable, and a recorded record of each matter was made. A judge was assigned to hear each of the matters and each matter was impartially considered as required by the Judicial Code of Ethics.

In determining sentences and dispositional orders, the court utilized the recommendations of the Menominee Tribal Probation Office and the Menominee County Human Services Department and the Tribal Human Services Department.

All court personnel received training through various facilities in areas that improved the performance of the court.

During this reporting period, no revisions of court rules occurred.

**FINANCIAL**

<b>TOTAL BUDGET</b>	<b>\$509,866.81</b>
<b>FUNDS EXPENDED</b>	<b><u>420,098.11</u></b>
<b>BALANCE</b>	<b>\$ 89,768.70</b>

**TREATY RIGHTS**

**Kenneth A. Fish, Director**

Members of the Menominee Nation, it is my pleasure as director of the Treaty Rights and Mining Impacts Office to report to you the activities of the office. As director, I was hired and began work in the Menominee Treaty Rights Protection office (TRPO) on May 16, 1995. On October 1st, 1995 I assumed duties of coordination activities with reference to Crandon Mining North of the Reservation. It has taken a lot of time getting acquainted with and setting up the office to cover both areas. This report will first cover Treaty Rights and than Mining Impacts.

Treaty Rights;

On January 13, 1995 the Menominee Tribal Legislature filed an historic lawsuit, entitled Menominee Indian Tribe of Wisconsin V. State of Wisconsin et. al., (TRPO) was established to provide a source of information

to the local Menominee and state people and carry out duties in connection with the lawsuit.

Former tribal administration and tribal litigation attorneys roughly proposed the TRPO office functions and responsibilities. The proposal was not clear and definitive, therefore presenting a situation which lacks specific vision, direction, and accountability. In consultation with Chairman John Teller, resource staff, and treaty attorneys it is the intent of the office to offer and manage for the legislature a more comprehensive plan of office operation and function. A plan was approved on July 20, 1995 to provide maximum benefit to the people for now and in the future. The plan will be implemented in three phases.

Phase I is the actual start up of the office to include setting in motion specific goals and objectives of the comprehensive plan, which include the following goals. The main goal is to assert off reservation usufructuary rights as a result of the federal court's decision. The other goal is to sensitize the public to Menominee history, culture, and usufructuary rights.

The following objectives will be pursued according to the plan.

- 1) Editorial Boards - meeting with newspapers within the state.
- 2) Curriculum Development - state law requires Indian history culture to be taught within the schools systems, we offer Menominee.
- 3) Speakers Bureau - speaking presentations will be offered throughout the state.

Objectives 4-14 are primarily internal office policies and procedures which may be requested.

Phase II is the implementation of finished products for distribution, designation, and presentation under the first phase of the plan.

Phase III is yet to be detailed but will include regulation and enforcement based on existing good conservation practices. Keep in mind, development of off reservation regulation and enforcement depends on the success of the treaty case.

You may ask why? The answer is because the Menominee Indian Tribe witnessed the racism when the Chippewa Tribe to the north engaged in off reservation spear fishing rights. The racism fostered wide spread fear among communities creating outbreaks of protests against Indians that sometimes turned violent. Implementation of a massive public relations campaign within the State of Wisconsin will sensitize citizens to the real history and culture and usufructuary rights of the Menominee. It's a matter of creating a process to curb this negativeness.

Therefore, the (TRPO) will continue to pursue office management functions with reference to the treaty case.

### **Mining Impacts;**

We need to remind ourselves about the background of why a need arose for a Mining Impacts Office. In 1973 copper, zinc and other resources were discovered north of the reservation in the Crandon area. Mining would create a danger and threat to the Wolf River and it's watersheds because the Wolf River flows down from near the proposed mine site through the Menominee Indian Reservation. This would directly affect the Menominee Nation. Exxon previously applied for mining permits and later withdrew. Crandon Mining Company has again applied for mining permits to mine. Once again the battle starts, to stop the Crandon Mining Company's mining operations by political and technical means.

The Menominee Tribal Legislature, in its wisdom, decided to re-establish a mining impacts office and committee. The office provides a source of information to the local Menominee and state people and carries out duties in connection with the fight to stop the Crandon Mining Company. Mining coordination was assigned to Ken A. Fish and technical coordination with Mr. John Koss of the Environmental Services Department.

The mining impacts office functions are similar to the Treaty Rights Office's comprehensive plan of operation.

The office, supportive staff, and Mining Impacts Committee is pursuing goals and objectives with reference to

mining impacts. Established goals are to stop contamination and pollution to the Wolf River and its watersheds as a result of mining. Wisconsin State legislation is currently being developed to protect the Wolf from mining with specific conditions. We can measure success by state legislation to stop mining. There is a need to implement a massive public relations campaign to sensitize the public to the dangers and threats of mining. This goal is measured by the feed back and support of local and state citizens for the law. Also, monitoring the technical mining permitting process through analyzing technical data for misrepresentations by the Crandon Mining Company.

We are not in this fight alone. Other Indian Nations and about every environmental group are united and pursuing the same goals and objectives. Therefore, it's a matter of creating a process to stop the mine politically and technically and this process is underway. Your help and understanding would be appreciated.

## **TRIBAL ADMINISTRATOR**

**Betty Jo Wozniak**

Another year has passed. Fiscal year 1995 was one of significant changes and as a result, it was unsettling for some. With the new direction set by the change in the Tribal Legislature, administration underwent the beginnings of organizational changes. Growth demands change and this need has been recognized by the Legislature. During May the first phase of this change was implemented with the adoption of a new organizational chart. Several new divisions were created and the title of Program Coordinator was changed to Tribal Administrator. Essentially this job has not changed. The duties were expanded to include a broader scope of responsibility and supervision over more departments.

The Legislature recognizes its primary responsibility as that of policymakers rather than administrators. This does not mean that they are unconcerned with what happens on a daily basis but rather that they are taking a more global approach to assuring that tribal members are getting the services necessary to meet their needs.

Their concern for gathering information from the communities via more community meetings and being more available to tribal members is possible because of their commitment to understanding what their roles are as elected officials.

One impact of this change is that administration is able to address things as they occur without having to wait for Legislature meetings. This has improved efficiency and allows us to be more responsive on a more timely basis.

Other changes that were pending for fiscal year 1996 had to be addressed in fiscal year 1995. The most significant of which was Governor Thompson's action to discontinue the RNIP program. It has been no simple task to seek replacement funding to provide for both the income maintenance and medical portions of this outgoing program. While we have had some success in doing so, the actual implementation of the General Assistance Program is dependent upon the settlement of the federal budget and the appropriation of funds. This program will begin providing services as soon as funds become available.

Dealing with changes within the Bureau of Indian Affairs which effect the way we contract to provide services has also been time consuming. This task is something which is not apparent to the general public because, for the most part, it does not impact the delivery of services to the public. The administrative changes involve how the Tribe interacts with the federal government and these require us to address our internal procedures, amending them as necessary.

The public is generally unaware of all the tasks required to properly administer the government services provided to Tribal members. The most time consuming tasks are those of paperwork, responding to requests and requirements of the various funding sources, dealing with internal policies and procedures, assuring that the Tribal programs and departments are fulfilling not only the needs of the community but doing it in a manner that meets the requirements of the funding sources. It would be great and immensely simpler to just get the funds that we need to operate without having to assure that they are properly accounted for, but that is not the way it works. One of our greatest responsibilities is to assure that public dollars, and this includes tribal dollars, are spent for their intended purposes. I am proud to say that in my experience our annual audits have show that we are responsible and accountable to a great degree. This does not happen without the dedication and attention of trustworthy, honest, loyal staff who take their jobs

very seriously. While no one can anticipate every event and have things run smoothly 100% of the time, the level of excellence we have achieved would not be possible without the cooperation and effort of all those who work for the Tribe.

I want to thank my personal staff for their endurance, patience and hard work. I want to thank all of the Internal Service Departments for their dedication; Finance, Personnel, Insurance, MIS, the Program Attorney, and Maintenance. I want to thank the departments for knowing their jobs and doing them to the best of their abilities. And I want to thank the Legislature for beginning to allow us the latitude to do our jobs as they need to be done and recognizing that we know that our task is to provide tribal members with the vital services they need. This position continues to provide me with a personal challenge to achieve. I look forward to a future of growth and development for the Menominee Tribe and I am grateful to be a part of it.

## **TRIBAL NEWS**

**Yvonne Kaquatosh Aragon, Editor**

**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 \$35,449.60.

**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, 1988. Twenty-four issues were published during FY '95. The November 3, 1994 issue was mailed to each enrolled tribal member 18 years of age and older. There were 5,281 papers mailed to enrolled members informing them of the Annual General Council and Special General Council meetings. This is in addition to our regular bi-monthly subscription mailing of 410 mailed for the November 3rd issue and 388 for the November 17 issue. A total of 6,079 papers were mailed for the month of November.

The three main goals/objectives set for 1994-1995 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 on a regular basis to publish legislative actions/information in a timely manner; and
- 3) Generate revenue from advertising, sales, and subscriptions. The revenue projection for FY '95 was 34,856. The actual revenue generated was \$1,959.03 below the projected income, however, we are above the FY '93/94 actual revenue of \$29,966.66 by 9.77% (\$2,930.31) - bringing the annual income to \$32,896.97.

The following is the breakdown of the three (3) areas where revenue was generated:

**SUBSCRIPTIONS:** The subscription income projection was set at \$6,940 with a total of \$8,489.67 received. The subscription income was above projected revenue by \$1,549.67. The annual subscription rate is \$18 per individual and \$22 per business/organization and \$24 for first class subscriptions. We currently have 508 active subscriptions as of October 1995. Overall, our subscription revenue reflects a 28.21% increase over last year.

**SALES:** The sales income projection was set at \$6,426 with a total of \$8,633.15 received. The sales income was above the projected revenue by \$2,207.15. We currently have nineteen (19) distribution points - nine (9) locations in Keshena; two (02) in Neopit; seven (07) in Shawano; one (1) in Gresham; and one (01)

in Zoar. We have just begun to drop off five (05) papers (free) to the Seniors Citizen Center in Neopit. Sales have increased 34.34% in comparison to last year - FY '94.

**ADVERTISING:** During the past year, M.T.N. generated \$15,744.15. The projected amount was \$11,833.20. There is an increase of \$3,910.95. 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.

**PAST DUE ACCOUNTS:** The total past due accounts (advertising) as of September 30, 1995 is \$460.00. Since FY '89, the past due accounts have been and will continue to be monitored.

Printing Cost Report - FY 94-95

Monthly Print Dates	# of pages	Print Charge	Sub-Total
October 7, 1995	24	759.99	
October 22, 1995	24	614.16	1,373.95
*November 3, 1995	32	1,831.11	
November 18, 1995	20	684.48	2,515.59
December 1, 1995	16	499.73	
*December 15, 1995	24	639.12	1,138.85
January 5, 1995	20	542.46	
January 20, 1995	20	524.29	1,066.75
February 3, 1995	20	539.15	
February 16, 1995	20	713.46	1,252.61
March 3, 1995	20	506.12	
March 17, 1995	20	486.80	992.92
April 6, 1995	28	512.66	
April 21, 1995	28	890.02	1,402.68
May 4, 1995	20	535.30	
May 26, 1995	24	669.58	1,204.88
*June 10, 1995	24	882.75	
June 24, 1995	16	450.43	1,333.18
July 7, 1995	20	699.58	
July 21, 1995	24	637.80	1,337.26
August 3, 1995	20	536.43	
August 17, 1995	20	718.73	1,255.16
September 7, 1995	20	634.71	
September 21, 1995	20	594.31	1,225.02
<b>TOTALS</b>	<b>524</b>		<b>16,098.85</b>

The fluctuation in printing charges is based on the following:

- 1) the number of pages produced; 2) the amount of photos being processed for print, and 3) color separation charges incurred if a 4-color photo is used. (\* indicates color used).

There is a 6.5% increase in the number of pages produced (32 additional pages) in comparison o fiscal year '94.

**MENOMINEE TRIBAL NEWS SUMMARY**

**EQUIPMENT:** In mid-September 1995, a new Nakajima AE-830 typewriter was purchased for the



Menominee Tribal News Department. We received a considerable discount on the new typewriter which was purchased at the New Office Plus Expo. There was considerable amount of problems with the old Olivetti typewriter which we have disposed of.

**STAFF:** Departmental changes that have taken place since the last report include the following: Four (04) staff changes (secretary, reporters I & II).

I was placed on disability on May 19, 1995 due to complications with my health which was directly related to my pregnancy. My daughter was born on August 1, 1995. At that point, I had been placed on maternity leave. I returned back to work (part-time) on Monday-November 6, 1995. I have just recently returned back to work and have been back for less than a month. I have and continue to be under my doctor's care and will be working on a part-time basis for an indefinite period of time.

While I was off on disability, there have been numerous changes both with staff and the re-organizational structure of our program. Menominee Tribal News is now a part of the Communications Division along with the Public Relations Department. Both departments have been under the direct supervision of the Communications Director, Dale Kakkak who was hired in June.

Lori Waupoose was hired as the Administrative Assistant for the Tribal News in May. Two weeks into the job, I was placed on disability. Lori managed just fine in my absence (under a-lot of stress, I might add). She is a valuable asset to the department and has proven that time and again. Lori recently transferred as the Administrative Assist for the Communications Division and for the time being, she is in our office.

The two new reporters are: Kamay Dickenson (Oct.2, 1995) and Michael Wilber (Nov. 27, 1995). Our secretary position has been filled as well. Georgianna "GiGi" Delabrue was hired on November 8th. The secretary position is as important as the other positions currently in place. There are a variety of steps that he/she must follow in keeping accurate, updated records for sales, subscriptions and accounts receivable.

David "Jonsey" Miller was recently hired as the Video Technician under the Communications Division. He is temporarily located in our office.

**NATIVE AMERICAN JOURNALIST ASSOCIATION (NAJA):** The Menominee Tribal News Department has been a member of NAJA for the past ten years. This past summer Sawneekque Teller, Reporter II, was fortunate to have taken honorable mention for the best news photo and honorable mention was given to Menominee Tribal news for general excellence under the bi-monthly category at the 11th annual NAJA awards banquet held in Bismark, North Dakota this past May.

## **WOODLAND YOUTH SERVICES**

**Joan Smith, Director**

Woodland Youth Services provides services to Menominee 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.

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 equipment are also available for check out and use by the youth. This year the Youth Council recommended that a membership program be established for checking out equipment and supplies. They have recommended that a membership fee and charges for damaged/lost equipment and supplies be established and that revenues from these sources be used to replenish and/or replace equipment and supplies. The policy is currently being reviewed by the WYS Board.

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, and three were sponsored by Woodland Youth Services. These included trips to Brewers games 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 provided with 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 Neopit 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.

